Interreg Danube Region

Co-funded by the European Union

Podiplomskašola ZRCSAZU

ZRC SAZU Geografski inštitut Antona Melika

WIN

The future of women's employment in peripheral industrial regions

EQUALITY AND DIVERSITY IN FORESTRY: CHANGING THE IMAGE OF FORESTRY

Portorož, 24. 10. 2024

Asst. Prof. Dr. Jani Kozina, Dean

Postgraduate School ZRC SAZU & ZRC SAZU, Anton Melik Geographical Institute

This project is supported by the Interreg Danube Region Programme project co-funded by the European Union

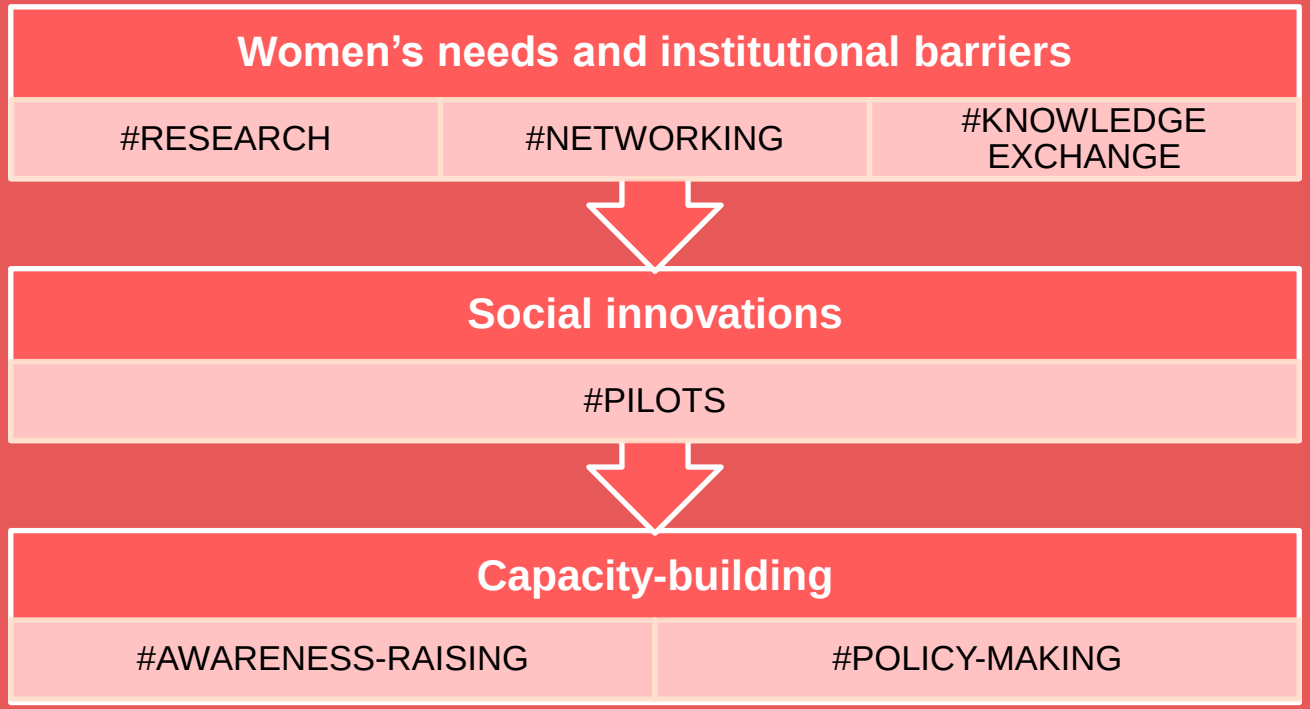

„Gender inequality is a real problem taking into account employment levels in the Danube Region.“
„Moreover, unemployed women outnumber men especially in heavily industrialised regions of Czech Republic, western Slovakia and western Hungary in particular.“
Analysis of territorial challenges, needs and potentials of the Danube Region and strategic options in view of the Transnational cooperation for the period 2021-2027

Dominant narrative: Assumptions

1) Danube Region → gender employment gap
2) Peripheral industrial regions → mining, manufacturing and technology sectors → male-dominated labour force
3) Narrow labour markets → traditional gender roles (e.g. men occupy high-skilled jobs, while women work in low-skilled jobs)
4) Support systems (education, training programs and career planning) → culture of traditional industrial masculinity → gender stereotypes
5) Exclusion of women from employment opportunities → inside and outside industry

Regional outcomes

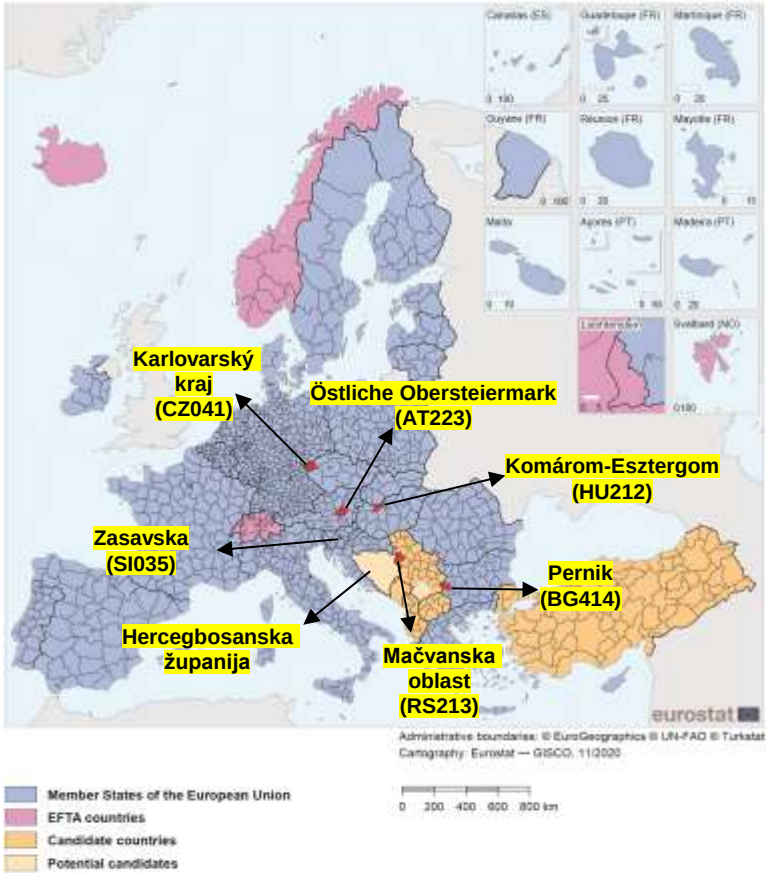
1) Precarity, higher unemployment, daily commuting and emigration
2) Loss of potential productivity, economic diversification and social cohesion
3) Further marginalisation of industrial regions and increased core-periphery divide


Women’s needs and institutional barriers
#RESEARCH
#NETWORKING
#KNOWLEDGE EXCHANGE
Social innovations
#PILOTS
Capacity-building
#AWARENESS-RAISING
#POLICY-MAKING

#RESEARCH

1) Contextual analysis → *PPs*
2) Quantitative analysis → *National Statistical Offices*
3) Qualitative analysis → *WIN Innovation Groups*

NUTS 3 regions in the Member States of the European Union (EU-) according to NUTS 2021, with corresponding statistical regions in EFTA countries, candidate countries and potential candidates



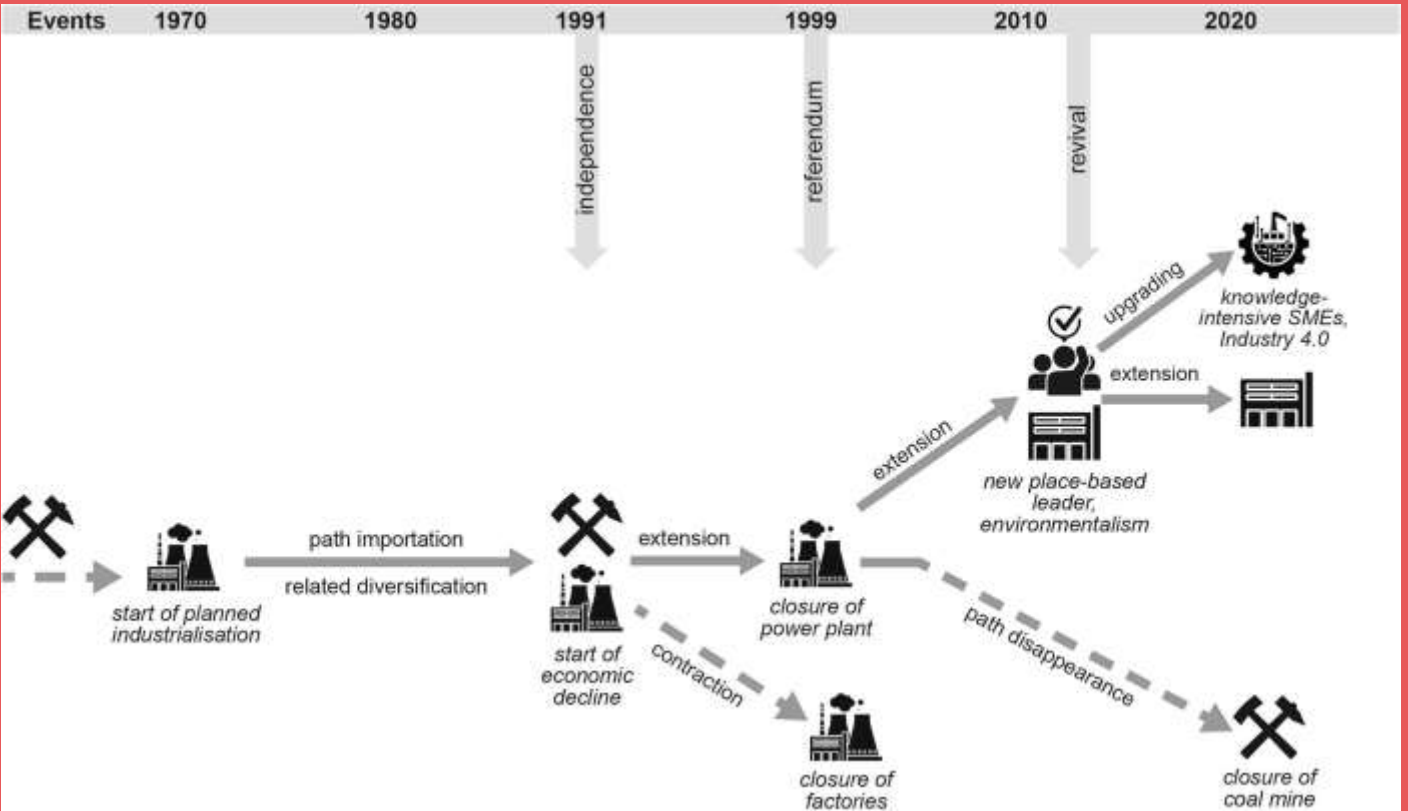
Note: Regions in the Member States of the European Union (EU) according to **NUTS 2021**. Statistical regions in EFTA countries, candidate countries and potential candidates according to latest available bilateral agreement. The designation of Kosovo is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo Declaration of Independence.

Source: https://ec.europa.eu/eurostat/web/nuts/local-administrative-units

NUTS 3 regions	Nr. of LAUs (municipalities)	Nr. of inhabitants (2023)
Karlovarský kraj (CZ041)	134	293.595
Östliche Obersteiermark (AT223)	35	158.478
Komárom-Esztergom (HU212)	76	301.492
Zasavska (SI035)	4	57.091
Pernik (BG414)	6	111.746
Mačvanska oblast (RS213)	8	264.891
Hercegbosanska županija	6	77.249

Nr	Pilot area	Population	Location	Economy	Labour market & development	Women's employment challenges
1	**Trbovlje (SI)**	15,958	Peripheral (good railway connections)	Post-mining, high-tech, post-industrial	Unemployment, outmigration, poor infrastructure	Above-average education, lower-paying jobs (education, healthcare)
2	**Mas Sokolovsko (CZ)**	90,001	Peripheral	Mining, post-industrial	Unemployment, skilled labour shortage	Exclusion from technical retraining programs, lower-paying jobs, outmigration
3	**Steirische Eisenstrasse (AT)**	59,944	Peripheral (good railway connections)	Mining, high-tech	Skilled labour shortage (esp. tehnicians), outmigration, aging	Part-time employment, less opportunities in high-skilled or managerial roles, underdeveloped gender-specific vocational traning
4	**Radomir (BG)**	16,851	Peripheral (corridor Sofia-Skopje)	Mining, post-industrial	Skilled labour shortage, demographic decline	Less opportunities in high-skilled or managerial roles, underdeveloped gender-specific vocational traning
5	**Tatabánya Oroszlány Dorog (HU)**	65,800 12,000 20,000	Peripheral (corridors Vienna-Budapest-Bratislava-Győr)	Post-mining, medium- to high-tech	Skilled labour shortage (esp. tehnicians)	Lower-paying jobs (education, healthcare), outmigration
6	**Livno (BA)**	77,249	Peripheral	Agriculture, small-scale industries	Unemployment, weak industrial base, demographic decline	Informal economy (household, agriculture), low education level
7	**Loznica (RS)**	72,062	Peripheral	Low to medium-tech industry, new mining?!	Unemployment, skilled labour shortage, outmigration, poor infrastructure	Less opportunities in high-skilled or managerial roles, exclusion from technical retraining programs, outmigration

Town of Trbovlje




WIN Study Visit
Trbovlje, Slovenia, 28 February 2024

EQuIP Enhancing the Quality of Industrial Policies

HOME ABOUT EQUIP THE EQUIP TOOLBOX CONTACT US

New handbook on EQuIP

A new handbook on what EQuIP is all about and how it can be used as a tool for knowledge transfer & empowerment for structural transformation has been published.

Read more

EQuIP - Enhancing the Quality of Industrial Policies

The EQuIP project helps policymakers in developing countries formulate evidence-based strategies for inclusive and sustainable industrial development. The aim is to strengthen the ability of lower income countries to manage their own future and to enable them to improve their strategy-setting, policy formulation and their engagement with development partners. UNIDO and GIZ have joined forces to develop the EQuIP toolbox, an integrated methodological and capacity-building package for industrial diagnostics. Its straightforward analytical tools provide a framework to answer crucial industrial policy questions such as:

- How is our industrial sector performing relative to competitors?
- Where is there potential for expansion, upgrading, employment generation or enhanced energy efficiency in our industrial sector?
- How diversified and embedded is our industry?

News

Accreditation of EQuIP Policy Facilitators

READ MORE

Tool 8

8. Industrial Organization and Firm Profiling at Sub-sector Level

To draw a detailed portrayal of a given industrial sub-sector, using a list of indicators on sub-sector characteristics related to industrial organization and firm profiles. Please note: this tool is at an advanced draft Level. Download here

For a full description of the Tool, please follow this link.

Tool 9

9. Industrial Capabilities Indicators

To capture a country's different types of industrial capabilities and to facilitate a better understanding of the role they play in industrial production, technological and structural change. Download here

For a full description of the Tool, please follow this link.

Tool 10

10. Gender equality in manufacturing

The aim of this tool is to provide a set of indicators to help analysts understand female participation in manufacturing and structural change, as well as their key determinants, so that policymakers can identify how an industrialization trajectory can become more gender-just. Ultimately, the objective is for women and men to have equal opportunities to contribute to, lead and benefit from structural transformation. Download here

Tool 11

11. Climate Change and manufacturing

The objective of this tool is to present a set of indicators and related analyses which provide a general overview of a country's vulnerability to climate change and its greenhouse gas emissions focusing on the the manufacturing sector. The analysis relies on best available data from international organizations such as the IEA, World Bank and UNIDO. This component relies upon UNIDO's expertise in environmental diagnostics and the use of ready-to use secondary data for benchmarking across countries. It seeks to provide policy makers with a tool for understanding their country's need for climate change adaptation and mitigation. Download here

Tool 12

12. Industry 4.0 and Productivity

Industry 4.0 is the new wave of technological change bringing hopes for accelerated industrialization in many developing countries. The ambition of catching up opportunities are accompanied by concerns about the socio-economic consequences of the adoption of new and smart technologies, including the effect they will have on the displacement of workers and potential job losses as well as the impact on developing countries' economic development trajectory. This EQuIP module seeks to provide a comprehensive set of empirical instruments that allow the investigation of the industry 4.0 uptake and potential impacts in developing countries. Download here

EQuIP Enhancing the Quality of Industrial Policies

HOME ABOUT EQUIP THE EQUIP TOOLBOX CONTACT US

Strengthening Monitoring and Evaluation of Industrial Policies in six Countries of the Western Balkans through EQuIP

Western Balkans, February 2020 – Six countries of the Western Balkans decided to jointly apply the EQuIP approach for the development of Monitoring and Evaluation (M&E) systems that would be able to track the economic, social and environmental impact of their industrial policy packages. Supported by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), the technical capacities of the six countries were successfully strengthened. For more information see this factsheet.

The Project

EQuIP supports policymakers in developing countries to formulate and design evidence based strategies for inclusive and sustainable industrial development.

> Read more

The Tools

The EQuIP toolbox offers stakeholders a range of methodologies to consider for industrial diagnosis and strategy design in their countries.

> Read more

GIZ and UNIDO

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and the United Nations Industrial Development Organization are partners in the development and deployment of the EQuIP toolkit.

> Read more

german cooperation
DEUTSCHE ZUSAMMENARBEIT

Implemented by
giz
UNIDO UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

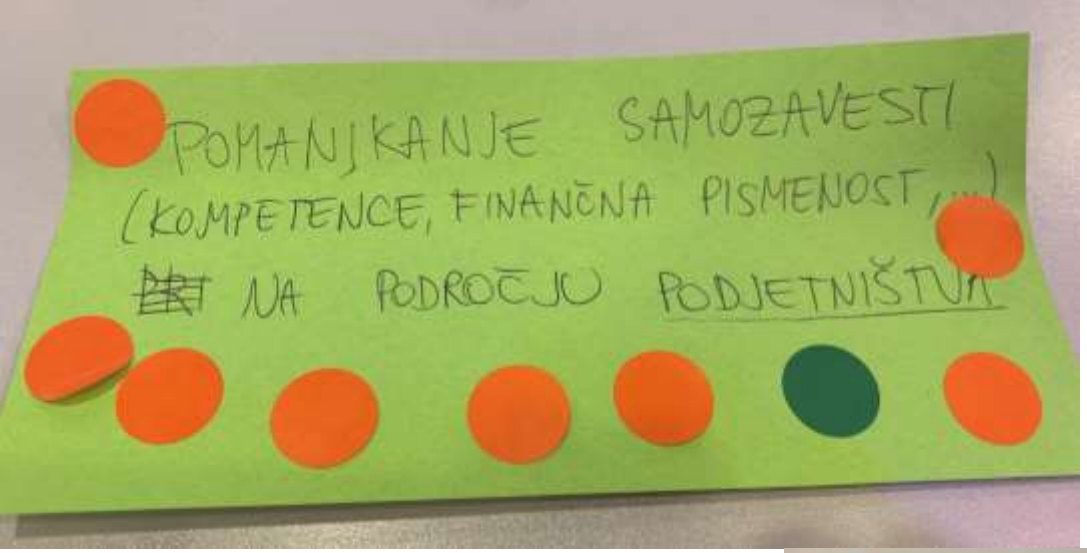
National Statistical Indicators

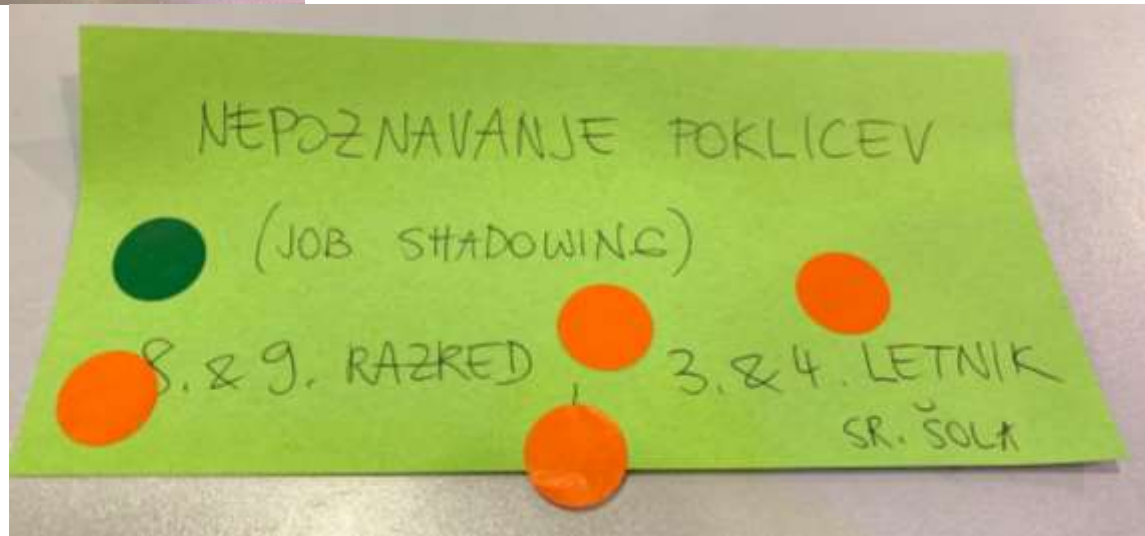
Thematic fields	Indicators
Population structure	Female share of total population
	Female share of total population by age (0-14, 15-29, 30-64, 65+)
	Female share of employed population by place of residence
	Female share of employed population by place of residence and age (15-29, 30-44, 45-64, 65-89)
	Female share in broad economic sectors (Agriculture = A, Industry = B-F, Services = G-U) by place of residence
	Female share of employed population by place of residence and level of education (Primary or less, Secondary, Tertiary)
	Female share of unemployment rate
Employment structure	Female share of employed population by place of work
	Female share of employed population by place of work and and age (15-29, 30-44, 45-64, 65-89)
	Female share in broad economic sectors (Agriculture = A, Industry = B-F, Services = G-U) by place of work
	Female share of employed population by place of work and level of education (Primary or less, Secondary, Tertiary)
Entrepreunership	Female share of self-employment by place of work
	Female share of self-employment by place of residence
Wages	Gender wage gap
	Gender wage gap by economic sector (Agriculture = A, Industry = B-F, Services = G-U)
Managerial positions	Female share of employment in senior and middle management
Education and skills	Female share of STEM students (by place of residence)
	Female share of STEM graduates (by place of residence)

Source: Statistical Office of the Republic of Slovenia

Gender gap – structures

1) Underrepresentation of women (< 40%) among:
    - Self-employed (entrepreuners)
    - STEM students/graduates
    - Younger (15-29) and older (65+) workers; with primary or less education
2) Overrepresentation of women (> 60%) among:
    - More educated (tertiary level) in services → education, healthcare


POMANJKANJE SAMOZAVESTI
(KOMPETENCE, FINANČNA PISMENOST, ...)
~~PRI~~ NA PODROČJU PODJETNIŠTVA


NEPOZNAVANJE POKLICEV
(JOB SHADOWING)
8. & 9. RAZRED
3. & 4. LETNIK
SR. ŠOLA

Gender gap – trends

1) Gap closing:
    - Wages
    - Managerial positions
    - Younger workers (15-29 years) with secondary education
2) Gap opening:
    - Younger employed residents (15-29 years) with secondary education

Embeddedness into wider territorial settings

1) Trbovlje performs **better** than regional/national averages in employing:
    - Female managers
    - Women with secondary education
2) Trbovlje performs **worse** than regional/national averages in employing:
    - Female workers in services and with tertiary education

Conclusions

1) What relevance for local/regional level?
    - Evidence-based approach → awareness-raising campaigns
    - Direct input for social/institutional innovations
    - Better local/regional policy-making
2) What relevance for European level?
    - Comparative analysis → same context, different iterations
    - Direct input for EU (e.g. Just transition), and macro-regional strategies (EUSDR)

Interreg Danube Region

Co-funded by the European Union

WIN

Podiplomskašola ZRCSAZU

ZRC SAZU
Geografski inštitut
Antona Melika

Thank you for your time!

EQUALITY AND DIVERSITY IN FORESTRY: CHANGING THE IMAGE OF FORESTRY

Portorož, 24. 10. 2024

Asst. Prof. Dr. Jani Kozina, Dean

Postgraduate School ZRC SAZU & ZRC SAZU, Anton Melik Geographical Institute

ZRC SAZU CTRIA LIVNO STEIRISCHE EISENSTRAßE MAS SOKOLOVSKO NATIONAL MANAGEMENT SCHOOL UNI GRAZ pina