



Annex to the Report

TP WINNET BSR WORKSHOP AND SEMINAR IN SZCZECIN

1st part
Presentations
 November 20th 2014



MIĘDZYNARODOWE
FORUM KOBIEŃ



Gender, Innovation and Sustainable Growth: a research framework

Ewa Ruminska-Zimny, PhD
TP WINNET BSR Research Workshop
Szczecin, 20 November 2014

Gender: a new research area in economics

- From micro to macroeconomics (1960s – late 2000s)
- *New Home Economics*: family as an economic unit optimizing choices within given resources (*Becker 1965, 1981*); missed power relations within a household
- *Human capital* (*Shultz 1961, 1974*); *institutionalism* – role of non-economic factors in market decisions (*Veblen*)
- *Gender and Macroeconomics* (GDP; monetary, fiscal, trade); effects structural (WB/IMF) (*Boserup, Beneria; UN Beijing 1995*), massive entry of women to labour market
- 2000s Gender in mainstream economics -- "womenomics" „female factor „ (*World Bank 2001; 2006; IMF/Stocky 2006; OECD/Jaumotte 2003*)
- Gender centers at LSE, Rutgers Univ., American Univ.

Problems with the framework

- Economics is not a gender neutral science (as it claims)
- *Homo economicus* as a central figure: a white middle class male (Robinson Crusoe type)
- Focus on production and finance; reproduction/caring/unpaid work left outside
- Reproduction of labour as a „natural” process
- Mainstream economics (laws, mechanisms and models) does not provide the „right” answer how societies should allocate (scarce) resources to optimize results

Distorted assumptions, GDP calculations, and institutions

- Assumptions: 1) unlimited supply of labour (factor and not a resource which requires investment) 2) automatic adjustments market - non-market sphere (reproduction/unpaid care); „buffer” hypothesis: in recession women leave labour market, increase unpaid work (to compensate for cuts in social expenditure) and have more babies (*Folbre 1994*)
- GDP calculations: do not show women’s contribution of caring unpaid work (does not go through market/has no price) nor women’s priorities how GDP is spent (investments in infrastructure/social expenditure)
- Labour market, fiscal or monetary policies and institutions reflect this view (employment cuts, tax system ect) – but also informal institutions (*North 1990*) --stereotypes on women’s role.

Male bias in macroeconomics (Elson and Cagatay 2000)

- *Deflationary bias* the priority given to low inflation and fiscal restraint v. public spending and employment; *priority to financial sector/production over reproduction* (core of IMF policies in 1980s).
- *Male bread winner bias* social reproduction covered through a wage (*and benefits*) paid to male breadwinner; women as secondary earners, depend on men (also policies for ex. joint taxation penalize women’s work)
- *Commodification bias* minimizing public provision; budget deficit covered by cuts/not increase of tax revenues (more unpaid work)
- Other biases such as *creditor bias* : women penalized as risky borrowers (lower income/no collateral results) means more difficult to obtain/more expensive credit (Young et al. 2011)

Demographic arguments

- Demographic trends challenge the assumptions of neoclassical model: reproduction proces is no longer „free of charge” (as unpaid caring work of women)
- Changes in a family model („dual earner”); new relationship women’s employment – fertility; from negative (up to 1980s) to positive correlation (in mid 1980s) . More work –more babies (as in Sweden) and less work – less babies (Poland) (*D’Aggio, d’Ercole 2005; Matysiak, Kotowska 2008*)

Care work at the center of sustainable development

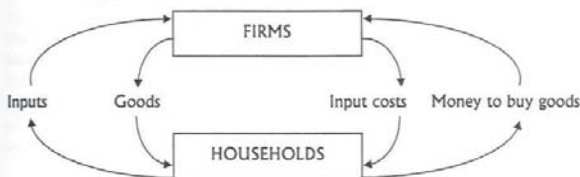
- Caring labour is key for well-being but also reproduction of human society (human and social capital)
- Determines limits to sustainable development through birth rates and health
- At macro level unpaid work reduces the cost of labour, the wage fund as well as increases profits and accumulation /without unpaid care work employers would have to pay higher wages
- Care subsidizes not only market but also state provisioning – if there is no unpaid care the state should provide more services

Feminist Economics: an alternative to mainstream economics

- Roots: A. Smith (social justice); J.M. Keynes (role of the state); K. Marx (class inequalities); A. Sen (capabilities, human development) also heterodox economics (green economics, sustainable growth)
- Critical analysis of the neoliberal agenda; developing an alternative conceptual framework, methodologies and tools
- International Association of Feminist Economists (IAFFE) established in 1992; a journal Feminist Economics www.iaffe.org; 1994 GEM-IWG www.genderandmacro.org (Elson 1991; Cagatay et al. 1995; Beneria 1995);
- Gender and Macroeconomics – GEM –global; GEM-Europe www.gem-europe.eu

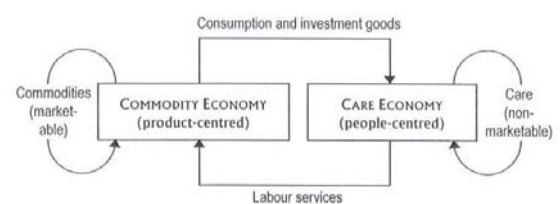
Economy/market : mainstream/neoclassical economics

Figure 1 Market according to neo-classical economics, Gowdy & O'Hara 1995



Economy/market: Feminist Economics

Figure 3 National economy through women's eyes, Elson, in Ruyter van Stevinnick & de Groot 1998



Key features of FE

- Gender perspective is central to economic analysis (together with race, ethnicity, class)
- It is holistic, interdisciplinary and has a specific context (micro-meso-macro levels)
- Incorporates markets (production, finance) and non-market (reproduction, unpaid care)
- Investigates distributional aspects of economics (growth-who benefits; wealth, resources-- how they are distributed)
- Takes into consideration power relations at micro- meso- and macro levels
- Its tools: time-use budgets; gender budgets

The Purple economy: A call for a new order (I. Ilkaracan 2012)

- A response to care crisis (similar to environmental damage); human needs beyond consumption (ecosystem)
- Accounts for unpaid care work (value of nature); calls to internalize into the economy its costs (costs of environmental damage)
- Aims to eliminate (through redistribution) inequalities by gender, class, ethnic minorities (intergenerational inequalities)
- Calls for reordering of priorities from consumption (market) to nurture (non-market) (from GDP growth to sustainable development)

Purple Economy: 4 pillars

(Ipek Illkaracan 2012)

- **Social infrastructure** for universal care provisioning (for children, elderly, dependent family/society members)
- **Labour market regulations** to enable work –life balance with equal incentives for men and women
- **Public policies** for special care needs for rural communities (where caring labour entails productive/reproductive work dependent on natural resources)
- **Regulation of the macroeconomic environment** for nature, nurture and human well-being as core objective of macroeconomic policy

Challenges for WINNET Center of Excellence

- Advancing policy oriented research to include a gender perspective in economic strategies and policies
- Defining a gender sensitive concept of innovative economy based on BSR experience
- Raising awareness, building 4 helix partnerships and policy dialogue at regional, national, local levels
- Identifying gender disaggregated indicators of success
- Preparing country specific policy recommendations

Thank you

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Winnet Centre of Excellence and its Research Agenda

Marta Hozer-Koćmiel
University of Szczecin,
Winnet Centre of Excellence

'Gender, Innovation and Sustainable Growth. Research and Practice' Seminar,
20-21.11.2014, Szczecin

What is **Winnet Centre of Excellence**
and what has already been done?

Why we do that?

Who are the **actors**
involved in the project?

What is in the **Research Agenda**
and when we plan to do that?

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**FEM - Female Entrepreneurs Meetings in the Baltic Sea Region,
Baltic Sea Region Interreg III B (August 2004 - July 2007)**

The aim of FEM was to strengthen the structures that support women's entrepreneurship through co-operation and the exchange of knowledge and best practices

W.IN.NET Europe, Interreg IIIC (2006 - 2008)

The aim was to create WINNET Europe - the European Association of Women Resource Centres

Women In Net 8, WINNET8, Interreg IVC (2010 - 2011)

The objective was contribute to regional growth by improving women's participation in the labour market, focusing on: the lack of women in innovation and technology, the lack of women in entrepreneurship

**Thematic Partnership Winnet Baltic Sea Region,
Winnet BSR, Swedish Institute (2013 - 2016)**

One of the aim is to create the BSR Partnership Platform for Gender, Innovation and Sustainable Development and the Winnet Centre of Excellence for Gender and Economic Researchers



Winnet Centre of Excellence – the international network of researchers in the Baltic Sea Region for the purpose of doing and promoting policy oriented research on Gender, Innovation and Growth.

Women Resource Centre – the network of practitioners that aims to 1. empower women, 2. be a neutral meeting place for networking groups of women, 3. be a centre for information and documentation, 4. provide women with advice on how to implement their projects or business ideas, 5. mediate contacts with others women's networks.

What is Winnet Centre of Excellence and what has already been done?

Why we do that?

Who are the actors involved in the project?

What is in the Research Agenda and when we plan to do that?

1. Because of the lack of policy oriented research on Gender, Innovation and Growth from a macro perspective

2. Because of the lack of Gender Equity perspective in many economics' faculties across BSR

3. Because of the need of integration and common training program for Gender & Economics Researchers

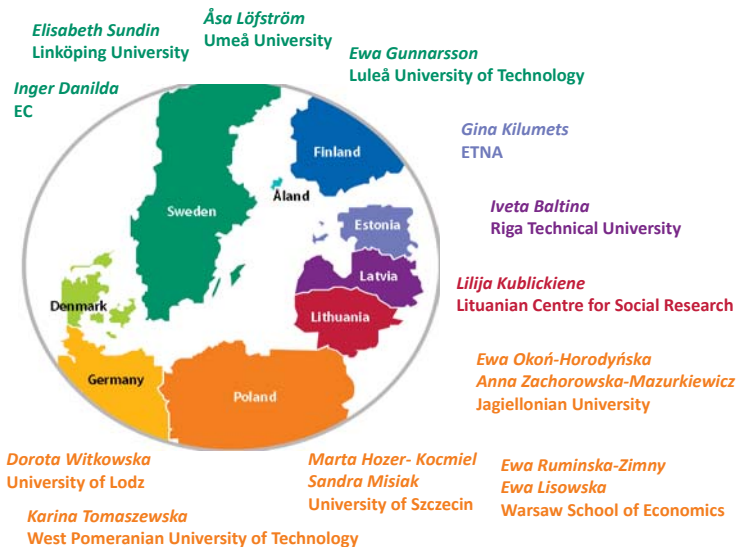
4. Because of the need of platform linking research (WCE) and business environment (WRC)

What is Winnet Centre of Excellence and what has already been done?

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Research plan for The Winnet Centre of Excellence

WP Stock taking of existing research on gender, innovation and economic growth/sustainable development (end Dec 2014)

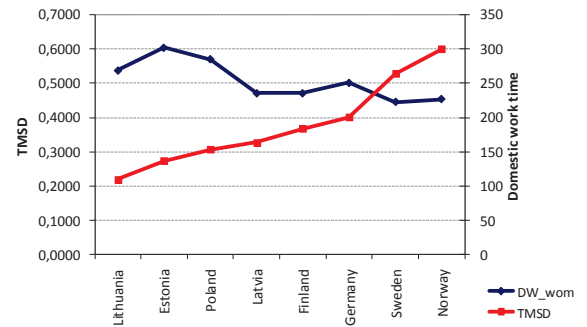
Oct 2013, Luleå, Sweden - 'Modelling of the relation between gender equality and growth in BSR countries', conference EGI 'Equality, growth and innovation – in theory and practice'.

Unpaid work concept included.

The more paid/market work for women and men the more sustainably developed the BSR country.

The more men's unpaid work the more sustainably developed the BSR country.

The more women's unpaid domestic work the less sustainably developed the BSR country



WP Gender analysis of the SMEs in ICT and tourism in the BSR - quantitative approach (end March 2015)

Methods: descriptive statistics, elements of the time series analysis and correlation analysis will be applied

Statistical Portrait of Women in ICT in BSR countries.

In Report 'Baltic Sea Region Conference with focus on Gender ICT', Winnet Sverige, Stockholm, 2012, M. Hozer-Kocmiel and U. Zimoch

Gender analysis of the present situation in Germany, Lithuania and Sweden – labour market, entrepreneurship, cross border exchange in trade and business cooperation.

Winnet Sweden, Region Skane, Malmo, 2012, M. Hozer-Kocmiel, U. Zimoch

7 reasons why women's entrepreneurship is worth promoting in the Mare Balticum countries,

chapter in monograph 'Corporate Social Responsibility and Women's Entrepreneurship around the Mare Balticu', pod red. M. Høgefoster & P. Jarke, Baltic Sea Academy, Hamburg 2014, M. Hozer-Kocmiel, B.M. Torstensson, S. Misiak

WP The analysis of Women Resource Centers' potential as actors increasing Women's participation in SME, Innovation and Economic Growth (end June 2015)

1. Number of women inventor/innovator entrepreneurs in Europe **is low**;
2. Only **10 %** of patents awarded by the European Patent Office are awarded to women;
3. Less than **15 %** of high-tech business is owned by women;

Lack of access to relevant technical, scientific and general business networks;

Economic obstacles;

Lack of business training;

WP Pilot survey on women-led SMEs in ICT and tourism (end Dec 2015)

A survey will cover women-led companies from the ICT and tourism sector in order to find factors increasing innovativeness in BSR.

It will be conducted by means of a dedicated questionnaire with the help of the WINNET web platform for woman innovators.

WP The BSR model for Gender Sensitive Entrepreneurship and Innovation Support in ICT and tourism (end June 2016)

A Call of Proposals will be sent to the researchers constituting the Winnet BSR Partnership Platform

A book 'Model for Gender Sensitive Framework, Entrepreneurship and Innovation'

**Women could do anything
if they only knew what it was.**

- Barbra Sher

Thank you for your attention!

Marta Hozer-Kocmiel

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'Innovative Gender' as a New Source of Progress

INNOGEND



Projekt finansowany ze środków funduszy norweskich, w ramach programu Polko-Norweska Współpraca Badawcza realizowanego przez Narodowe Centrum Badań i Rozwoju.
This project is funded from Norway Grants in the Polish-Norwegian Research Programme operated by the National Centre for Research and Development.

- Jagiellonian University - a project promoter
- University of Warsaw
- Østfold University College

- Project lasts **36 months** – from 1st Sep. 2013 to 31st August 2016
- Project fully funded from Norway Grants in the Polish-Norwegian Research Programme operated by the National Centre for Research and Development

- **Ewa Okoń-Horodyńska** – coordinator of the project - Professor of Economics at Jagiellonian University in Krakow, Poland, Head of Economics Department; the Director of the International Network of Women Engineers and Scientists in Central and Eastern Europe; former vice minister of Science; a member of professional bodies: the Polish Economic Association, the Polish Academy of Sciences - Vice President of the Science of Science Committee, European Association for Evolutionary Political Economy, COPE International

- **Barbara Liberda** - Professor of Economics at University of Warsaw, Poland; head of the Chair of Development Economics; head of Statistics Methodology Commission, Central Statistical Office; founder and expert for Science and Innovations, INVESTIN; president of High Tech Foundation; a member of professional bodies: European Economic Association (EEA); International Association for Research in Income and Wealth (IARIW); International Atlantic Economic Society (IAES); International Association for Feminist Economics (IAFFE); Polish Economic Society – Executive Committee Member (PTE)

- **Danuta Tomczak** – Associate Professor in Economics at Østfold University College, Norway; Head of International Business Programme; Member of College Board for International Cooperation; Member of Faculty Board for Educ Quality & Internationalization; a member of professional bodies: Norwegian Association of Economists, European Economic Association, Polish Economic Society

- **Rafał Wisła** - assistant professor in economics at Jagiellonian University; leader, coordinator and participant of research programmes, like: „Establishment of the universal, open, hosting and communication, repository platform for network resources of knowledge to be used by science, education and open knowledge society” (National Centre for Research and Development Republic of Poland, 2010-2014); „Design of Scenarios Trends Development of selected Information Society Technologies until 2025” (EU Structural Funds Grant, 2010-2012)
- **Anna Zachorowska-Mazurkiewicz**, assistant professor in economics at Jagiellonian University; a member of GEM-Europe; a founding member of WINIR; a member of Feminist Think Tank, European Association for Evolutionary Political Economy, Association for Evolutionary Economics, International Association for Feminist Economics

The InnoGend project focuses on innovative gender, the concept that combines roles of women and men with a process of innovativeness and creativity. In our research we concentrate on specificities of innovative behavior by men and women. Learning about special aspects of female and male innovativeness could result in finding new sources of progress and competitive advantages, also through elimination of the existing barriers.

INN  **Project hypotheses**

Diversity of gender is not sufficiently exploited in the context of innovativeness. Insufficient use of gender innovativeness limits social and economic progress and hampers gender equality. Application of innovative gender concept in social and economic policy is a step towards innovation-based growth.

INN  **Project objectives**

- to identify and measure the concept of innovative gender as a new dimension of gender mainstreaming
- to examine the role of innovative gender as a contribution to smart growth based on knowledge and innovations
- to identify specificity of innovative gender in shaping better quality of life
- to examine the different types of innovations as a new source of progress from the perspective of gender
- to assess effectiveness of public policies in the context of innovative gender

INN  **Workpackages**

- **Workpackage 1** – Statistical profiles of women and men status in the economy, science and society

Sep 2013 – May 2014 – WP Leader – prof. dr hab. Barbara Liberda

In the first stage of research status of women and men in the economy, science and society was analyzed. Research concentrated in such areas of human activities, as: labour market, households, science and technology, politics.

INN  **Presentations of WP1 results**

- Panel at Gender Economics Global Conference – Sydney 10-11 June 2014:

Ewa Okoń-Horodyńska – Innovation, innovativeness and gender – approaching Innovative Gender

Anna Zachorowska-Mazurkiewicz- Women in Transition – Institutional Changes in Poland and the situation of Polish Women

Rafał Wisła – Gender and Industrial Creativity in Poland

Articles under review to be published in "Contemporary Global Perspectives on Gender Economics"

- Ewa Okoń-Horodyńska: Gender in the Regional Innovation Strategy: the case of Malopolska. Paper presented at Congress of Political Economists International, Zurich 2014.
- Danuta Tomczak: Presentation of InnoGend research project at European Science Foundation (ESF) „Portrait of a Lady”, Rome 22-24 September 2013.
- Anna Zachorowska-Mazurkiewicz: Shared concepts of institutional and feminist economics. Paper presented at Inaugural WINIR conference “Institutions that change the World, 11-14 September 2014, University of Greenwich, London.
- Smyk Magdalena, Joanna Tyrowicz, Barbara Liberda: Age-productivity patterns in talent occupations for men and women, paper presented at Warsaw Economic Meeting, 10-12 July 2014, Warsaw.
- Katarzyna Białek: Determinants of entrepreneurship of women and men. Paper presented at WIEM conference, 10-12 July 2014, Warsaw.

- Liberda Barbara, Marek Pęczkowski (2014), Life-cycle income of women and men in Poland, [In:] *Metody ilościowe w badaniach ekonomicznych*, vol. XV, pp. 1-16 (in print).
- Smyk, Magdalena, Joanna Tyrowicz, Barbara Liberda (2014), Age–productivity patterns in talent occupations for men and women: a decomposition, *Post-Communist Economics* 26(3), pp. 401-414.

Statistical profiles of women and men status in the economy, science and society, Ewa Okoń-Horodyńska, Anna Zachorowska-Mazurkiewicz (eds.)

- Gender as an analytical category in social sciences - Magdalena Jaworek, Anna Zachorowska-Mazurkiewicz
- Gender in economics – Danuta Tomczak
- Taking gender seriously. Present trends and recommendations for scientific environment - Marta du Vall, Marta Majorek
- Gender in Politics. Prospects and recommendations - Marta du Vall, Marta Majorek
- Professional situation of women and men in Poland – declarations and reality - Danuta Kopycińska
- Entrepreneurship by women and men in Poland – comparative analysis - Katarzyna Białek
- Analysis of time use – time allocation between women and men in Poland - Katarzyna Mroczek, Anna Zachorowska-Mazurkiewicz
- Contemporary value profiles of women and men – Polish pilot survey - Anna Dyląg Marcin Szafranski
- Measurement of accomplishments in science, technology and innovative activities – criterion of gender - Rafał Wisła
- Creative patent activity of women and men in Polish economy – years 1999 – 2013 - Tomasz Sierotowicz
- Differences in creative activities of women and men in Poland, Hungary, Ireland and Norway – analysis based on patents declared in EPO in years 1999 – 2013 - Tomasz Sierotowicz
- Psychological aspects of innovativeness - Magdalena Jaworek, Anna Dyląg
- From Innovation to *Innovative Gender* - Ewa Okoń-Horodyńska

- **Workpackage 2** – Approaching innovative gender – input of women and men in innovativeness

March 2014 – February 2015 – WP Leader – prof. dr hab. Ewa Okoń-Horodyńska

In the second stage of research input of women and men in innovativeness is analyzed in order to highlight gender dimensions of innovativeness. Additionally psycho-social factors influencing innovative gender are defined.

BOTTOM UP EXAMINATION:



From

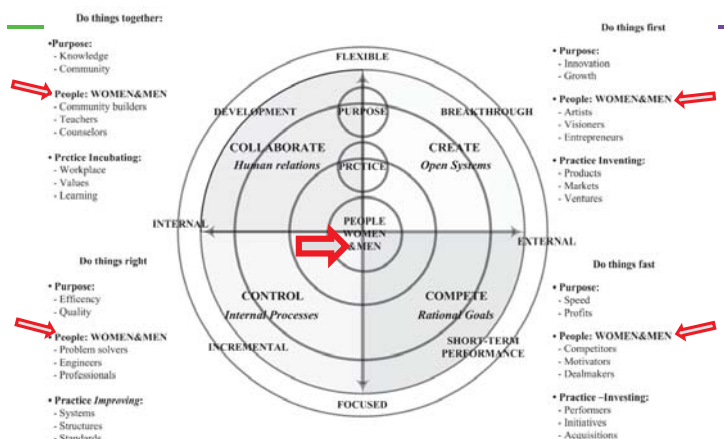
Single Respond Genom

through

Gender pattern of innovative activities and external context

to

INTEGRATED GENOM of INNOVATIVE GENDER

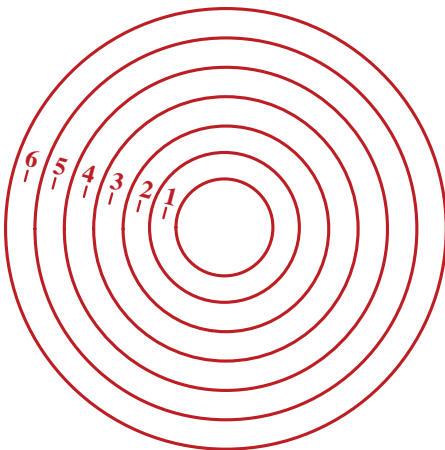


- **Work environment:** cooperation, competition, motivation, workload, autonomy
- **Personal qualities:** intuition, perceptiveness, risk propensity, risk aversion, unconventional way of thinking and acting, compliance to rules and regulations
- **Abilities, Skills, Competences:** ability to persuade, to make decisions, to learn and make use of knowledge, holistic approach (considering externalities), ability to find financial sources, to set goals and draft ways how to achieve them
- **Attitudes and values:** focus on people, on tasks, calculating person, aspirations, trust
- **Roles and behaviors:** guiding spirit, leader, negotiator, controller, representative, team member

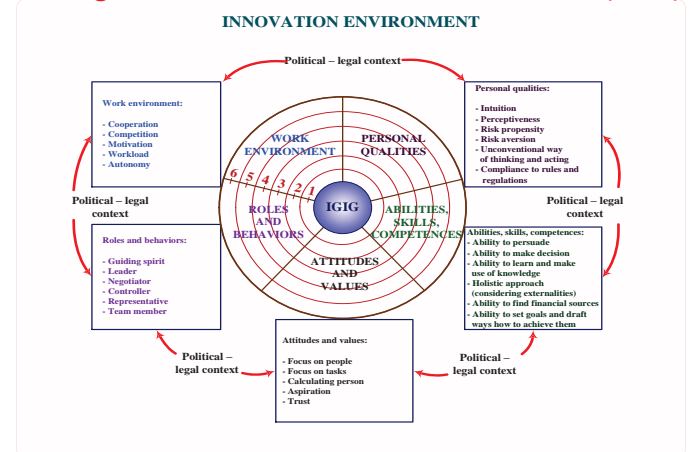
Stages of innovation process

1. Creativity - generating ideas
2. Accumulation – managing ideas
3. Prioritization – selecting ideas
4. Development – testing ideas
5. Potential innovation – managing projects
6. Innovation – implementing solutions

• Stages of innovation process – cont.



• Integrated Genome of Innovative Gender (IGIG)



Questionnaire - <..\..\Badania\Norwegian Fund\WP\WP2\Ankieta InnoGend\Formularz ankiety InnoGend 01.09.docx>

21 enterprises:

Krakow (15), Jaroszowiec, Oświęcim, Kielce, Podłęże, Poznań, Pabianice

- **Workpackage 3** - Institutional support of innovative gender

February 2015 – October 2015 – WP Leader – prof. Danuta Tomczak

Scandinavian countries have high standards of gender equity and equality, therefore this part of work will concentrate on examining institutional factors and social relations in Norway. Also the European Union’s approach and strategies in the area and the institutional support for innovative gender in Poland will be analysed.

- **Workpackage 4** - Assessment of public policies for social progress in the context of innovative gender

September 2015 – April 2016 – WP Leader – prof. dr hab. Barbara Liberda

In this stage of the research the effectiveness of public support provided to both men and women will be analysed. Different behaviour in creation of innovations by women and men should be equally promoted by policy instruments. Policy instruments will be assessed in order to verify their impact on innovative women and men.

- **Workpackage 5** - Dissemination of research results and policy recommendations

March 2016 - August 2016

The results of the project: the concept of innovative gender, examples of creative products and services, methods for policy assessment, the model of the influence of innovative gender on social progress and smart growth and policy recommendations will be disseminated in WP 5.

- Report on psycho-social factors determining innovative gender
- Model of Integrated Genome of Innovative Gender (IGIG)
- Report on innovative activities in the framework of gender
- Report on policies and good practices in supporting innovative gender in Norway, the EU and Poland
- Methods of policy evaluation
- Model of the influence of innovative gender on social progress and innovation based growth
- Model of efficient policy support for innovative gender to promote smart growth and social progress
- Conference and exhibition of products and services of innovative gender

- **InnoGend website** - <http://innovativegender.pl/index.php>
- **Contact** – ewa.okon-horodynska@uj.edu.pl
anna.zachorowska@uj.edu.pl

Mentalność a oczekiwania płacowe kobiet w Polsce

Dyskryminacja czy akceptacja?

Prof. zw. dr hab. Danuta Kopycińska

Główne zagadnienia:

- przeciętny miesięczny dochód kobiet i mężczyzn w Polsce
- zarobki kobiet i mężczyzn w Polsce
- oczekiwania płacowe kobiet i mężczyzn w Polsce

Slajd nr 2

Przeciętny miesięczny dochód osobisty netto kobiet i mężczyzn w różnych grupach zawodowych przy kontroli wieku

	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
Pracownicy usług osobistych i sprzedawcy	2 139	1 615	524	25
Robotnicy przemysłowi i rzemieślnicy	2 165	1 585	580	27
Pracownicy biurowi	2 094	1 947	147	7
Technicy i średni personel	2 882	2 222	660	23
Specjaliści	3 587	2 699	888	25
Przedstawiciele władz, wyżsi urzędnicy i kierownicy	4 152	3 574	578	14
			średnia: 20,2	

Źródło opracowanie własne na podstawie: T. Panek, J. Czaplirski, op. ci. s. 365

Slajd nr 3

Przeciętny miesięczny dochód osobisty netto kobiet i mężczyzn wg wieku przy kontroli liczby lat nauki

LATA	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
do 24 lat	1 413	1 005	408	29
25 - 34	2 029	1 329	700	34,5
35 - 44	2 453	1 874	579	24
45 - 59	2 300	1 680	620	27
60 - 64	2 047	1 610	437	21
			średnia: 20,2	

Źródło opracowanie własne na podstawie: T. Panek, J. Czaplirski, op. ci. s. 365

Slajd nr 4

Przeciętny miesięczny dochód osobisty „netto” kobiet i mężczyzn przy kontroli poziomu wykształcenia

	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
Przedsiębiorcy	3 039	2 564	475	24%
Pracownicy sektora prywatnego	2 350	1 738	612	26%
Pracownicy sektora publicznego	2 446	1 889	557	23%
Uczniowie / Studenci	1 003	781	222	22%
Bezrobotni	1 177	865	312	27%

Wskaźnik dyskryminacji zawodowej

średnia: 24,2

Źródło: T. Panek, J. Czaplirski, Dyskryminacja społeczna, w: „Diagnoza społeczna”, 2013, s. 365

Slajd nr 5

Zarobki - Mediana

2013	ZAROBKI BRUTTO	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
		4.500	3.600	900	20%

Źródło: opracowanie własne, Gazeta wyborcza 29>II.2014

2012	ABSOLWENCI Mediana zarobków netto	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
		2.100	1.600	500	24%

Źródło: opracowanie własne na podstawie: Bilans kapitału ludzkiego, Polska Agencja Przedsiębiorczości; Uniwersytet Jagielloński

Slajd nr 6

Oczekiwania płacowe kobiet i mężczyzn w Polsce

OCZEKIWANIA PŁACOWE	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
Oczekiwania studentów dotyczące wynagrodzenia za pierwszą pracę (brutto) (zł)	4.461	2.942	1.519	34%

Akademia Ekonomiczna 2007; N=185

Wynagrodzenia bezrobotnych absolwentów w Polsce	Mężczyźni	Kobiety	Różnice M-K w zł.	Różnice w %
Płaca najniższa (N=662)	1.995	1.692	303	15%
Płaca satysfakcjonująca (N=672)	2.635	2.330	415	16%

Slajd nr 7

Oczekiwania płacowe studentów Uniwersytetu Szczecińskiego 2014

	Płaca progowa netto		Płaca satysfakcjonująca netto	
	Mężczyźni	Kobiety	Mężczyźni	Kobiety
Studenci ostatniego roku : ekonomia zarządzanie, zarządzanie i inżynieria produkcji	3.240	2.520	10.100	5.200
N=195 (średnia)	2.000 – 6.000	1.500 – 4.000	3.500 – 30.000	2.500 – 15.000
	Różnica 21,2%		Różnica 48,5%	

Źródło: badania własne - 2014

Slajd nr 8

Oczekiwania płacowe słuchaczy studiów podyplomowych

	Płaca progowa netto		Płaca satysfakcjonująca netto	
	Mężczyźni	Kobiety	Mężczyźni	Kobiety
N = 155	4.850	2.200	18.600	8.150
	Różnica 21,2%		Różnica 48,5%	

Źródło: badania własne 2011 - 2014

Slajd nr 9

Studium przypadku



Menedżerowie 7 lat
Menedżerowie:77 (kobiety 6%)

M K 71 – wynagrodzenie

6-krotne przeciętne wynagrodzenie - satysfakcjonujące

MM 52 wynagrodzenie

30-krotne przeciętne wynagrodzenie - niesatysfakcjonujące

MM 54 wynagrodzenie

100-krotne przeciętne wynagrodzenie - niesatysfakcjonujące
praca doktorska

Slajd nr 10

Dyskryminacja płacowa kobiet a poczucie bycia dyskryminowanym - dyskryminacja subiektywna – odsetek mężczyzn i kobiet czującym się dyskryminowanymi

LATA	Mężczyźni	Kobiety
2005	2	1,5
2007	1,9	1,7
2009	1,8	1,8
2011	2	1,5
2013	1,8	1,8

Źródło: Opracowanie własne na podstawie: T. Panek, J. Czaplirski, op. cit. s. 366 i 367

Osoby pracujące o takim samym stażu i wykształceniu

K -1,5

K -1,9

Różnice statystycznie nieistotne

Slajd nr 11

Dziękuję za uwagę

Prof. zw. dr hab. Danuta Kopycińska

Surveys

on women entrepreneurs: the Polish experience

EWA LISOWSKA, Ph.D.
Warsaw School of Economics

Reasons for scientific research on women entrepreneurs

- Obtaining knowledge about a new phenomenon
 - Comparison between men and women
 - Recognition the motivations of women to start a business
 - Recognition the barriers
-

The first surveys in Poland

- Conducted directly after the implementation of the “Balcerowicz Plan” (in the years 1991–1993)
 - Self-employed women in large cities, where the number of female business owners was growing at the relatively quickest pace [Gwiazda 1994; Rogut 1994; Ben-Yoseph, Gundry, Maslyk-Musial 1997]
-

Survey on motivations & barriers 1995

- Comparing self-employed women’s and men’s motivations for launching their own companies, as well as the barriers.
 - The survey involved 1050 business owners in entire Poland (random sample from the REGON base; stratified sampling; outside agriculture). The questionnaire was answered by 305 people, of which 143 were women.
-

Others

- 2005 – a survey (500 women & 500 men) on barriers, feeling of success and risk
 - 2007 – a survey on the representative sample of adult Polish females – over a half of them declared that it is better to carry out own economic activity than have a paid job
 - 2011 – the surveys among women and men entrepreneurs on barriers (PARP – Polish Agency for Enterprise Development)
-

Methods

- Quantitative
 - Qualitative
 - Representative sample
 - Experiment
-

The pilot study within the WINNET Project - suggestions

- Method – qualitative (interviews with women owners in the tourism and IT); in each country at least 20 interviews
 - Questionnaire – the same for all countries
 - Purpose:
 - Do stereotypes influence women's choice?
 - Do women entrepreneurs see motherhood as one of the most significant barrier to starting up and successfully growing a business?
 - NGOs as a source of obtaining women to the pilot study and carry out the interviews as well as writing the conclusions
-

Women's situation at the labor market in transition: former GDR and Poland

Dorota Witkowska, University of Lodz
Krzysztof Kompa, Warsaw University of Life Sciences

1

Introduction (1)

- There is 25 years after the fall of the Berlin Wall and the beginning of transition in former socialist countries.
- These changes have influenced not only domestic condition in transformed states but also international situation, to mention breakup of Yugoslavia, Czechoslovakia and the Soviet Union.
- The different situation was observed in GDR which became a part of united Germany and followed completely different way of transformation than other post-communist states.
- The sudden exposure to competition from developed countries together with a breakdown of traditional export markets, destroyed national economies in all Central and Eastern European states.

2

Introduction (2)

- After German unification former GDR economy had to compete with West Germany and abroad that caused an unprecedented increase in effective unemployment (Bonin, Zimmermann, 2000).
- Immediately after unification, a complete collapse of productivity and employment in East Germany was avoided only with substantial transfers from West Germany.
- In Poland during the first years of transformation the damage of the state enterprises and deformed privatization process, involving foreign capital were observed. High inflation, unemployment and impoverishment of society caused social unrest.

3

Introduction (3)

- Due to UNICEF (1999) women's labor market participation has been falling in many transitional economies since 1989. To avoid high unemployment in early transition period the early retirement schemes were introduced in many post-communist states, like in Poland and East Germany.
- The scale of the collapse in participation during transition period was very large. For example, in Poland, about one and a half million female jobs disappeared between 1989 and 1994 (Newell and Barry 2001) i.e. about 20%.
- Ten years after unification the number of regularly employed in East Germany declined by almost 40%, and official German unemployment rates exceeded 19% of the labor force in former GDR while in former German Federal Republic this rate was less than 10% in 1999.

4

Labor market before transition (1)

- The socialist countries of Eastern Europe and the former Soviet Union were long committed, at least nominally, to gender equality in the labor market (Brainerd 2000).
- Government policies such as relatively high minimum wages and generous maternity leave and day care benefits encouraged women to work, and female labor force participation rates were high compared with those of other countries.
- While women remained over-represented in areas such as health and education, they fared at least as well as their counterparts in most developed and developing countries in terms of female-male wage differentials.

5

Labor market before transition (2)

- In the centrally planned economy wages were assigned according to occupational wage scale within each industry. The enterprises operating under no competitive pressure were left with little impact on wage rates and wage differentials.
- There was no unemployment in the sense of joblessness, however efficiency of work was very low and many job positions were completely useless.
- Women were accorded a wide range of rights and privileges at work, such as: fully paid maternity leave, legal protection from overly physical and dangerous work during pregnancy, nursery schools and health care facilities that were located in larger enterprises.
- In terms of occupations and industry branch, women and men were segregated in similar way as in the West.

6

Labor market before transition (3)

- In many centrally planned economies, women's labor market participation was higher than in Western states. The main reason of that fact was low labor market earning of single employee which was not enough to maintain a basic living standard thus both adults in a nuclear family had to work.
- Therefore relatively few women held senior positions since women undertook a very large share of domestic duties thus incurring a double burden and leaving them less time to pursue a career than men. Also, the revolution in gender relations in the West, which has brought about a slow but fundamental shift in the household division of labor, did not happen in the communist countries.
- Before the collapse of the communist system, more than 80% of women at working age participated in the labor market in GDR, and in Poland this ratio was 72%.

7

Situation of women in former German Democratic Republic (1)

- Women in the GDR were better integrated into the labor market than women of the former German Federal Republic (GFR) where participation rates were low by international standards.
- Due to information given by Krueger and Pischke (1995 p. 419), in year 1988 female labor force participation in GFR was 49.6% and in GDR – 81%.
- Bonin and Euwals (2002) notice that after the unification of the two German states, the share of women resident in the area of the East Germany who participated in the labor market declined, but only gradually.
- In May 2000, 72% of all women at working age in East Germany were employed or, if not, in search of employment.

8

Situation of women in former German Democratic Republic (2)

- In May 2000, female participation rate in East Germany was considerably low compared to the one before unification, it still exceeded the corresponding rate of 62% for women resident in the area of the former German Federal Republic (West Germany) substantially.
- The moderate decline in female labor force participation in East Germany is quite remarkable considering that women have been facing high levels of unemployment since the collapse of employment opportunities at the beginning of unification.
- Ten years after unification official German unemployment rates exceeded 19% of the labor force in former GDR while in former German Federal Republic this rate was less than 10% in 1999.
- The economic transition following thereafter brought the employment rate among working age women to the West German level of 58%. One might expect that enduring low outflow from unemployment to employment would discourage unemployed women from seeking employment. Besides, public policies during the economic transition, like early retirement schemes and the adaptation of the Western tax and transfer system, established incentives to withdraw from the labor market.

9

Demographic structure in Germany and Poland

Year	Population by sex					Fertility rate	
	grand total in thousands			of which female in % of grand total			
	Germany	East Germany	Poland	East Germany	Poland	Germany	Poland
1985	78896.4	16640	37340.5	52.66	51.23	1.46	2.33
1990	80487.2	18262	38073.0	52.28	51.27	1.43	1.99
1995	83147.7	17646	38284.0	51.53	51.34	1.30	1.55
2000	83512.5	17232	38254.0	51.19	51.54	1.35	1.37
2005	83826.0	16740	38157.0	50.95	51.64	1.35	1.24
2010	83017.4	16326	38200.0	50.82	51.72	1.36	1.38
Rates	1.05	0.98	1.02				

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Expectation of life

Year	Expectation of life at birth (in years)					
	female			male		
	Germany	East Germ.	Poland	Germany	East Germ.	Poland
1985		75.5	74.8		69.6	66.5
1990		76.2	75.5		69.2	66.5
1995		78.6	76.4		71.3	67.6
2000	81.4*	80.8	78.0	75.6*	73.8	69.7
2005	82.2	81.9	79.4	76.7	75.6	70.8
2010	83.0	82.6	80.6	78.0	76.8	72.1
2012	83.3		81.1	79.7	78.6	72.7
Rates		1.09	1.08		1.10	1.08

* Data from 2001

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Education: population with tertiary education attainment ISCED level 5-6 in 2013

	Percentage share of population			Tertiary education graduates
	total	males	females	women per 100 men
EU 27	25.4	23.8	27.0	143.2
Germany	25.1	26.7	23.6	122.4
Poland	22.6	18.5	26.7	193.9

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Economic situation of women

- There are several indicators, such as income, employment, social benefits, that may be examined in order to assess the relative economic situation of women.
- However, wages seem to be the most important determinants of economic well-being and personal success.
- In particular, the male-female pay differential affects the position of women in the labor market as well as the status and power of women within the household.

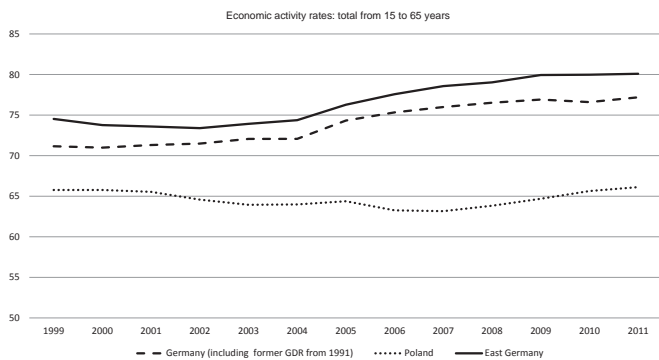
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Labor market situation

Year	Number of employed in thousand		Unemployment rate		
	East Germany	Poland	Germany	East Germany	Poland
1985	8937.0	17914.7	8.2*	Full employment	
1990	8789.0	16484.7	6.0	10.27	6.39
1995	7774.0	15485.7	9.2	13.23	14.51
2000	7463.0	15480.0	9.3	16.82	14.86
2005	7188.0	12890.7	11.4	18.34	17.70
2010	7718.0	13809.0	7.1	11.59	12.40
Rates	0.86	0.77	* FRG		

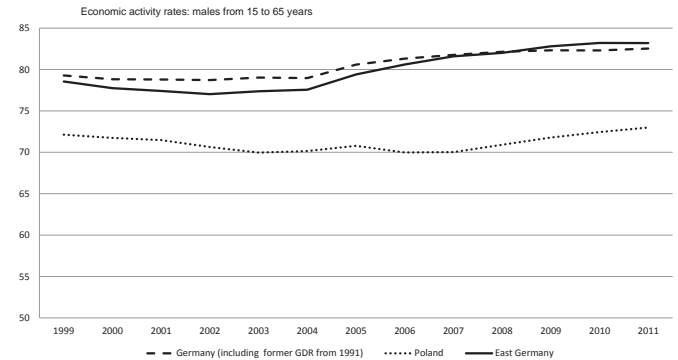
14

Economic activity rate: total (age: 15-65)



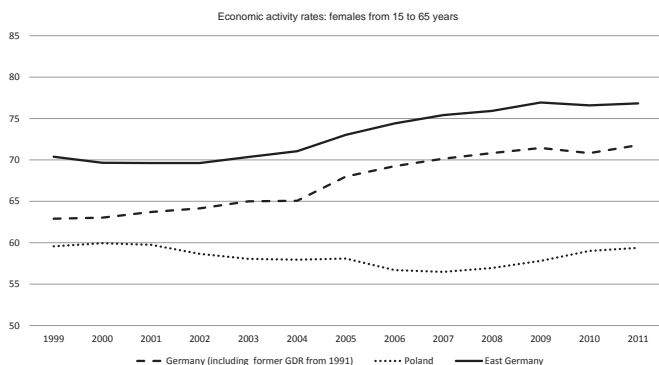
15

Economic activity rate: males (age: 15-65)



16

Economic activity rate: females (age: 15-65)



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Wage differences

- Gender pay differences in the labor market are important since relatively lower wages for women may generate a wide spectrum of negative consequences.
- First, lower wage rates for women may increase the economic dependence of women on their male partners, which in turn may increase their susceptibility to domestic violence.
- Second, many women are single mothers and they are the sole wage earners in their families. For single mothers, adverse labor market outcomes combined with less accessible child care are likely to enhance the probability that their families live in poverty.
- Third, gender differences at the work place are transformed into inequality after retirement. Since, on average, women live longer than men, and they are more likely to fall into poverty in their old age.

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Gender pay gap in transitional countries has been discussed in literature by some authors.

- Newell and Reilly (2001) find low gender wage differential by international standards, although there was evidence of larger gaps in the higher paid jobs relative to the lower paid jobs.
- Simon (2007) claims Female segregation into low-wage while Brainerd (2000), Newell and Reilly (2001) report decline of discrimination against women in the transition period.
- Gender studies for Poland were provided by Grajek (2001), Newell and Reilly (2001), Adamchik and Bedi (2003), Keane and Prasad (2006), Newell and Socha (2007) while the one related to the East Germany in transition – by Hunt (2002), Krueger and Pischke (1995), see also Maier (2007) and Botsch, Maier (2009).

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Women employment rate Gender pay gap

year	Women employment rate			Gender pay gap		
	2006	2011	2012	2006	2011	2012
EU 27	61.2	62.3	62.5	17.7	16.2	16.4
Poland	53.1	57.2	57.5	7.4	5.5	6.4
Germany	65.0	72.4	72.2	22.7	22.2	22.4

Source: own elaboration based on Eurostat data

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GDP in Western and Eastern part of Germany

Source of data	Year	West	East	West	East	Source of data	Year	West	East
		Monthly		Hourly				Yearly	
Gross wage						Full-time gross			
Current wage data	1991	34.9	22.5	26.7	21.1	IABS	1993	23.8	7.0
	2004	28.3	22.6	23.7	21.6		2001	23.1	5.5
Full-time gross wage						Full-time gross			
GLS	1990/ 1992 (East)	38.1	25.5	26.0	22.1	SOEP	1993	25.4	5.1
	2001	32.7	28.5	22.7	17.7		2003	23.3	9.8

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Gender Pay Gap for different labor market segments in Germany

Year	Salaried employees		Workers	
	West	East	West	East
1991	34.9	22.5	26.7	21.1
2004	28.8	22.6	23.7	21.6
2005	28.4	21.9	25.4	22.1

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The unadjusted GPG in 2012 by NACE economic activity

NACE economic activity	Germany	Poland
Business Economy (B to N)	25.6	15.6
Manufacturing (C)	26.4	21.4
Electricity, gas, steam and air conditioning supply (D)	21.1	7.2
Construction (F)	13.1	-10.3
Financial and insurance activities (K)	30.0	36.9
Public administration and defence; compulsory social security (O)	7.4	17.6
Education (P)	7.9	1.6
Arts, entertainment and recreation (R)	21.2	8.3
Other service activities (S)	22.3	30.6

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The unadjusted GPG in 2012 by working profile and sector

Working profile	Germany	Poland
Part-time	11.7	13.5
Full-time	20.6	6.2
Sector	Germany	Poland
Public	14.0	3.7
Private	25.7	16.1

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Relation of average wages in selected EU member states in 2014

State or region	Relation to average in EU			Relation to average in Germany		
	Total	Males	Females	Total	Males	Females
EU 27	100.00	100.00	100.00	79.42	79.26	80.66
Germany	125.91	126.16	123.98	100.00	100.00	100.00
Poland	33.26	32.15	35.03	26.42	25.48	28.25
Denmark	178.68	179.62	182.67	141.91	142.37	147.34
Bulgaria	15.01	14.43	16.05	11.92	11.44	12.95

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Wage differences between East and West Germany

Percentage East gross wages to West wages full-time monthly	relation West=100%		Collective regulated low wage occupations full-time monthly gross wages (in euro)		
	Women	Men	Occupations		East
Source of data and year					
Current wage data 2004	81.4	74.9	Unskilled shop assistant	1035	863
IABS 2001	86.5	70.4	Florist (skilled)	1294	948
SOEP 2003	79.0	67.1	Cleaner (skilled)	1380	978

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Median of hourly wage Germany (SES 2006)

	Men	Women
Median of hourly wage Germany	18.68	16.37
Median of hourly wage East Germany	17.73	15.41
Count of respondents	226693	292737
Percentage share of all respondents	16.57	20.04

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Percentage relation of average wages in Poland (LFS)

Relation	2001	2003	2006	2009
Women's average wages / average wages	91.20	90.99	89.31	90.33
Men's average wages / average wages	107.85	108.43	109.72	108.64
Women's average wages / men's average wages	84.57	83.91	81.40	83.15
GPG	15.43	16.09	18.60	16.85

Source: own calculation on the basis of data from PLFS

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Employment by industry branches in 2013 as percentage of employment

Employment in State or region	industry			services		
	total	men	women	total	men	women
EU 27	22.4	32.1	11.2	72.5	61.8	84.9
Germany	24.7	35.9	12.2	73.8	62.2	86.7
Poland	30.3	41.8	14.3	57.7	45.3	73.1
State or region	agriculture					
EU 27	5.1	6.1	4.0			
Germany	1.5	2.0	1.1			
Poland	12	12.9	10.9			

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Employment by job contract (as percentage of employment) and unemployment rate in 2013

State or region	Part-time employment			Temporary employees		
	total	men	women	total	men	women
EU 27	19.0	8.2	31.8	12.8	12.2	13.4
Germany	26.2	9.2	45.8	11.6	11.3	11.9
Poland	6.9	4.2	10.2	26.4	26.8	26.0
State or region	Self employment			Unemployment rate		
EU 27	15.5	18.8	11.6	10.8	10.8	10.8
Germany	10.9	13.5	7.9	5.3	5.6	5.0
Poland	22.1	24.6	18.9	10.3	9.7	11.1

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Comparison of average women's and men's wages by NACE in Poland (LFS)

	NACE codes	2001	2003	2006	2009
1	Private farms in agriculture	100.50	99.80	78.00	76.2
2	Agriculture, forestry and fishing, excluding (1)	118.60	125.20	100.40	89.1
3	Mining and quarrying	89.80	79.80	76.40	86.8
4	Manufacturing	75.80	82.10	76.80	79.5
5	Electricity, gas and water supply	108.70	90.20	75.90	95.3
6	Construction	86.20	105.90	102.90	102.2
7	Wholesale and retail trade, repair of motor vehicles, motorcycles and personal and household goods	74.00	72.20	80.70	77.4
8	Transport, storage and communication	97.90	82.50	94.50	88.0
9	Accommodation and food service activities	93.50	95.50	88.30	74.5
10	Financial intermediation	137.70	79.40	67.00	81.7
11	Real estate, renting and business activities	85.20	90.40	80.00	92.2
12	Public administration and defense, compulsory social security	85.80	83.70	81.20	80.9
13	Education	115.40	91.30	84.90	92.0
14	Health and social work	78.50	83.40	81.30	83.5
15	Other community, social and personal service activities	67.60	77.70	77.50	79.6

Source: own calculation on the basis of data from PLFS

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Share of women employed in NACE branches in Poland (LFS)

	NACE codes	1995	2000	2005	2010
1	Agriculture and forestry	47.0	49.7	43.6	25.8
2	Fishing	11.8	9.7	13.0	
4	Manufacturing	35.4	33.8	32.0	32.1
6	Construction	11.3	11.4	10.7	12.1
7	Wholesale & retail trade, repair of motor vehicles, motorcycles & personal and household goods	52.0	51.9	51.5	53.8
8	Transport, storage and communication	30.2	29.2	27.1	29.4
9	Accommodation and food service activities	66.8	66.1	64.5	65.3
10	Financial intermediation	73.8	69.8	67.8	70.3
11	Real estate, renting and business activities	45.8	44.5	45.5	48.1
12	Public administration and defense, compulsory social security	40.9	44.9	45.8	62.5
13	Education	73.0	73.2	76.3	77.5
14	Health and social work	82.7	82.5	80.5	82.8
15	Other community, social and personal service activities	50.5	53.1	53.3	57.6

Source: own calculation on the basis of data from PLFS

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Comparison of average women's and men's wages by level of education in Poland (LFS)

Level of education	2001	2003	2006	2009
Tertiary	95.5	71.3	70.4	83.4
Post-secondary and vocational secondary	69.6	79.1	76.6	68.4
General secondary	104.1	86.0	78.6	64.1
Basic vocational	70.3	74.2	68.6	50.0
Lower secondary, primary and incomplete primary	75.8	83.1	78.5	47.8

Source: own calculation on the basis of data from PLFS

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CONCLUSIONS (1)

- Poland and Germany face similar demographic problems such as decreasing fertility rate, at present it is below the replacement fertility rate and ageing of the society.
- The education level of women has been increasing, especially in Poland where women, in general, are better educated than men. It was estimated that GPG in Poland is underestimated by 8-10% points since their wages are higher because of men's lower level of education.
- Gender pay gap is very high in Germany, although it is lower in the Eastern part i.e. former GDR.
- Level of life in Germany is much higher than in Poland, although in Eastern lands level of incomes is still lower than in the Western part of Germany.
- There are certain differences in GDP between Poland and Germany taking into consideration economic activity, working profile and sector.
- In Germany and Poland, as well as in EU 27 women earn much less than men. The main reason is the low proportion of women in highly paid groups. In Germany 70% of all low paid employees are women. In Poland they work in low paid public sectors as education and health care.

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CONCLUSIONS (2)

- To conclude, when market reforms were introduced women in former GDR and Poland lost their jobs and their maternity and child-care benefits. They lost the form of equality that communism had brought and the first years of transformation were extremely difficult for them because they were losing their job more often than men that was often argued that they should be more domesticated and somehow more docile.
- Comparing women's situation in both states we found out that the economic activity rates have been higher for females in East Germany than for the whole Germany and Poland. Bennhold 2010 says: "Eastern women are more self-confident, better-educated and more mobile, recent studies show. They have children earlier and are more likely to work full time. More of them are happy with their looks and their sexuality, and fewer of them diet. If Western women earn 24 percent less than men, the pay gap in the East is a mere 6 percent (though overall levels of pay are lower)." However one may also find opinions that in former GDR "women are the losers of the reunification".

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Thank you for your attention

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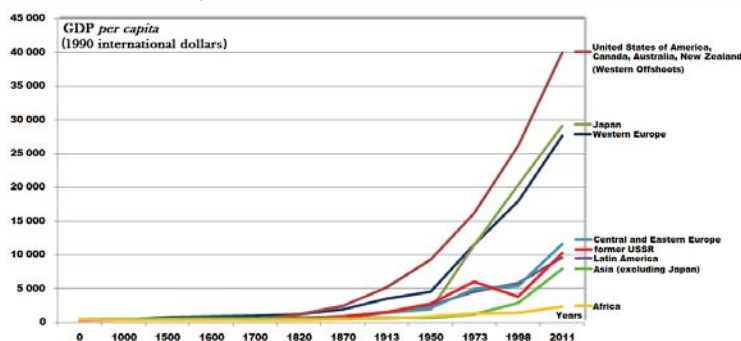
*Modelling the Growth of Nations.
 Is Gender Equality an Important Factor
 of the Long-Run Economic Growth?*

dr Christian Lis
 Institute of Econometrics and Statistics
 Department of Statistics

The list of contents

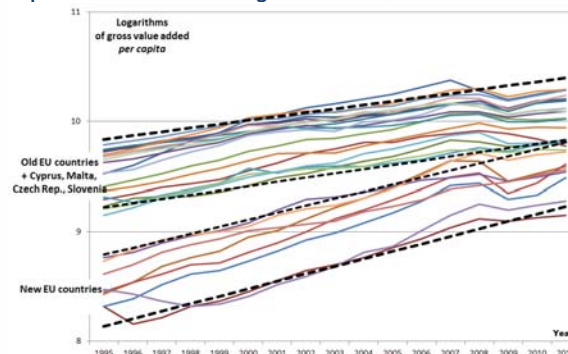
1. Divergence or convergence.
2. Long-run economic growth theories.
3. Growth sources.
4. How to measure gender equality?

The Great Divergence



Source: Years 1-1998: A. Maddison, *The World Economy. A Millennial Perspective*, Development Centre of the Organisation for Economic Co-Operation and Development, 2001, p. 264; Years 1998-2011: Own reworking based on IMF data published in *World Economic Outlook Database*, Apr. 2012.

European Union as a convergence club



Source: Ch. Lis, *Gross Value Added and Its Significance in the Capital Formation in Relation to the Growth and Convergence Theories. A Taxonomical Approach*, Volumina.pl, Szczecin 2013, p. 237.

The Stylized Facts of Growth

1. Output per worker grows continuously, with no tendency for the rate of growth of productivity to decline (Kaldor).
2. The capital-labour ratio shows continuous growth (Kaldor).
3. The rate of return on capital is stable (Kaldor).
4. The capital-output ratio is stable (Kaldor).
5. The shares of labour and capital in GDP remain stable (Kaldor).
6. We observe significant variation in the rate of growth of productivity across countries (Kaldor).

Source: N. Kaldor, *Capital Accumulation and Economic Growth*, in F.A. Lutz and D.C. Hague (eds), *The Theory of Capital*, New York: St Martin's Press, 1961.

The Stylized Facts of Growth (cont.)

7. In a broad cross-section of countries the average growth rate is uncorrelated with the level of per capita income (Romer).
8. Growth is positively correlated with the volume of international trade (Romer).
9. Growth rates are negatively correlated with population growth (Romer).
10. Growth accounting research always finds a 'residual'; that is, accumulation of factor inputs alone cannot account for growth (Romer).
11. High-income countries attract both skilled and unskilled workers (Romer).

Source: P.M. Romer, *Capital Accumulation in the Theory of Long-Run Growth*, in R.J. Barro (ed.), *Modern Business Cycle Theory*, Cambridge, MA: Harvard University Press, 1989.

The Stylized Facts of Growth (cont.)

12. There is enormous variation in income per capita across countries (Jones).
13. Growth rates for the world as a whole, and for individual countries, vary substantially over time (Jones).
14. The relative position of any country in the world distribution of income can change (Jones).
15. There is positive correlation between GDP *per capita* and gender equality both across countries and over time.

Source: C.I. Jones, *Introduction to Economic Growth*, 2nd edition, New York: W.W. Norton., 2001;

Slide 7

Long-run economic growth theories

1. Neoclassical growth theory.

Adelman model, Harrod-Domar model, Solow (Solow-Swan) model, Cobb-Douglas model, Solow-Minhas-Arrow-Chenery (SMAC) model, Brown-de Cani model (CES), Inada model, Uzawa model, R. Sato model, K. Sato model, Takayama model, Ramsey-Cass-Koopmans model (RCK), Mankiw-Romer-Weil model (MRW) and many others;

2. Endogenous growth theory.

Uzawa model (宇沢弘文 Hirofumi Uzawa), Shell model, K. Sato model, P.M. Romer model, R.E. Lucas model, Uzawa-Lucas model, Heckman model, Rosen model, Grossman-Helpman model, Aghion-Howitt model, Jones model, Jones-Kortum-Segerstrom model, Eicher-Turnovsky model, Barro model and many others;

3. Real business cycle theory.

F.E. Kydland, E.C. Prescott, C.R. Nelson, C.I. Plosser, O.J. Blanchard, S. Fischer, and others

4. Sustainable development theory.

Slide 8

Harrod-Domar model

Assumptions

- product is formed by two sectors: companies and households;
- exogenous labour growth rate is constant (n);
- ratios K_t/L_t and K_t/Y_t are constant;
- product is the sum of consumption and savings: $Y_t = C_t + S_t$;
- in two-sector economy all savings are invested, thus $Y_t = C_t + I_t$;
- future capital is the sum of investment and capital from the previous period reduced by its depreciation:

$$K_{t+1} = (1-\delta)K_t + I_t.$$

If $\Delta K/\Delta Y = \nu$ and $S_t = I_t = sY_t$, then

$$\nu Y_{t+1} = (1-\delta) \nu Y_t + sY_t,$$

After transformation: $Y_{t+1} - Y_t = (s/\nu - \delta) Y_t$,

$$(Y_{t+1} - Y_t) / Y_t = (s/\nu - \delta) = G$$

Slide 9

Solow model

The key assumptions of the Solow model are:

- for simplicity it is assumed that the economy consists of one sector producing one type of commodity that can be used for either investment or consumption purposes;
- the economy is closed to international transactions and the government sector is ignored;
- all output that is saved is invested;
- Solow abandons the Harrod-Domar assumptions of a fixed capital-output ratio (K/Y) and fixed capital-labour ratio (K/L);
- the rate of technological progress, population growth and the depreciation rate of the capital stock are all determined exogenously.

Model is built around the neoclassical aggregate production function and focuses on the *proximate* causes of growth:

$$Y_t = f(K_t, L_t, A_t, U_t).$$

Slide 10

The particular case of the Solow model

- Original Cobb-Douglas model
(C.W. Cobb, P.H. Douglas, *A Theory of Production*, The American Economic Review, Vol. 18, No. 1, Supplement, *Papers and Proceedings of the Fortieth Annual Meeting of the American Economic Association*, American Economic Association (Mar. 1928), p. 139- 165)

$$P' = bL^k C^{1-k} \quad (\text{Original notation has been kept})$$

- Modified Cobb-Douglas model (*inconstant elasticity of substitution*)

$$Y_t = \alpha_0 K_t^{\alpha_1} L_t^{\alpha_2} e^{U_t}, \quad (\alpha_0 > 0; \quad 0 < \alpha_1, \alpha_2 < 1)$$

- Modified Cobb-Douglas model with exogenous technological progress

$$Y_t = \alpha_0 K_t^{\alpha_1} L_t^{\alpha_2} e^{\eta t} e^{U_t}$$

Slide 11

Uzawa model - an endogenous model of economic growth

The aggregate production function at each moment of time t can be written as follows:

$$Y_t = F(K_t, A_t \cdot L_{pt}),$$

where the state of technological knowledge at time t is represented by the efficiency in labour A_t .

It is assumed that various activities in the form education, health, construction and maintenance of public goods, etc., which results in an improvement in labour efficiency A_t , are put together as one sector to be referred to as the educational sector.

Uzawa proposed the model $y = f(k)$ for output *per capita* $y = Y/L$, that is related to the capital-labour ratio $k = K/L$, namely

$$f(k_t) = \frac{F(K_t, L_t)}{L_t} = F(k_t, 1),$$

where the function $y = f(k)$ is continuous, twice-differentiable, positive, increasing and concave.

Slide 12

Variables selection

4. Gender equality variables:

- GDI - Gender-related Development Index - X_{32i} ;
- GEM - Gender Empowerment Measure - X_{33i} ;
- Difference in life expectancy between men and women (in years) - X_{34i} ;
- At-risk-of-poverty rate, males - X_{35i} ;
- At-risk-of-poverty rate, females - X_{36i} ;
- Relation between average wage for women and men (%) - X_{37i} ;
- Difference in healthy life years for women and men - X_{38i} ;

Slide 19

Data set

Country	X_{32}	X_{33}	X_{34}	X_{35}	X_{36}	X_{37}	X_{38}
Belgium	0.948	0.874	5.5	13.6	15.9		86.5
Bulgaria	0.839	0.613	7.3	19.8	22.9		87.1
Czech Republic	0.900	0.664	6.5	8.0	10.1		75.7
Denmark	0.947	0.896	4.5	11.7	12.0		78.7
Germany	0.939	0.852	5.0	14.2	16.2		76.9
Estonia	0.882	0.665	10.8	16.5	22.0		66.7
Ireland	0.948	0.722	4.8	14.5	16.4		76.1
Greece	0.926	0.677	4.7	19.6	20.7		76.2
Spain	0.949	0.835	6.3	18.3	21.0		79.7
France	0.956	0.779	7.2	12.7	14.0		81.8
Italy	0.945	0.741	5.5	17.1	20.1		82.1
Cyprus	0.911	0.603	4.6	14.0	18.3		74.9
Latvia	0.865	0.648	10.8	23.1	27.7		83.8
Lithuania	0.869	0.628	11.3	17.6	22.0		79.7
Luxembourg	0.943	0.721	5.0	12.5	14.3		88.2
Hungary	0.879	0.590	8.3	12.4	12.4		84.6
Malta	0.895	0.531	5.3	13.7	15.5		86.0
Netherlands	0.954	0.882	4.0	10.5	10.4		75.0
Austria	0.930	0.744	5.5	11.7	13.5		72.8
Poland	0.877	0.631	8.8	17.0	16.7		80.8
Portugal	0.907	0.793	6.2	17.9	19.1		88.7
Romania	0.836	0.512	7.5	22.4	24.3		91.9
Slovenia	0.927	0.641	7.1	11.0	13.6		91.1
Slovakia	0.877	0.663	8.1	10.1	11.5		73.6
Finland	0.954	0.802	6.8	12.7	14.5		78.1
Sweden	0.956	0.909	4.1	11.3	13.0		82.3
United Kingdom	0.943	0.790	4.2	17.5	20.1		72.4

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Taxonomic methods

1. Taxonomic measure of standard of living (TMSL) - the classic Hellwig's approach;
2. Generalized distance measure (GDM) - Walesiak's proposal;
3. Taxonomic measure of intervals (TMI);
4. Taxonomic measure of quotients (TMQ).

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Taxonomic measure of gender equality (TMGE)

1. Variable normalization (by standardization)

$$z_{ij} = \frac{x_{ij} - \bar{x}_j}{S_j}$$

where:

- \bar{x}_j - arithmetic mean for each j variable ($j = 1, 2, \dots, m$);
- S_j - standard deviation for each j variable ($j = 1, 2, \dots, m$);

2. Euclidean distance measure is given as:

$$d_{i0} = \sqrt{\sum_{j=1}^k (z_{ij} - z_{0j})^2 w_j}$$

where:

- z_{0j} - normalized values of the artificial object (economy) that have the best possible values for each variable;

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Taxonomic measure of gender equality (TMGE)

3. Taxonomic measure of gender equality (TMGE) is determined as follows:

$$TMGE_i = 1 - \frac{d_{i0}}{d_0}$$

where:

d_{i0} - the Euclidean metrics for each given economy;

$$d_0 = \bar{d}_{i0} + 3 \cdot S(d_{i0})$$

\bar{d}_{i0} - average Euclidean metrics measured by countries;

$S(d_{i0})$ - standard deviation of Euclidean metrics.

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Results

Rank	EU Countries	TMGE
1	Sweden	0.873
2	United Kingdom	0.813
3	Denmark	0.805
4	Finland	0.794
5	Netherlands	0.791
6	Luxembourg	0.755
7	Austria	0.709
8	Cyprus	0.704
9	Ireland	0.704
10	Slovenia	0.684
11	France	0.669
12	Belgium	0.657
13	Germany	0.656
14	Spain	0.604
15	Czech Republic	0.601
16	Malta	0.599
17	Portugal	0.530
18	Italy	0.506
19	Greece	0.452
20	Poland	0.439
21	Estonia	0.394
22	Slovakia	0.380
23	Hungary	0.352
24	Bulgaria	0.345
25	Lithuania	0.288
26	Romania	0.261
27	Latvia	0.147

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Next directions of activities

- To prove empirically that the 15th stylized fact is true.
- To determine Taxonomic Measure of Gender Equality (using current data and revising the diagnostic variables set).
- To use TMGE as an exogenous variable in growth models.

THANK YOU FOR YOUR ATTENTION!

Financial possibilities for WCE and WRC – national perspective 2014-2020



Operational programs in Poland with ESF component in 2014-2020 perspective

National perspective:

OPERATIONAL PROGRAM - KNOWLEDGE EDUCATION DEVELOPMENT 2014-2020

(Program Operacyjny Wiedza Edukacja Rozwój – POWER 2014-2020)

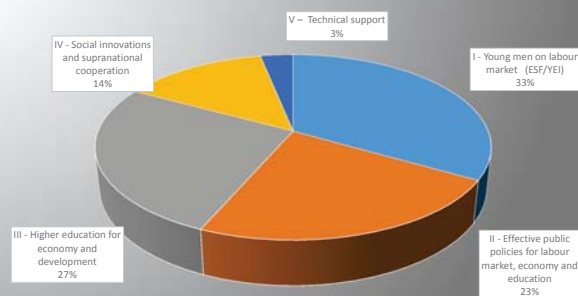
Regional perspective:

16 REGIONAL OPERATIONAL PROGRAMS - one for each Voivodship

Operational programs in Poland with ESF component – „POWER 2014-2020” financing structure

I - Young people on labour market (ESF/YEI)	€ 1 704 200 000,00	33,35%
II - Effective public policies for labour market, economy and education	€ 1 182 500 000,00	23,14%
III - Higher education for economy and development	€ 1 351 400 000,00	26,45%
IV - Social innovations and supranational cooperation	€ 710 500 000,00	13,91%
V – Technical support	€ 160 700 000,00	3,15%
POWER Total	€ 5 109 300 000,00	100,00%

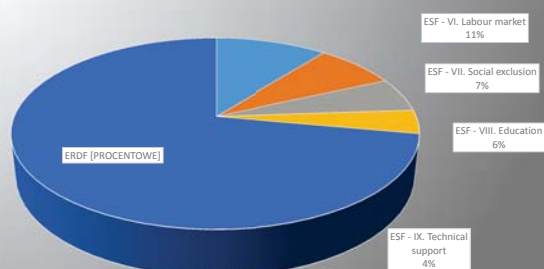
Operational programs in Poland with ESF component – „POWER 2014-2020” financing structure



Operational programs in Poland with ESF component – „RPO WZ 2014-2020” financing structure

ESF - VI. Labour market development	€ 199 882 353,00	10,62%
ESF - VII. Social exclusion	€ 142 564 706,00	7,58%
ESF - VIII. Education	€ 107 442 142,00	5,71%
ESF - IX. Technical support	€ 74 981 412,00	3,98%
ERDF	€ 1 357 131 082,00	72,11%
RPO WZP Total	€ 1 882 001 695,00	100,00%

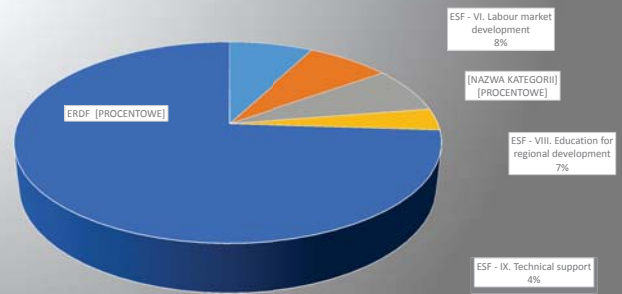
Operational programs in Poland with ESF component – „RPO WZ 2014-2020” financing structure



Operational programs in Poland with ESF component – „RPO WM 2014-2020” financing structure

ESF - VI. Labour market development	€	161 096 166,00	7,72%
ESF - VII. Social adaptation support and poverty counteraction	€	155 821 626,00	7,46%
ESF - VIII. Education for regional development	€	153 274 638,00	7,34%
ESF - IX. Technical support	€	72 991 719,00	3,50%
ERDF	€	1 544 686 317,00	73,98%
RPO WM Total	€	2 087 870 466,00	100,00%

Operational programs in Poland with ESF component – „RPO WM 2014-2020” financing structure



WRC and WCE – financing in Poland

POWER 2014-2020 and RPO WZ 2014-2020

Examples of priorities, objectives and actions that can be used for WRC and WCE ideas.

WRC and WCE – financing in Poland

RPO WZ 2014-2020

Priority VI. Labour market development

IP 8.7: Self-employment, entrepreneurship and job creation

Actions:

Self-employment, entrepreneurship and job creation support (granting start-up enterprises through refundable and non-refundable aid)

WRC and WCE – financing in Poland

RPO WZ 2014-2020

Priority VI. Labour market development

IP 8.8: Gender equality and connecting of business and private life

Actions:

Supporting of creation and existence nursery schools and child care centres for children up to 3 years old.

Financing of child care for children up to 3 years old.

Implementing flexible employment forms.

WRC and WCE – financing in Poland

POWER 2014-2020

AXIS I Young people on labour market

IP 8.6: Increasing entrepreneurship of young people up to 29 years of life with refundable grants

Action:

Refundable grants for starting business

WRC and WCE – financing in Poland

POWER 2014-2020

AXIS I Young people on labour market

IP 8.8: Equality of men and women in all areas including labour market access, career development, integration of business and private life and equal salary

Actions:

Preparing and implementing changes in a scope of gender equality on legislation level.

WRC and WCE – financing in Poland

POWER 2014-2020

AXIS I Young people on labour market

IP 8.8: Equality of men and women in all areas including labour market access, career development, integration of business and private life and equal salary

Actions:

Preparing and implementing model programs of discrimination counteraction and gender equality in a place of work.

Supporting of intersection cooperation development for gender equality.

WRC and WCE – financing in Poland

POWER 2014-2020

AXIS IV Social innovations and supranational cooperation

Actions:

Finding a new solutions and their implementation in cooperation with foreign partners.

Import, export of new solutions - their adaptation and implementation.

WRC and WCE – financing in Poland

POWER 2014-2020

AXIS IV Social innovations and supranational cooperation

Actions:

Exchange of information and experiences.

Parallel creation of new solutions.

Supporting of cooperation networks.

What's most important AXIS IV refers to all of POWER IP's

WRC and WCE – financing in Poland

What we don't know at the moment?

When the negotiation process with EU Commission will be finished?

7 of 22 OP have a chance to be closed this year

POWER is not in the first group

Calls for proposals – June 2015

Still waiting for Particular Description of Priorities – only closed programs have a chance to have it.

Co- financing level – max. 85% (excl. YEI – up to 100%)

Thank You

Piotr Sibilski





Annex to the Report

TP WINNET BSR WORKSHOP AND SEMINAR IN SZCZECIN

2nd part
Presentations
November 21th 2014



MIĘDZYNARODOWE
FORUM KOBIEC



Growth and gender equality: policy implications

Ewa Ruminska-Zimny, PhD
TP WINNET BSR Seminar
Szczecin, 21 November 2014

Gender as an economic issue

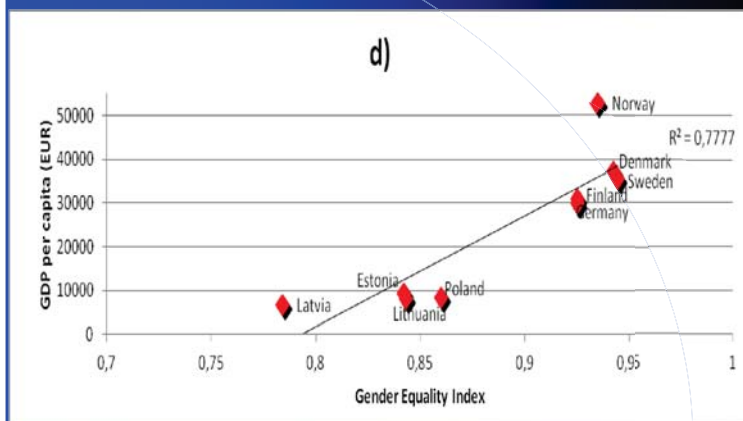
- A new perspective: for years equality seen only as a human right and/or social issue
- Gender matters in economics :from household economics to macroeconomics (late 1960s – 1990s)
- Economics of gender: International Association of Feminist economics; Gender and macroeconomics GEM
- A two way street: growth has an impact on equality; but also equality affects growth
- Policy implications: equality as „smart economics” presented by Sweden during the EU Presidency 2009

Economic gains: macro and micro levels

- Benefits could be calculated in terms of higher profits of firms (micro-level) and GDP growth (macro-level)
- In EU -27 GDP growth could be higher with gender equality in the economy from 14 (Slovenia) to 40-45% points (Greece, Malta, Netherlands); Polish GDP would be higher by 21 % points (*Lofstrom 2011* estimates at equal participation rates, wages, types of employment)
- Companies with mixed boards (women) have higher profits and returns on investments up to 56% (*Mc Kinsey Report 2010; Credit Suisse 2012*)

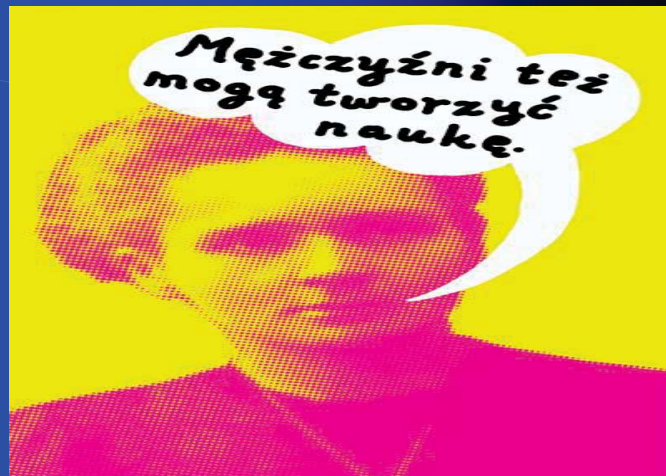
Equality and GDP/capita 2012

(Hozer-Kocmiel; Ruminska- Zimny 2013)



Key arguments

- Common sense in ageing societies and as a response to the crisis
- Women as the main source of new labour accross Europe (except migration): links jobs - fertility
- Diversity matters for innovation and creativity (new ideas in production, services, management)
- Returns on investments in women's education



From individual success to systemic inclusion

- Individual successes – Josephine Cochran (1886; inventor of a washing machine); prof. Agnieszka Zalewska, President of world organization for nuclear research CERN in Geneva (2013)
- Nobel Prize Winners : 826 are men and only 43 women (5%) in all categories including literature
- Elinor Ostrom: the only woman who received a Nobel Prize in economics (2009; work on commons)
- This is despite high share of women in research and science in Europe including Eastern and Central Europe (over 50% of all researchers; EU average 33%)

Strategies and gender

- Marginalized in strategies: Europe 2020, EU BSR; Investing in Europe's Future 2010; national/local strategies 2014-2020
- Congress of Polish Women analyzed regional strategies in 8 voivodship 2014-2020; no gender perspective in SWOT, objectives, success indicators; consequences for operational programmes and funding
- Mainstreaming principle (also „core value”) but outside priorities intelligent growth, innovation, competitiveness
- A horizontal priority in EU regional policy -- but only 8% of gender related projects had specific strategy, budget and quantified targets (2000-2006)

Gender, innovation and sustainable development in BRS

- Framework for 4 helix partnership and cooperation in BSR: the region which include most advanced countries in terms of gender equality
- WINNET Center of Excellence and WRC: research and practice
- Policy impact at macro (policy framework); meso (institutions; sectoral policies) and micro (firms) levels

Challenges

- Advancing policy oriented research on links between gender, innovation and sustainable development in a view to include a gender perspective in strategies and policies at all levels
- Defining a gender sensitive framework for building innovative economy based on BSR experience
- Raising awareness, establishing 4 helix partnerships and policy dialogue at regional, national, local levels
- Identifying gender disaggregated indicators of success

Thank you

ewa.ruminska-zimny@mfk.org.pl

Women Resource Center, a Key Tool for Women's active participation in Gender Equal and Sustainable Growth!
TP Winnet BSR,
Stettin, in Poland, 21 November, 2014

Britt-Marie S Torstensson,
President
Winnet Sweden

WINNET

Womens Resource Centres

Some History.....

WINNET

The **primary task and mission** of the Swedish Womens Resource Centres, WRC is to:

Increase the number of women participating in economic life on a national, regional and a local level

WINNET

The **primary task and mission** of the Swedish Womens Resource Centres, WRC is to:

Empower and mobilise women to participate on the labour market, in entrepreneurship, ICT and Innovation or other **with a strategic and Rural Development perspective**

WINNET

The **primary task and mission** of the Swedish Womens Resource Centres, WRC is to:

Be a neutral meeting place for networking groups of women

WINNET

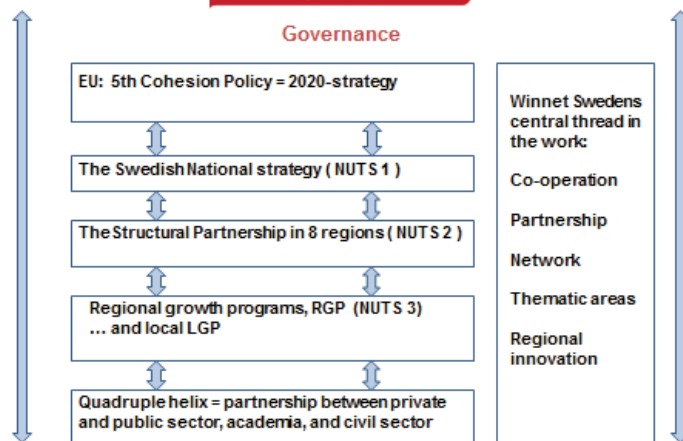
The **primary task and mission** of the Swedish Womens Resource Centres, WRC is to:

Fundamental is that they should develop on the basis of local needs and conditions and women demands

WINNET

WINNET SWEDEN

Governance



Briefly about the State financial resources of the Swedish WRC

- According to a parliamentary decision public funding can be granted for financing activities within local and regional WRCs (Regional Policy for Growth)

The Swedish Agency for Economic and Regional Growth – (Tillväxtverket) has the Swedish Governments assignment to run the Swedish WRC program

Winnet Sweden, a NGO – NON profit organization, for WRCs

For this programming period 2013-2015,

The Government is allocating 36 million per year to WRC for basic funding and co-finance for ERDF and other EU program projects

Women in Democracy support

* Winnet Sweden has financial support from the Swedish Government (The Ministry of Gender Equality) to be a Umbrella NGO organisation- non-profit for 120 WRC s, to be the driving force and to secure women`s participation in Democracy and Regional Development and Growth in 21 regions, for 2013, 650 000 SEK

WINNET

WINNET EUROPE

- Winnet Europe, the European Association of Women Resource Centres, was established 2006 as a result of Interreg III C project, W.IN.NET
- Winnet Europes member is active in:
 - Entrepreneurship – Innovation,
 - Labour market – gendersegregation
 - ICT and infrastructure of transport
 - Rurala Development, and cross border co-operation

A lot of transnational co-operation in Winnet Europe



Baltic Sea Region Partnership Platform for Gender & Economic Growth



Winnet Center of Excellence
Seed finance project January 1, 2013 – September 30, 2013 coordinated by Winnet Sweden



Winnet Centre of Excellence®

The international network of researchers in the Baltic Sea Region for the purpose of doing and promoting research, teaching and policy making (on Gender, Innovation and Growth)

WINNET

Winnet Centre of Excellence®

Quadruple Helix Partnership Plattform

- Representation Academia, Policy and decision makers, Business and Civil Society WRC, national, regional and local and transnational level's to secure Womens participation in Regional Development for Economic Growth!
- ✓ Partnership
- ✓ Co-operation
- ✓ Network
- ✓ Thematic areas
- ✓ Regional Innovation
- ✓ Through: identified good practices from EU 28 MS, within the chosen themes, to be transferred
- ✓ analysed good practises and elaborated action plans
- ✓ Winnet Centre of Excellence; Interactive Action oriented Research & benchmarking reports as input to workshops

Handbook for Women's Resource Centres



1. Introduction
2. Why and how WRCs can contribute to change
3. WRC, the historical background and their role and mission today
4. The work of a Women's Resource Centre
5. Starting up, organising and guaranteeing sustainability in a Women's Resource Centre
6. Working in project form
7. Working methods and tools for use in a WRC

Empowerment, the individual's own power, belief in knowledge, and the power to influence their own situation in society, are the key characteristics of the work that goes on in Resource Centres for Women.
The Handbook is designed to aid the establishment of Women's Resource Centres.
Use it! We wish you success!

The Handbook for Women's Resource Centres is published on the website www.winnet.se and www.winnetcentre.org
The Handbook is produced by Winnet Sweden with support and funding from the Swedish Agency for Economic and Regional Growth - Tillväxtverket
2013-08-12

For more information:

www.winnet.se

www.winneteuropa.org

www.winnet8.eu

WINNET

Why so few women innovators?

Marta Hozer-Koćmiel
University of Szczecin,
Winnet Centre of Excellence

'Gender, Innovation and Sustainable Growth. Research and Practice' Seminar,
20-21.11.2014, Szczecin

Why so few women innovators?

What we are doing to change it?

Who are the actors?

When we do that?

Where the actions take place?

Why so few women innovators?

What we are doing to change it?

Who are the actors?

When we do that?

Where the actions take place?

1. Number of women innovators in Europe is low
2. Only 10 % of patents awarded by the European Patent Office are awarded to women
3. Only 20 % of businesses started with venture capital belong to female entrepreneurs
4. Women score less than men when assessing the level of innovation of their own business

Innovation of product:

14% of women compared to 15% of men

Innovation of process:

4% of women compared to 8% of men

Innovation in the organization:

5% of women compared to 7% of men

Marketing innovation:

9% of women compared to 11% of men

Less than 15% of high-tech business is owned by women

10 reasons why there is so few women innovators

1. Women's educational choices, and horizontal and vertical segregation in employment, result that the number of women in science and technology and the number of women innovators is lower than the number of men.
2. Science and technology, innovation and inventions are concepts mostly associated with men and male areas. These fields are less attractive to women.
3. Stereotypes about women and men that science, technology and innovations are male dominated sectors, in which women are perceived as less professional.
4. The boards of technology companies are predominantly male. They often say that there aren't enough women engineers. On the other hand a significant proportion of the male board members of technology companies aren't engineers either!

5. Traditional views about the role of women in society and greater difficulties in balancing family responsibilities with working fast-moving and competitive sectors that expect long and flexible working hours and constant training to be up to date with new technological development and market opportunities.

Women's domestic work - 4.2 hours daily
Men's domestic work - 2.3 hours daily

6. Economic obstacles - difficulties in accessing finance. Female entrepreneurs find it more difficult than men to access finance.

The issue of accessing adequate finance is a greater problem in science and technology sectors because:

- it requires substantial investments, and
- women are seen as less credible by financial stakeholders and investors (stereotypical thinking).

7. Lack of access to relevant technical, scientific and general business networks. Access to these networks is essential to develop business ideas, meet potential clients and business partners, understand the market with its developments.

8. Lack of business training when undertaking technical and scientific studies presenting entrepreneurship as a possible employment opportunity for women.

9. Women's perception that they lack personal or entrepreneurship skills such as self confidence, assertiveness and risk-taking.

10. Lack of role models sending positive messages that women can be successful in these sectors and fields of activities and to whom women could turn for mentoring and advice.

Why so few women innovators?

What we are doing to change it?

Who are the actors?

When we do that?

Where the actions take place?

Winnet Baltic Sea Region (Winnet BSR) A Thematic Partnership project, Swedish Institute

Winnet Centre of Excellence – the international network of researchers in the Baltic Sea Region for the purpose of doing and promoting policy oriented research on Gender, Innovation and Growth.

Women Resource Centre – the network of practitioners that aims to 1. empower women, 2. be a neutral meeting place for networking groups of women, 3. be a centre for information and documentation, 4. provide women with advice on how to implement their projects or business ideas, 5. mediate contacts with others women's networks.

Research plan for The Winnet Centre of Excellence

1. Stock taking of existing research on gender and innovation
2. Gender analysis of the SMEs in ICT and tourism in the BSR
3. Pilot survey on women-led SMEs in ICT and tourism
4. The analysis of Women Resource Centers' potential as actors increasing Women's participation in SME, Innovation and Economic Growth
5. A book 'Model for Gender Sensitive Framework, Entrepreneurship and Innovation'

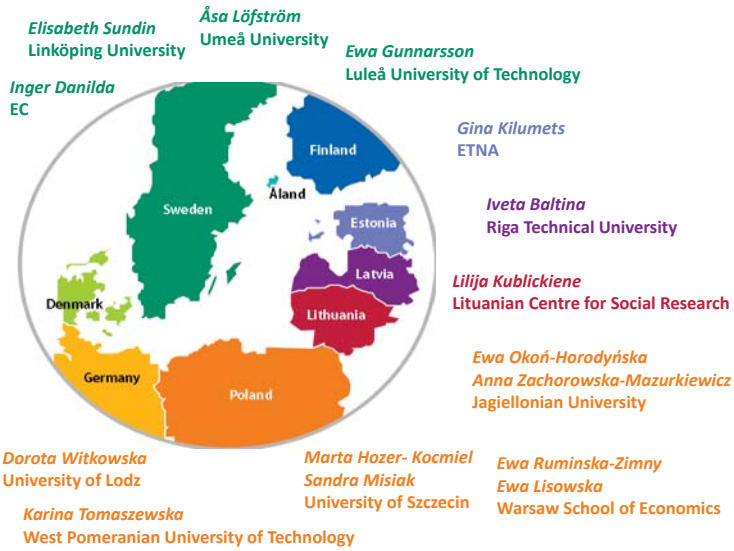
Why so few women innovators?

What we are doing to change it?

Who are the actors?

When we do that?

Where the actions take place?



Why so few women innovators?

What we are doing to change it?

Who are the actors?

When we will do that?

Where the actions take place?

**Winnet Baltic Sea Region
 (Winnet BSR)
 A Thematic Partnership project
 2013-12-01 to 2016-11-30**

Male academics don't inspire female innovators.
 Female innovators inspire female innovators.

- Vivek Wadhwa

Thank you for your attention!
 Marta Hozer-Kocmiel
mhk@wneiz.pl

Women entrepreneurs in Poland: barriers and challenges

Ewa Lisowska, Ph.D.
Warsaw School of Economics

Some facts on women entrepreneurs (2013)

- In Poland women constitute 34% of self-employed people
- In towns there are half as many women entrepreneurs as in villages. It is also true in case of men
- Self-employed women share 12% of all working women (in Sweden only 4%)
- Women business owners is 3 times more than women nurses (respectively: 570 and 185 thousand)
- There are also more women business owners than women teachers (370 thousand)!

Poland has one of the largest share of women among self-employed in EU

(Eurostat 2011)

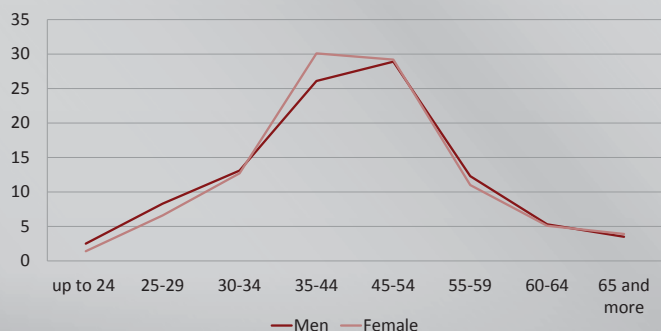
	Women	Men
EU-27	31%	69%
Poland	34%	66%
Latvia, Lithuania	40%	60%
Luxemburg	39%	71%
Portugal	37%	63%
Estonia	30%	70%
Sweden	27%	73%

What more:

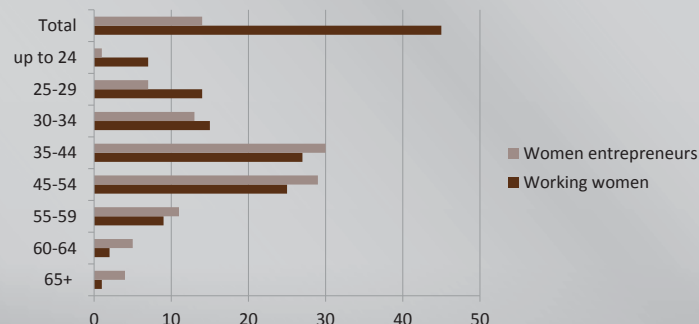
- Compared with the neighbors - Germany, Sweden, Lithuania, the Czech Republic and Slovakia - Poland has the highest % of women employers and self-employed among all working women: 2.9% and 11.5% (eg. Sweden 1.7% and 4.1%)

(Source: Polska przedsiębiorcza, PKPP Lewiatan, Warszawa 2013)

Women and men self-employed by age (2012, %)



Women entrepreneurs and working women by age (2012, %)



Sector of economic activity

WOMEN ENTREPRENEURS

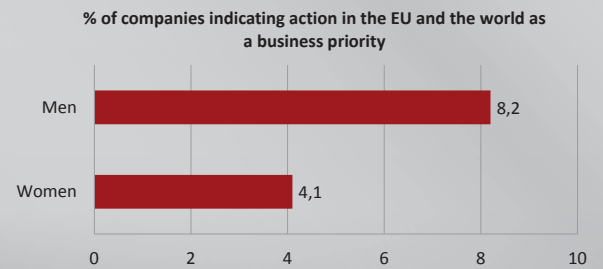
- Health care
- Education
- Gastronomy
- Real estate
- Service market (accounting, consulting, PR)
- Other services

MEN ENTREPRENEURS

- Transport
- Construction
- Industry

Women entrepreneurs are less focused on international expansion than men

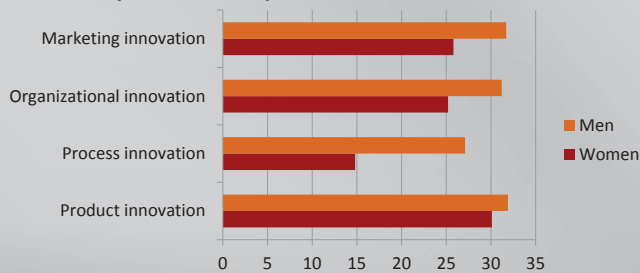
(PKPP Lewiatan, 2013)



Innovativeness of women's companies is lower than men's companies

(PKPP Lewiatan, 2013)

% of companies that implemented innovations in 2009-2011



Barriers of women

- Lack of money/capital to start up (women are far less likely than men to have own capital); high taxes, problems with finding new clients (economic barriers)
- Women are less likely to obtain venture capital because they cannot present the credibility (cultural barrier)
- Fear of failure (cultural barrier)
- Reconciliation between work and family responsibilities in respect to the limited access to institutional childcare (cultural barrier)
- Complicated formalities and procedures, unclear regulations and rules and frequent changes in law concerning economic activity (administrative barriers)
- Access to knowledge and training, i.e. education within the scope of entrepreneurship, including education at the higher level (educational barrier)

Challenges for government policy (also NGOs)

- Promoting entrepreneurship among women, i.e. Ambassadors network program
- Mentoring programs
- Grants to start a business
- Stimulating innovation among women by education programs

Challenges for women entrepreneurs

- Innovativeness
- International expansion
- Education in the field of entrepreneurial skills
- Searching for market niches (i.e. IT)
- Networking
- Openness to risk-taking



Innovative Women Entrepreneurs

Sandra Misiak
sandra.misiak@op.pl



Basic information

- **Aim** - to identify and assess determinants and results of the process of woman's self - employment in Poland
- **The main hypothesis** - Self-employment, which is an alternative form of employment, can positively affect the improvement of the economic situation and the quality of life of women.
- **Qualitative research** - case study method - 39 cases
- **Quantitative research** - anonymous questionnaire survey (follow-up studies)
- **Period in which the study took place** - 2012 - 2014
- **Project was financed by NCN**

Slajd nr 2



Topics

- Economic and non-economic factors
- Entrepreneurship
- Financing activities
- Starting the business
- The company today
- Women as a manager
- Human Resources Management
- Time management and women's roles in life
- Economic and non-economic effects
- Future vision of the business

Slajd nr 3



Participation by age

- under 24: 6%;
- 24 - 29: 17%
- 30 - 34: 23%
- 35 - 39: 26%;
- 40 - 44: 12%;
- 45 - 49: 4%;
- 50 - 54: 7%;
- 55 - 59: 1%;
- 60 - 64: 3%;
- over 65: 1%.

Slajd nr 4



Characteristic of surveyed women

- 80% - Tertiary
- 20% - General secondary, post- secondary and vocational secondary
- 65% - Respondents with children
- 35% - Respondents without children
- 65% - Respondents without employees
- 35% - Respondents with employees
- 40% - Local scope of business
- 17% - Regional scope of business
- 30% - Nationwide scope of business
- 13% - International scope of business

Slajd nr 5



Development plans - results of a quantitative research (Potential for innovation of surveyed women)

- The intentions of development changes among surveyed self-employed women in Poland:
 - Implementation of a new products and/or services (74%)
 - Purchase of new equipment, machinery and technology (65%)
 - Entry into new markets and/or an increase in employment (64%)

Slajd nr 6

Development through the implementation of new products and/or services		Yes	No
Reason for establishing own business	Intention	34	50
	Necessity	8	44
	Intention along with necessity	58	6
Entrepreneurial attitude	Yes	89	75
	No	3	6
	Do not know	8	19
Entrepreneurial traditions	Yes	63	50
	No	37	50

Slajd nr 7

Development through the implementation of new products and/or services		Yes	No
Work experience before self-employment	Paid employment	85	94
	No experience	15	6
Children	Yes	61	69
	No	39	31
Applying for a grant for establishment and/or business development	Yes	63	50
	No	37	50

Slajd nr 8

Characteristics:

- Regardless of the way that the development was planned self-employed women singled out the same characteristics:
 - More often they were driven by the desire while making a decision about self-employment.
 - They describe themselves as more entrepreneurial.
 - More often they were applying for grants for establishing and/or developing their business.

Slajd nr 9

Basic information	Type of innovation	Innovations examples
Sylwia Kitchen Sink manufacturer, May 2010 4 employees	technological and products	Implementing a new types of sinks; extending color varieties of existing models; designing new types of products (bathroom sink, paddlins); purchasing new machinery

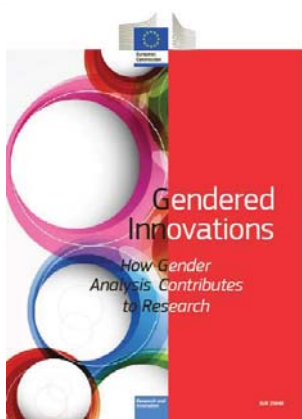
Slajd nr 10

Basic information	Type of innovation	Innovations examples
Malwina Dance school March 2004 10 employees	products, organizational, process	Development and implementation of the reporting system; implementing and improving a new way of personnel evaluation; creating an author's programs of dance lessons; introduction of a new services

Slajd nr 11

Results of other studies

Slajd nr 12



Report of the Expert Group "Innovation through Gender"

Chairperson: Londa Schiebinger

Rapporteur: Ineke Klinge

Luxembourg: Publications Office
of the European Union, 2013

Slajd nr 13

Expert Group 'Innovation Through Gender'

- In 2011 the European Commission established this group to conduct a comprehensive review of this domain and to help develop the gender dimension in EU research.
- The group involved more than sixty experts from across Europe, the United States, and Canada.
- The experts chose to go beyond simply pointing at loopholes and flaws, and instead looked at concrete examples of where appropriate treatment of gender differences enhances research.
- The goal of the group: to provide scientists and engineers with practical methods for gender analysis, and to develop case studies as concrete illustrations of how gender analysis leads to new ideas and excellence in research.

Slajd nr 14

Twenty-One Gendered Innovations Case Studies

- The case studies demonstrate that differences between:
 - needs,
 - behaviours,
 - attitudes

of women compared to men really matter, and accounting for them in research makes it relevant to the whole of society.

- They also show that these differences can vary over time and across different sectors of society and require specific analyses.

Slajd nr 15

Definitions:

- **Innovation** - refers to new ideas, new knowledge, and new technologies and design.
- **Gendered Innovations** - processes that integrate sex and gender analysis into all phases of basic and applied research to assure excellence and quality in outcomes.
- The **Gendered Innovations website** presents state-of-the-art methods of gender analysis.

(<http://genderedinnovations.stanford.edu/>)

Slajd nr 16

Gendered Innovations:

- **Add value to research and engineering** by ensuring excellence and quality in outcomes and enhancing sustainability.
- **Add value to society** by making research more responsive to social needs.
- **Add value to business** by developing new ideas, patents, and technology.

Slajd nr 17

Thank you for your attention

Sandra Misiak
sandra.misiak@op.pl

TP Winnet BSR Workshop 20th of November, 2014 (Szczecin)

Innovation, Gender & Growth (IGG)

- state of the art in EU and beyond

Inger Danilda

Winnet Centre of Excellence®

WINNET

First of all – I am honoured !

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Themes covered

Macro-level: Gender still a non issue

Meso-level: Gendered institutions and gendered innovations

Micro-level: Women as inventors and entrepreneurs

Macro-level

Gender? Harvard professor in Brussels in October 2014

Knowledge societies vs industrial societies

Urban vs rural areas

Unequal gender contracts vs modern contracts

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Meso-level

A lot of knowledge from studies of gender and organisations

Gendered infrastructures vs inclusive structures for innovation support

Gendered organisations vs inclusive organisations

Gendered innovations – Stanford University + EU (Horizon 2020)

Micro-level

Women as innovators and as entrepreneurs is not the same

Women have less, get less and pay more for capital as a general rule – but exceptions

Women is seen as less innovative – no evidence in research

Women inventors are in all fields – a lot of new ideas in the care sector not acknowledged

The power of technology rules and the dichotomy male-female is strong

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Swedish model in Armenia? Yes we can!



**WINNET Armenia Association of Women
Resource Centers**
Prepared by Anush Hovakimyan



Overview

1. Armenia: location, general information
2. The Economy of Armenia
3. Swedish model: Syunik Women's Resource Centers Network
4. Political involvement
5. Supporting the Empowerment of Women in Local Governments
6. Economic development
7. Social activism
8. Network Development
9. Summary



Armenia: Location



Armenia: General Information

Area: 29,743 square kilometers (11,484 sq mi)

Capital: Yerevan

Population: Over 3 million

Government: Presidential Republic

Parliament/National assembly

Official language: Armenian

Currency: Armenian Dram (AMD)



Coat of arms



Flag



The Economy of Armenia: Overview

1. GDP - per capita (PPP): \$3305, (Sweden \$43,180)
2. Gross external debt \$6.417 billion
3. Small scale agriculture
4. Food importer
5. Small mineral deposits (gold, bauxite)
6. Conflict with Azerbaijan and Turkey
7. A limited range of products and services for businesses offered by banks



Official Unemployment rate in
Armenia: 7%

Real unemployment rate in
Armenia: 45-50 %



Women: 70%



The Economy of Armenia: Women's involvement in economic field in Armenia

- Inequalities between men and women
- Only 6% of employers are women and 94 % are men.
- 2/3 of all registered unemployed persons are women.
- Unemployment and insufficient employment have bigger negative influence on women than on men.



"Women's Empowerment and Cooperation in Armenia with a focus on the Syunik region" Assessment Report conducted by Swedish Expert Birgitta Wistrand



Women in Syunik are poorly represented in local politics and at a disadvantage compared to men in terms of employment and starting small businesses.



Economic Empowerment of Women in the Syunik Region of Armenia" project

Recommendations by

To support the establishment of women's resource centers based on local women's initiative groups in the major towns of the Syunik region.



The Economy of Armenia: "Women's Empowerment and Cooperation in Armenia" project initiated by the OSCE Office in Yerevan

Establishment of 3 Women's Resource Centers in the Syunik region:



Meghry Women's Resource Center
NGO (Dec 2008)



Kapan Women's Resource Center NGO
(Jul 2009)



Goris Women's Development "Resource Center" Foundation
(Jul 2009)



Exchange Visit to Sweden in 2010 Meetings with WINNET Sweden member organizations



Syunik Women's Resource Center Network Mission



Promote the increase in the roles and competitiveness of women at the national, regional and local levels through collaboration and civic engagement thus supporting the development of women's resource centers.



Syunik Women's Resource Center Network

Goals and Objectives



- **Monitor, research, and analysis** women's issues
- Assist **solving women's issues** at local, regional, and national levels
- Increasing women's **role and competency** through cooperation and civic involvement
- Create **equal opportunities** for women



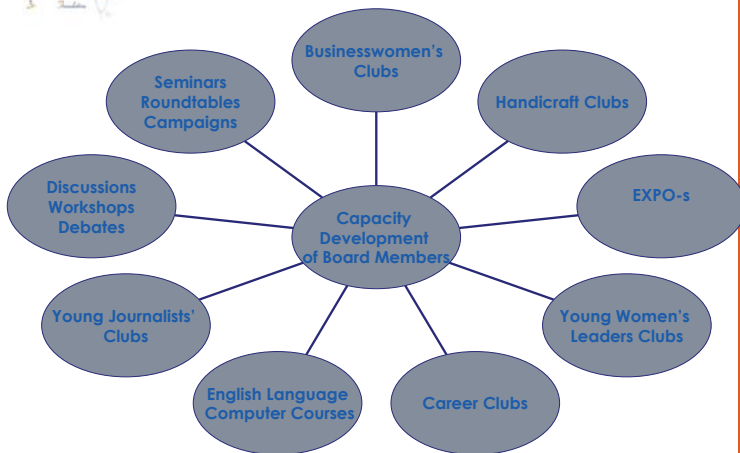
Syunik Women's Resource Center Network

Activity Aspects

- Political involvement
- Economic development
- Social activism and support



Activities of Women's Resource Centres



Political involvement:

Key numbers/figures

- 2 of 18 Ministers are women
- 6 of 66 deputy ministers are women
- 0 of 10 governors are women
- 0 of 21 city mayors are women
- Of 1237 candidates running for community leader posts 43 were women, 10 have been elected;
- Of 6698 local self-government councilors, 580 were women; 396 have been elected (8.3%)



Political involvement:

Activities



- Leadership development
- Meeting with Local Government Body candidates
- Election process accountability and transparency
- Participation in city council meetings



Political involvement:

Young Citizen Journalists in Action

- TV shows, talk shows
- Videos/ documentaries
- More than 200 materials addressing local issues and events
- Social platforms for online broadcasting
 - <http://womennet.am>
 - <http://sharavigh.blogspot.com>,
 - <http://meghriavagani.blogspot.com/>
 - <http://eghegnazoravagani.blogspot.com/>
 - <http://www.syunikwrc.net>





Supporting the Empowerment of Women in Local Governments:

Goal of the project

To work with women to increase their knowledge and involvement in the electoral process.

Target Communities: 20 communities across two regions.

Period: 2012 local elections



Supporting the Empowerment of Women in Local Governments:

Activates



- Creation of informative materials
- Survey of 250 active women to find relevant areas of need
- Community meetings to discuss and encourage the involvement of women in the electoral process



Supporting the Empowerment of Women in Local Governments:

Supporting women who decided to run for election



- Capacity building seminars
- Campaign support
 - Brochures
 - Advertising through articles/videos produced by journalist clubs
 - Further informative meetings



Supporting the Empowerment of Women in Local Governments:

Results

- 38 women nominated, 26 elected (68.4%)
- 13 women involved with observation activities
- Continued commitment to future elections cycles



Economic development

Sociological Survey

Aim of this survey:

- study women's entrepreneurship in the Syunik Region;
- provide a description of the woman entrepreneur, her business and business environment;
- identify the factors that promote and hinder business development.



Economic development:

Survey Findings

Three main issues found as a result of the survey:

1. Financing issues
 - Finding loans
 - Interest rates
 - Repayment periods
2. Tax regulations
3. Lack of business knowledge and relevant skills



Economic development: Development of Handicrafts



The Objective: To provide unemployed women in Syunik region a chance of lasting employment and a consistent and substantial income



Economic Development Handicraft groups: Activities



- Organizing the groups into economical units
- Trainings, based on specific product groups
 - Crochet, ceramics, carpet weaving, embroidery/sewing
- Meetings with outside consultants/experts
- Idea exchanges between the various groups
- Increase the access to markets



Economic Development: Handicraft Group Example



- Makes small crocheted animals (currently 65 different animals)
- Works with about 90 women artisans in the region
- Conducts trainings to bring in more women artisans to meet production demands and sustain growth
- Works with HDIF for increased access to markets
- Exports
 - Testing of products for relevant certificates is ongoing, this is to legally export items to the EU and North America



Economic Development: Handicraft Group Example

- ▣ Over 90 women artisans are now involved in this project, up from 15 in 2009
- Reduction in regional unemployment rate
 - Average monthly income is proportionate to average regional salary
- Increased the working business knowledge of women involved and further developed the souvenir market



Economic Development Going Forward

- Establish all projects as sustainable income generating projects
- Involve more women in each project
- Increase participation in domestic and international expos
- Increase collaborations with partners/new partners
- Setting up revolving funds for each project
- Other Projects:
 - Carpet making
 - Ceramics
 - Embroidery/Sewing
 - Yarn production



Social activism

Environmental projects

- Domestic violence victim support
- Job skills trainings
- Raising awareness about local community issues
- Distribution of donations from International Aid organizations to needy community members





Network Development

- A bigger network increases the opportunities for collaboration and idea/experience exchange
- First goal is to grow the network within Armenia
 - Reaching out to other women based organizations
- Second goal is to expand the network outside of our traditional borders, and onto the international stage as part of a larger network



Exchange Visit to Sweden in 2014

Meetings with WINNET Sweden member organizations, politicians and governmental institutions at local, regional and national level



WINNET Armenia Association of Women Resource Centers



Meghri
Kapan
Goris
Sisian
Eghegnadzor
Gyumri
Ijevan
Dilijan
Spitak
Amasia
Yerevan



Summary

- 1.Armenia: location, general information
- 2.The Economy of Armenia
- 3.Swedish model: Syunik Women's Resource Centers Network
- 4.Political involvement
- 5.Supporting the Empowerment of Women in Local Governments
- 6.Economic development
- 7.Social activism
- 8.Network Development



Remember, please!

If the world were ruled by women, then there would be no war... just a couple of nations not talking to each other ☺

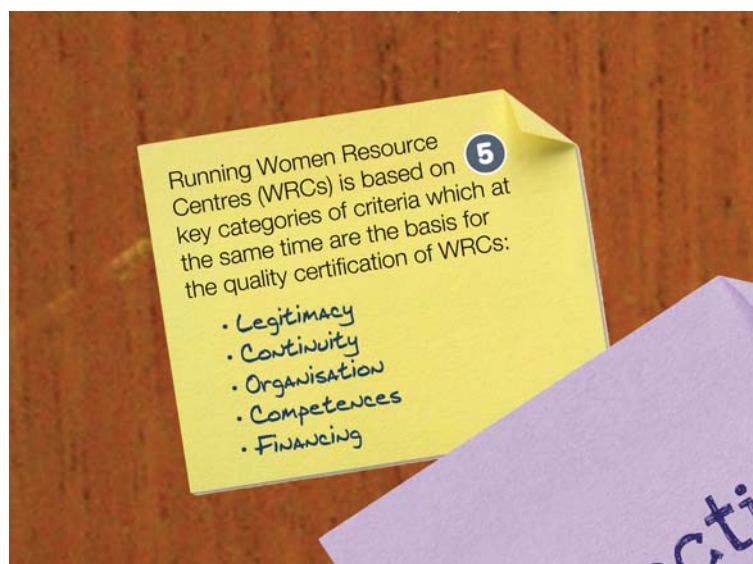
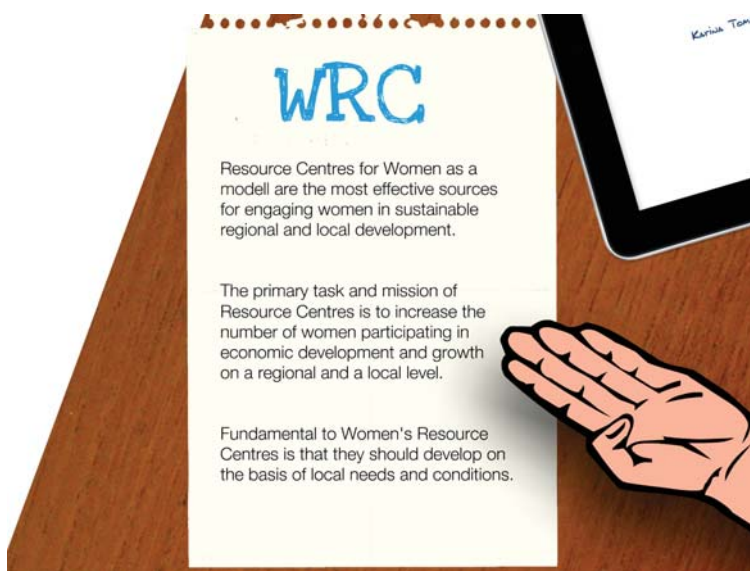
Thank you!

Anush Hovakimyan
Email: anhovakimyan@gmail.com

BST method - Polish WRC experience



KARINA TOMASZEWSKA



The Functions of WRC:

- 1 To empower women
- 2 To be a neutral meeting place for networking groups of women
- 3 To be a centre for information and documentation
- 4 To mediate contacts with women's networks
- 5 To give women advice (counselling & mentorship) as to the way of getting on with their projects or business ideas


Working methods and tools for use in a WRC:

- Counselling
- Mentoring
- Group mentoring
- Business Success Teams



The idea of a Business Success Team

A Business Success Team is a new approach in the pattern of contacts and networks. The idea is for businesswomen from different branches to meet regularly to motivate and support each other in the management and development of their own enterprises.

- regularly meetings every 3-4 weeks
- group of 4-6 people 
- 6-8 months

Requirements

There are various requirements for running a Business Success Team, including readiness to participate in a team with people in a similar situation e.g. entrepreneurs. Each member pursues concrete aims and receives backup in achieving them, everyone can rely on assistance from the others. Specific collaboration guidelines ensure an efficient approach. The survival and success of the team is dependent on the commitment of the individual members. The members need:

1. time, energy, stamina
2. trust in each other
3. a positive attitude
4. discretion
5. honesty in sharing experiences - related to problems and failures as well as successes
6. appreciation of each other
7. respectful communication
8. constructive criticism

Coming together is a beginning;
keeping together is progress;
working together is success!

Round 1: Getting started

Every participant reports on the progress of her work since the last meeting.

- what stated plans she has achieved,
- what has happened since the last meeting,
- what she has done, what she has achieved,
- which issues has she been successful with?

Talking time is limited to 3 -5 minutes for each participant.

Round 2: Back-up

The goal of this round is to re-assess together and to find solutions for difficult issues and situations. The method provides a number of questions to guide the discussion:

Round 3: Aims

Each of participants has...

...have I not progressed?
...have I developed?
...can I contribute

Round 2: Back-up

The goal of this round is to re-assess together and to find solutions for difficult issues and situations. The method provides a number of questions to guide the discussion:

1. Where have I not progressed?
2. What aspects have I developed?
3. What ideas and solutions can I contribute to help the other participants?

Round 3: Aims

Each of participants has to define aims ahead of the next meeting.

These goals are recorded in the form of a journal, so that it can be checked that the participants work in a goal-orientated manner.

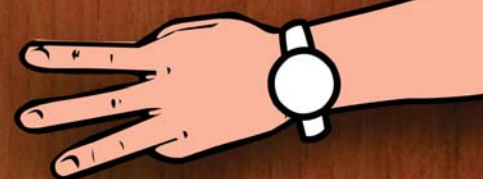
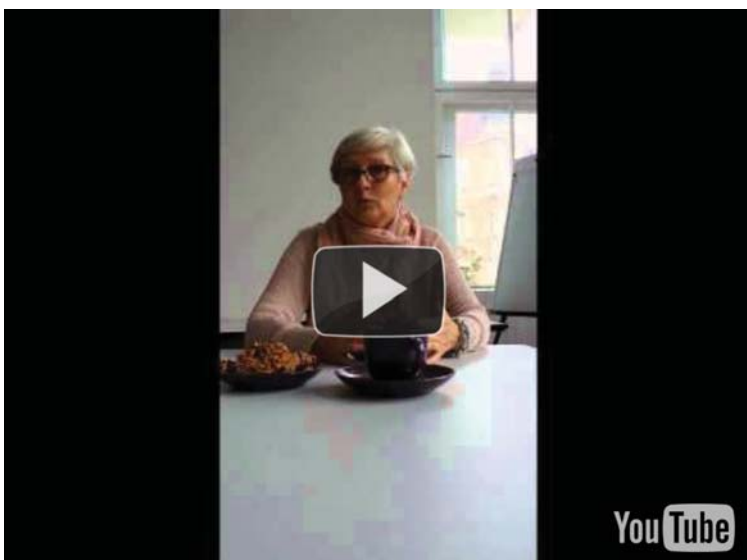
Each participant has about 2 minutes to state her aims, particularly what will be achieved by the next meeting.

FACTS

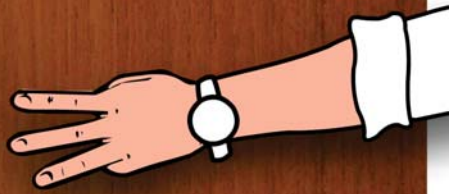
- 3 BST in Szczecin
- Started in May 2014
- Monthly meetings
- 6+5+4

FACTS

- 3 BST in Szczecin
- Started in May 2014
- Monthly meetings
- 6+5+4



THANK YOU FOR ATTENTION



THANK YOU FOR ATTENTION !



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