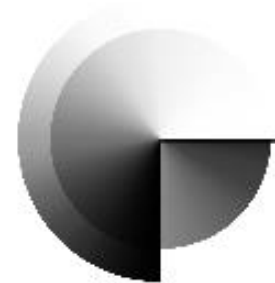


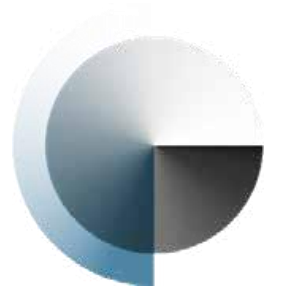
WOMEN IN TECHNOLOGICAL AND INDUSTRIAL DEVELOPMENT

14th of March 2023



WORLD
MANUFACTURING
FOUNDATION



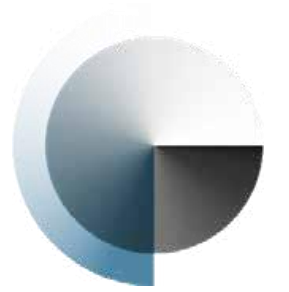


Increasing the rate of women in companies improves performance, as it implies higher productivity, better decision-making, different risk-management strategies, more innovation, creativity, and increased efficiency. Hence, gender equality no longer remains just a matter of human rights, but a **fundamental question to ensure competitiveness and economic recovery**. *UNIDO (2019). Inclusive and sustainable industrial development: the gender dimension.*



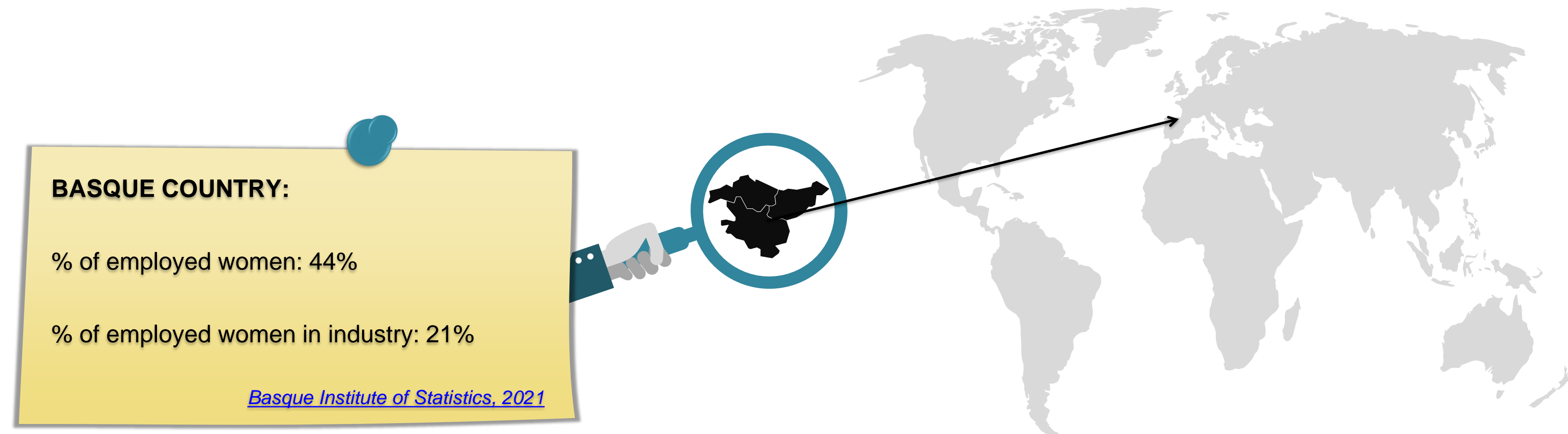
<https://worldmanufacturing.org/wp-content/uploads/Oyon-Women-in-Manufacturing.pdf>

Connection between gender equality and competitiveness.



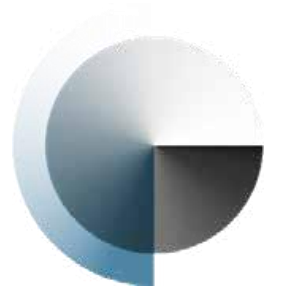
Different studies* prove that **gender diversity is clearly correlated with profitability**. This supports a **new point of analysis** and strengthen the **link between including gender perspective in business and increased competitiveness of companies**.

- **A methodology** to analyze the correlation between gender equality and competitiveness was proposed.
- **The model has been tested in the Basque Country** (who stands out for the high weight in its GDP of the industry, 24,2% in 2021).



*Sources: McKinsey&Company. (2020, May). Diversity wins How inclusion matters; UNIDO. Nelson, Judy. (2020, November 10). Why We Have Gender Inequality in Manufacturing

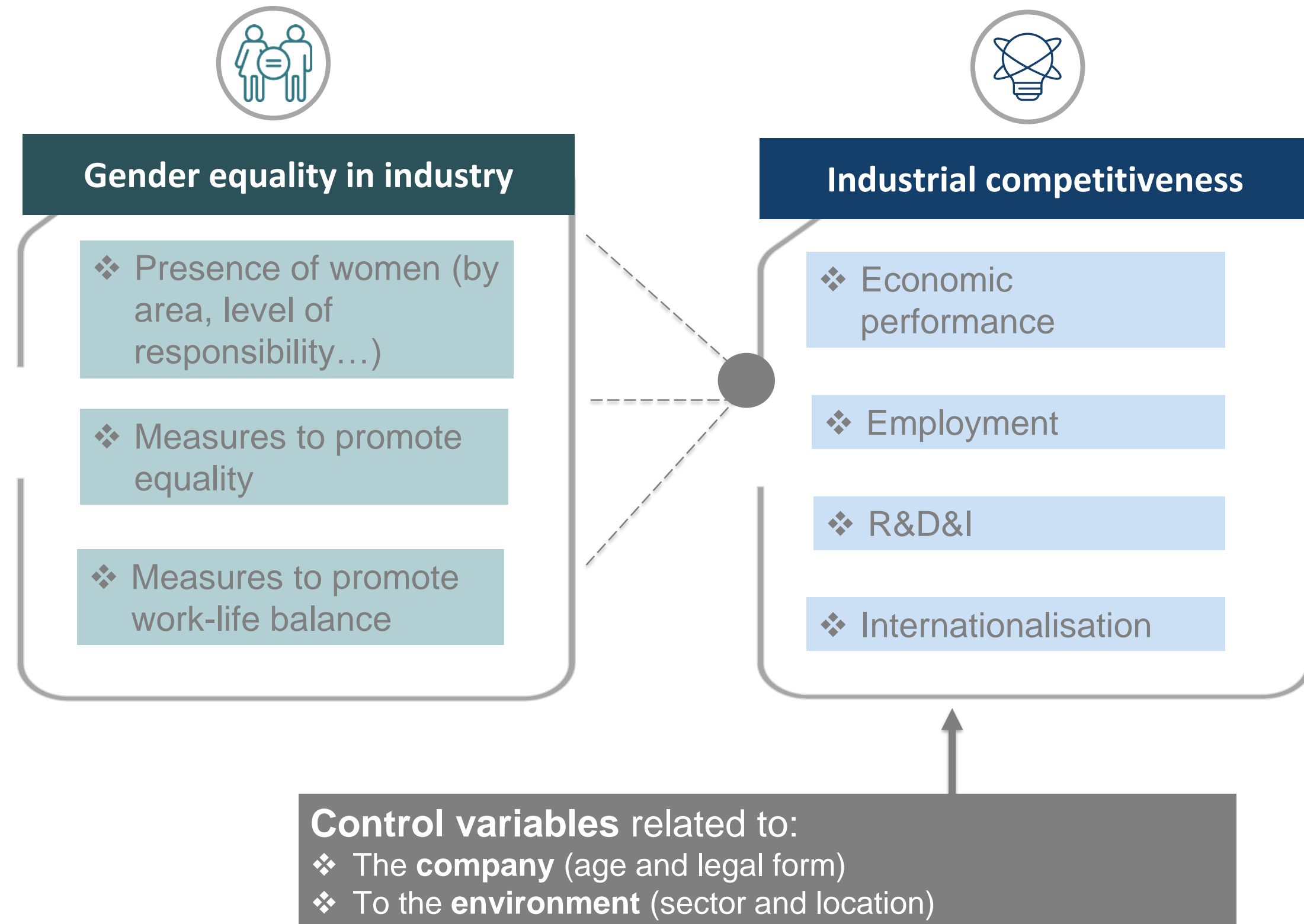
The conceptual model of the methodology



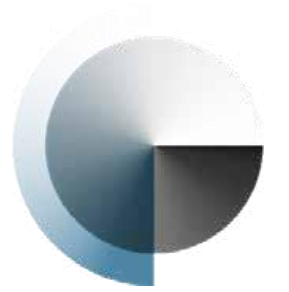
The sample involves:

The universe of companies identified in the SPRI database consists of **~2,300** companies meeting the following requirements:

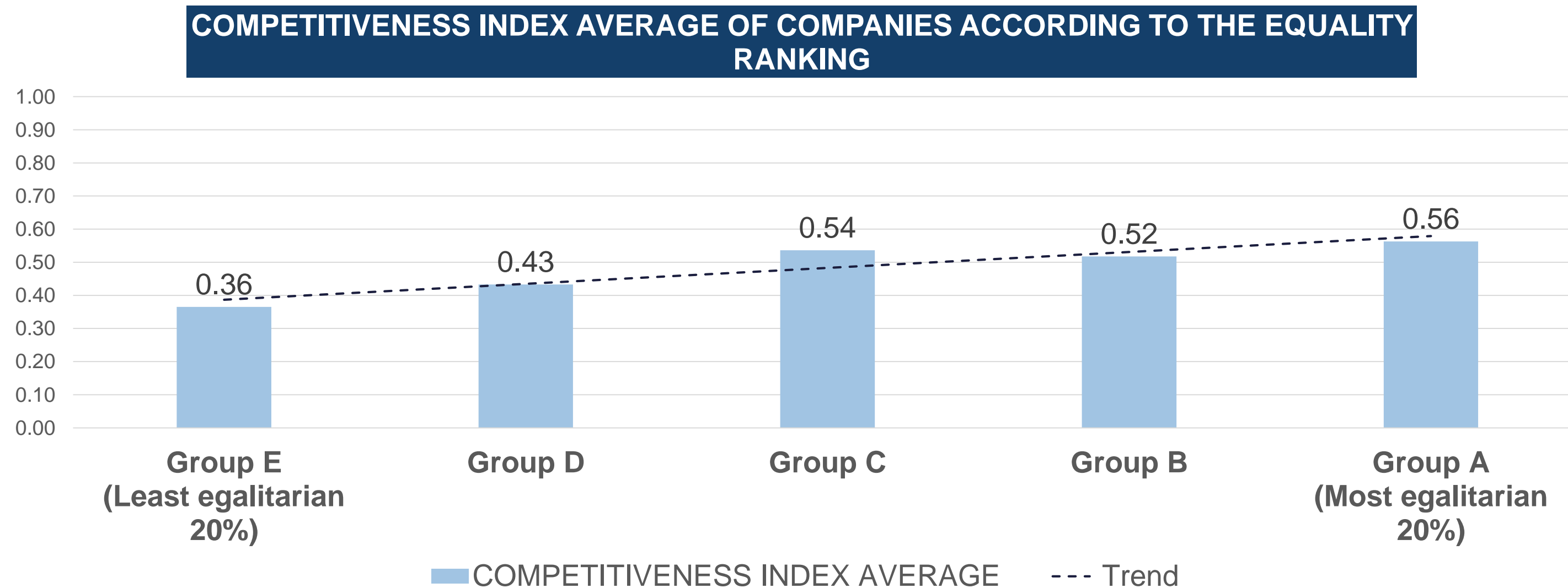
- ✓ Industrial and/or industry-related services companies
- ✓ Headquartered in the Basque Country
- ✓ Companies which have participated in innovation and/or R&D and/or internationalization projects with public support



Preliminary results

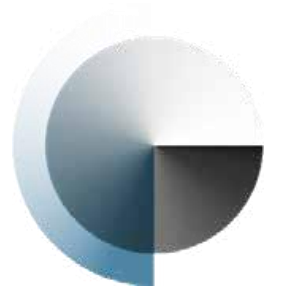


Most egalitarian companies (Group A) scored the best results in the competitiveness index in average, while the less egalitarian companies (Group E) scored the worst results in the competitiveness index in average.

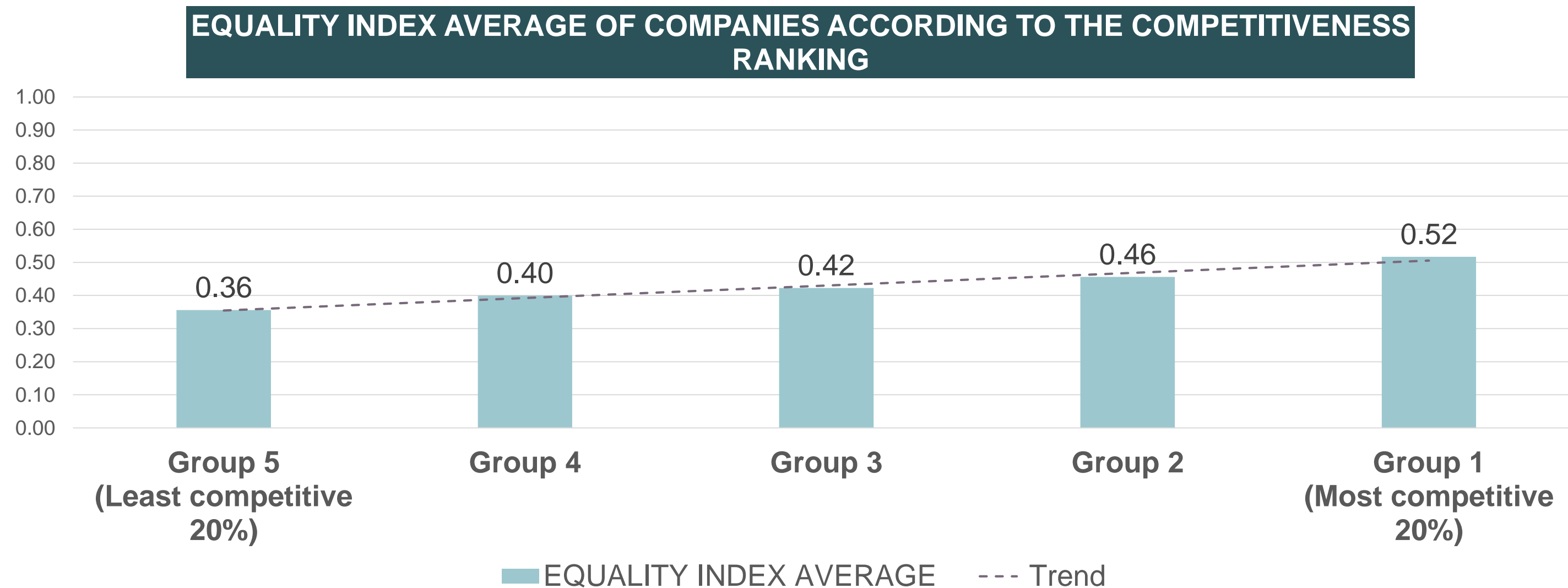


The indexes in the chart shows the average results for each Group.

Preliminary results

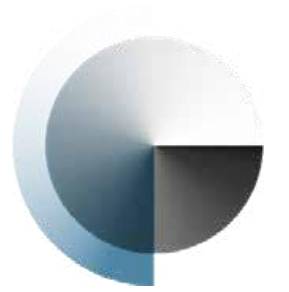


Most competitive companies (Group 1) scored the best results in the competitiveness index in average, while the less competitive companies (Group 5) scored the worst results in the competitiveness index in average.



The indexes in the chart shows the average results for each Group.

Preliminary conclusions



- A **comprehensive methodology** has been developed to evaluate the **competitiveness and equality levels** of companies and **identify correlations**.
- The sample taken for the analysis reveals the **striking gender gap in the Basque industry**.
- This gender **gap widens** when analyzing the percentages of **women in positions of responsibility** or in **technical departments**.
- The preliminary results on this sample suggests a **slight positive correlation** between the **most egalitarian companies** and **better competitiveness ratings**.
- The **trend remains positive** as the **most competitive companies** also **score slightly better in equality** than the least competitive.
- **Most egalitarian** companies scored the best results **in the Research and innovation** indicators
- The **methodology could be replicated** in other scenarios **to validate these observations** and draw further conclusions.
- These conclusions could serve as a **motivational tool** for the implementation of **equality policies**.

ESKERRIK ASKO!!

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