EUROPEAN CLUSTER CONFERENCE 2024

7-8 MAY 2024, BRUSSELS

#EUClusterConference







Metaclusters

Building new or reshaping existing value chains









Metaclusters Building new or reshaping existing value chains

Mercedes Delgado, Associate Professor of Strategy and Innovation, Copenhagen Business School

Thomas Röhr, Secretary General, European Automotive Cluster Network

Veerle De Graef, Program Manager, Flanders' FOOD; Established Office, SS4AF

Erasmia Dupenloup, Chairwoman, Silicon Europe Alliance; CEO, MINALOGIC

Silvia de los Santos Trigo, Aerospace and Production Technical Officer, Corporación Tecnológica de Andalucía

Carolina Garces, Clusters of Sweden (Moderator)









European Automotive Cluster Network EACN

Thomas Röhr sg@eacn-initiative.eu

#EUClusterConference









OUR VISION

EACN will be a

cohesive network for all European automotive clusters, it will create value for members

through cooperation, best practice, insight, and exploiting synergies that make clusters more resilient and drive European competitiveness









European Automotive Cluster Network

- Created in its current form in 2021
- Organised as an association
- ▲ 31 European clusters from 15 countries representing
 - > 5.500 members/participating organisations
 - > 3.000 SMEs
- ▲ Two membership statuses
 - Full members
 - Associated members











Our objectives

- Reinforce relations between cluster managers and cluster staff from different EACN clusters
- ▲ Create added value for EACN clusters through high quality exchange of information and experiences
- Contribute to promoting and improving cluster management excellence
- ▲ **Represent** EACN clusters' point of view at European Commission and at European institutions

Our MISSION

Exchange knowledge and boost cooperation and synergies between members to secure their long-term success











EACN Activities











Joint Working Groups & meetings

Information exchange

Best practice exchanges

Partner search support to EU projects

Support













Added-value of cluster cooperation

- Increase cluster excellence
 - Discussion groups, workshops, best practices, newsletter & information, ...
- Mutual support & joint actions
 - B2B & project partner search, events, joint projects & services, ...
- ▲ Representation of network's vision and insights in European panels, workshops, working groups, ...

But also: Representation and feedback from

- Participation in external working groups, congresses/events, ...
- Active lobbying











Join us & discuss with us at the

EACN Booth in the exhibition area

Thomas Röhr, sg@eacn-initiative.eu











Flanders' FOOD

Veerle De Graef <u>veerle.degraef@flandersfood.com</u>

#EUClusterConference









Flanders' FOOD - Spearhead cluster and innovation platform for the Flemish agri-food industry





Clusters for Growth

- > Established in 2005, spearhead cluster since 2018
- ➤ Member organisation: > 300 companies, 10 universities/RTOs
- ➤ Mission: to support the Flemish food industry, via research and innovation, in retaining and strengthening competitiveness on both local and foreign markets
- > 3 Key words: innovation, strategy, collaboration





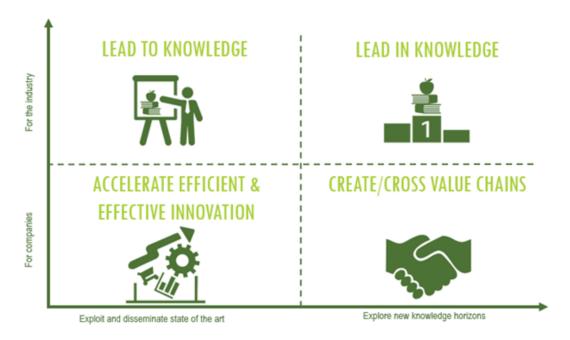




EUROPEAN CLUSTER CONFERENCE 2024

Flanders' FOOD - Spearhead cluster and innovation platform for the Flemish agri-food industry

> 4 Strategic domains



> 4 thematic programs



Resilient and sustainable agifood systems



Personalised food and healthy diets



New and shifting resources



World class food production









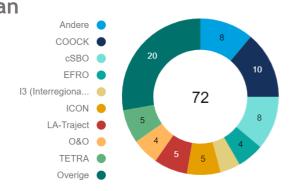
2023

Collaborations:

Flanders

European

Running projects:



4 Pilot Plants:

Food Pilot, FR&D Hall, Fermented Food Pilot Plant & VEG-i-TEC



Food Pilot:110+ (?) Ask@:150+



Knowledge dissimination:













Cluster collaboration on EU scale







Food Packaging



- ✓ Connecting the innovation ecosystem
- ✓ Starting from shared challenges, develop and implement solutions to create impact
- ✓ Knowledge sharing and mutual strengthening
- ✓ Trust zone for collaboration









Turning Challenges into Smart Solution

20+ Partners

40+ NUTS2 regions

100+ Solutions applied in SMEs

1 Ecosystem for Digital Innovation in Food Processing

FACILITATING a sustainable, resilient, and smart agri-food system in Europe

CONNECTING competences across sectors and regions

DEVELOPING and implementing solutions

SHARING knowledge and visions

FOSTERING green and digital transformation in food processing SMEs.



www.SS4AF.com

SMART

FOOD

SENSORS









METASTARS

#EUClusterConference









Silvia de los Santos Trigo

Head of Aerospace & Production Andalusian Technological Corporation



Industrial Engineer from the University of Seville and expert in Environmental Management.

Aerospace & Production Technical Officer of the Andalusian Technological Corporation since 2016. She has more than 19 years of experience in innovation, R & TD & I project management, technological entrepreneurship, knowledge and intellectual property management for the aerospace sector. She also works for the European Commission as expert in the evaluation of R&D projects in different programs, such as Horizon 2020 or Horizon Europe.

In 2008, she had the opportunity to participate in creation of the Advanced Center for Aerospace Technologies (CATEC), being since its inception, been Head of Knowledge Management and director of its technology transfer office. She has been working on a huge number of national and European projects in areas related to robotic, automation, transport, new production processes and aeronautic and space technologies.

For several years, she has been working in the promotion of the space sector in Andalusia. In 2024, she is coordinating the technical office of the Seville's Presidency of the Ariane Cities.

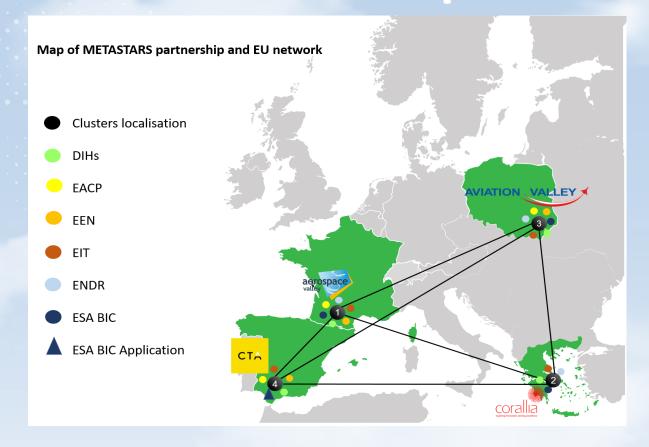








Consortium Partnership













METASTARS' objectives

To support SMEs in their transition from traditional activities to new and innovative services

Innovate

To increase business development in <u>Canada and in Japan</u>

Network

To strengthen the current ASD network

Adopt

To deploy new processes and technologies in their manufacturing processes, services and internal activities

To support SMEs in their green and digital transition

To provide SMEs with new business opportunities in <u>energy</u>, <u>mobility</u>, <u>electronics</u> & <u>digital</u>

To provide new skills to AeroSpace & Defence players to get them more adaptable to the market changes

Trair













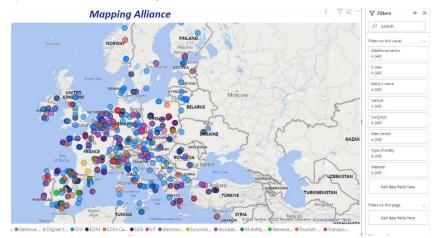


Network

METASTARS aims to establish collaborations to provide support to SMEs in the framework of the 5 objectives of the EUROCLUSTERS call. This task ensures the generation of links with relevant initiatives and networks identified and the sustainability of METASTARS' objectives.

Result achieved: First mapping of relevant stakeholders with 511 entities (EDIH, DIH, EIT, EEN, eurocluster, cluster,

incubators, accelerators...)



Interactive mapping developed under Microsoft Power BI



This result will be the starting point to generate links with the important initiatives and networks identified in the catalogue.



The next step will be to identify common interests between entities and METASTARS, to increase synergies and formalise collaborations with the signature of a MoU.











Train

Result achieved: Soft skills training for clusters on 3 topics (Attracting talents from Europe and the rest of the world, Effective communication and persuasion techniques, Negotiation).

RESULTS	
N° of Different Clusters	33
KPI (N° of employees)	40
Number of employees	55





• EFFECTS ON THE TEAM ...?









EUROPEAN CLUSTER CONFERENCE 2024

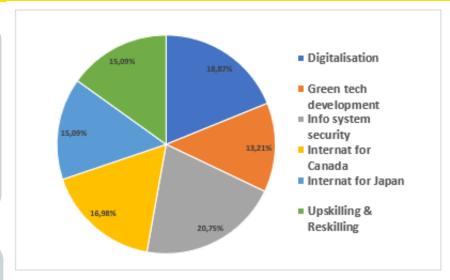
Innovate, Go international & Adopt

Innovation Services:

- → Digitalisation
- → Green Technology development
- → Information system security
- → Internationalisation for Canada
- → Internationalisation for Japan
- → Upskilling and Reskilling

Innovation Projects: to support projects from SMEs active in the Aeronautics, Space, Defence and ICT sectors for the development of value chains interlinkages in the EU Single Market.

- → Low-Risk Innovation Projects
- High-Risk Innovation Projects



Call budget requested	2.706.000,00	Call budget granted	680.000,00€
Low-Risk budget requested	1.313.900,00€	Low-Risk budget granted	360.000,00€
High-Risk budget requested	1.392.100,00€	High-Risk budget granted	320.000,00€
No of projects granted	11	No of unique SMEs funded	17

10
7
11
9
8
8
53

Call for Innovation Services: 53 services granted

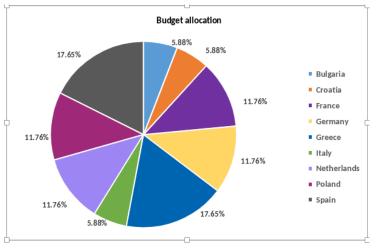


Figure 8. Budget allocation per country









5 innovative projects « high risk » TRL 2-5

10 months duration

Accelerating Testing of an Air Breathing Electric Propulsion Satellite (ATAB) - Kreios Space & Pulsar Laboratories

Nano-AM In-Space green thruster (InSpaceAM) – AENIUM Engineering & Delta Orbit

Tamper-proof of Satellite Images (TAPSAT) – Bitrezus & Prisma Electronics

Air Plasma Engine Xperiment (APEX) – SYLPHAERO

Microsatellite-compatible Solar Array Rotary Actuator (microSARA) – Revolv Space

6 innovative projects « low risk » TRL 5-7

12 months duration

DIGItization of the SURFace treatment line (DIGISURF) – Titania Ensayos y Proyectos Industriales

Collision Avoidance System Incorporating Visual Environment Recognition (ACS-VR) – Infinite Orbits & Ecosmic

IDEAMAP (Environmental monitoring drone device) – RESPIBIT & Geosense

Actuated CMC Air Inlet and Flap for Aerospace (ACAIF) – NABLAWAVE & Walter E.C. Pritzkow Spezialkeramik (WPS)

High temp testing equipment – Salloytech Aero Group

Development of REUSABLE SILICONE and POLIURETANE MASKING technology (Reusable masking) – Salloytech











Thank you

silvia.santos@cororaciontecnologica.com https://www.linkedin.com/in/silvia-de-los-santos/

https://www.dolinalotnicza.pl/en/metastars/









What can the EU do to support clusters so that they stimulate investments in value chains across national borders?

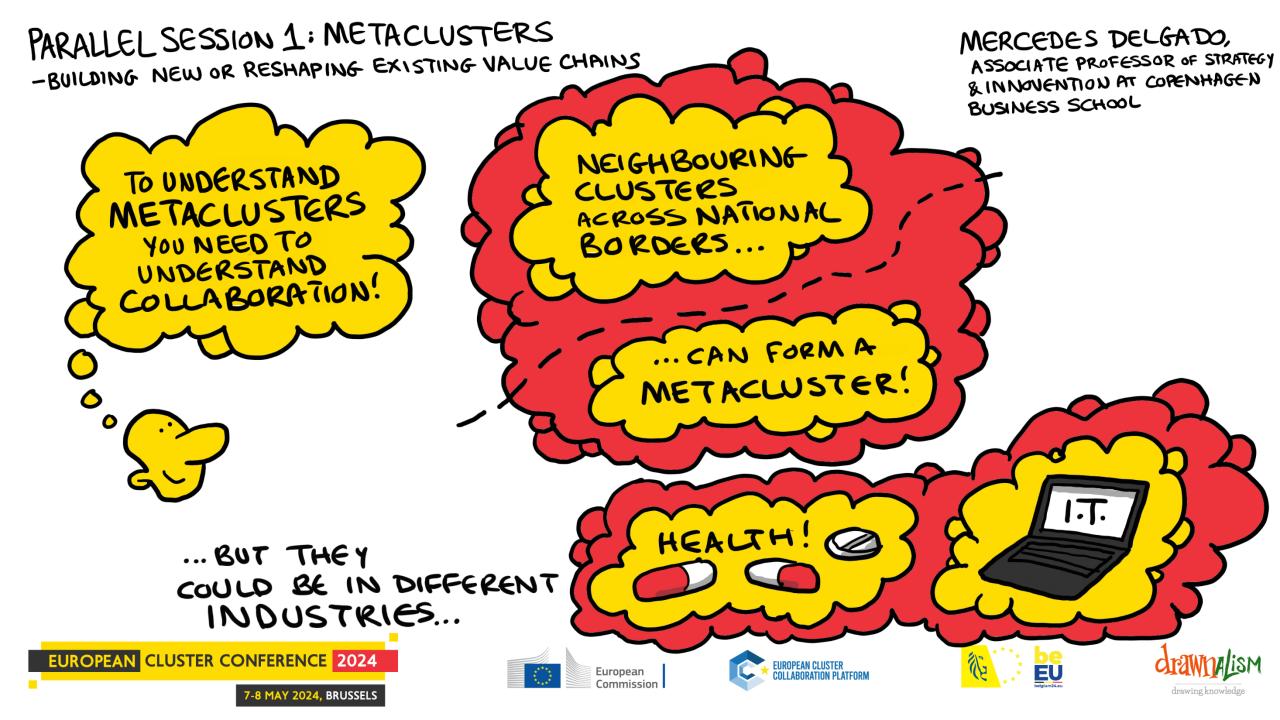












SILICON ... BRINGS TOGETHER

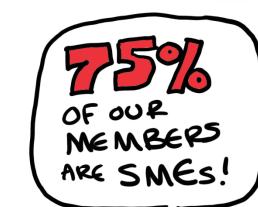
SILICON

12 CLUSTERS

ACROSS

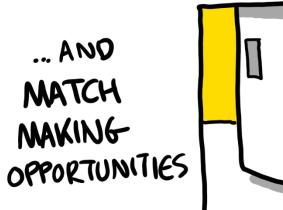
EUROPE!

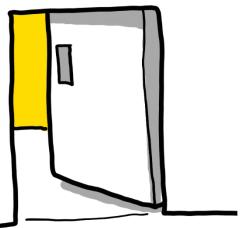




ERASMIA DUPENLOUP, CHAIRWOMAN, SILICON EUROPE ALLIANCE, & CEO, MINALOGIC

WE GIVE THEM A YOICE!















THOMAS RÖHR, SECRETARY GENERAL, EUROPEAN AUTOMATIVE CLUSTER NETWORK

BE THE NETWORK
FOR AUTOMOTIVE
CLUSTERS IN EUROPE

WE SHARE INFORMATION...

... FOR THE CLUSTERS TO SHARE WITH THEIR MEMBERS!



31 EUROPEAN CLUSTERS

... IN 15 COUNTRIES!

OUR ACTIVITIES ...

 \equiv

- . WORKING GROUPS & MEETINGS
- . INFORMATION EXCHANGE
- . BEST PRACTICE
- o PARTNER SEARCH SUPPORT
- · SUPPORT EU PROJECTS

ADDED VALUE

OF CLUSTER

CO OPERATION!

EUROPEAN CLUSTER CONFERENCE 2024









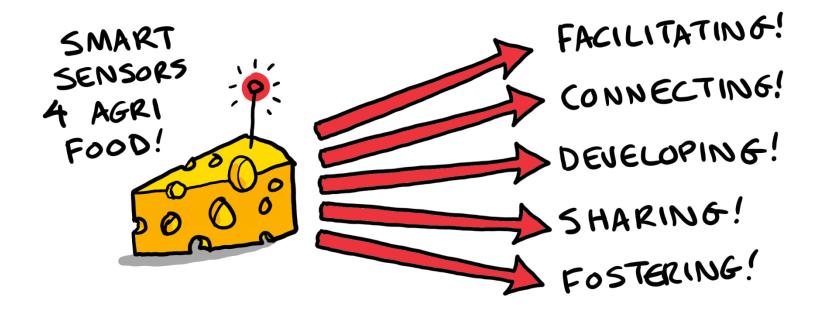
VEERLE DE GRAEF PROGRAM MANAGER, FLANDERS' FOOD, ESTABLISHED OFFICE SSYAF



WE HAVE...

COLLABORATIONS
IN FLANDERS,

UT 1504 IN EUROPE!







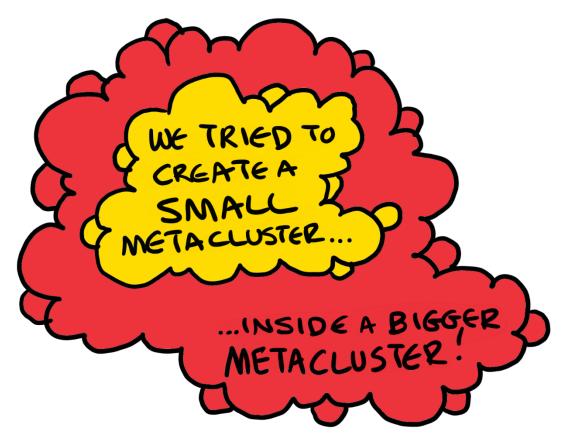






SILVIA DE LOS SANTOS TRIGO, AEROSPACE & PRODUCTION TECHNICAL OFFICER, CORPORACIÓN TECNOLÓGICA DE ANDELUCÍA





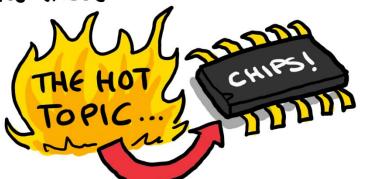












GOAL: TO INCREASE CHIP PRODUCTION FROM 5



MODERATOR: CAROLINA GARCES, CLUSTERS OF SWEDEN



METACLUSTERS CAN SOLVE THIS ISSUE





PARTS COME FROMALL OVER THE WORLD!

...BUT

...BUT WE NEED LOCAL SOLUTIONS!



EUROPEAN CLUSTER CONFERENCE 2024

FOR EXAMPLE:

HOW CAN THE

EU COMPETE

WITH THE US

& ASIA?

COMPUTERS 🔦

CAN'T WORK

IRELAND_POLAND

WITHOUT

METACLUSTERS!

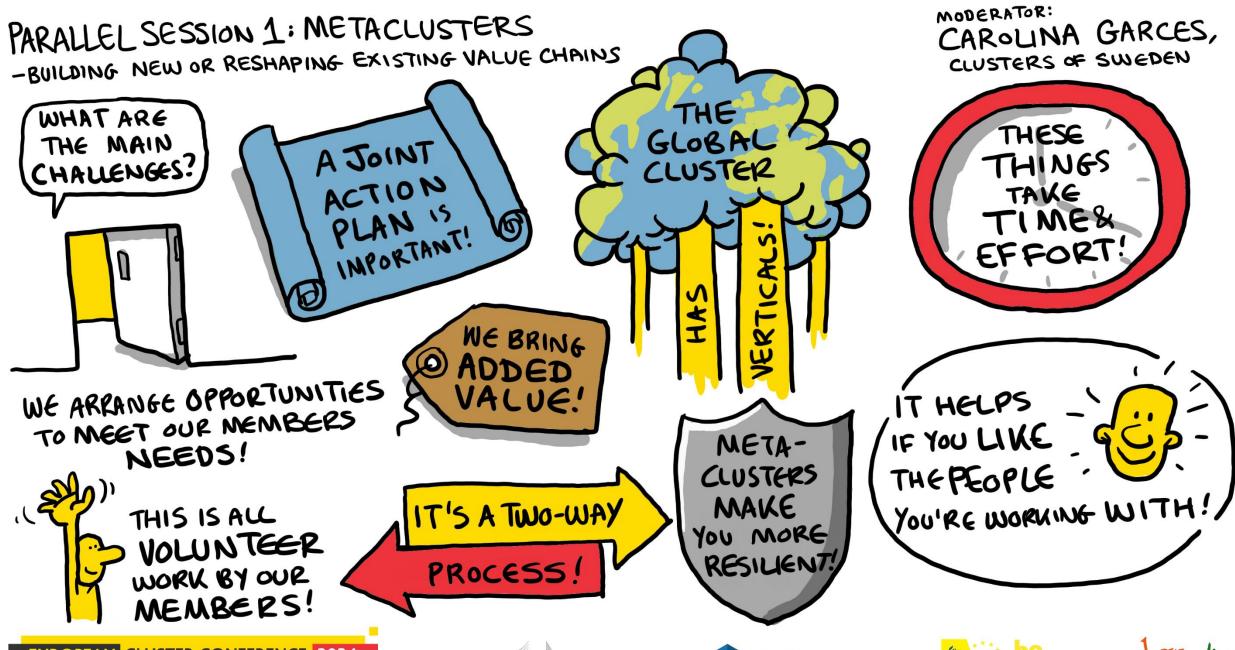
& TELECOMS !







SOFTWARE



EUROPEAN CLUSTER CONFERENCE 2024

7-8 MAY 2024, BRUSSELS









Creating shared value through clusters

Alberto Pezzi, Clusters Senior Manager, ACCIÓ

Elisabetta Bracci, Manager, Clust-ER Innovate

Ola Svedin, Cluster Manager, Swedish Mobile Heights

Mykyta Fisenko, Project Manager, "Molodvizh" Youth NGO and Coordinator of Youth Entrepreneurship

Programs, European Youth Capital 2025

Lucia Seel, General Manager, Lucia Seel International Consulting GmbH (Moderator)









CREATING SHARED VALUE THROUGH CLUSTERS: SOME IDEAS FROM CATALONIA

Alberto Pezzi





#EUClusterConference

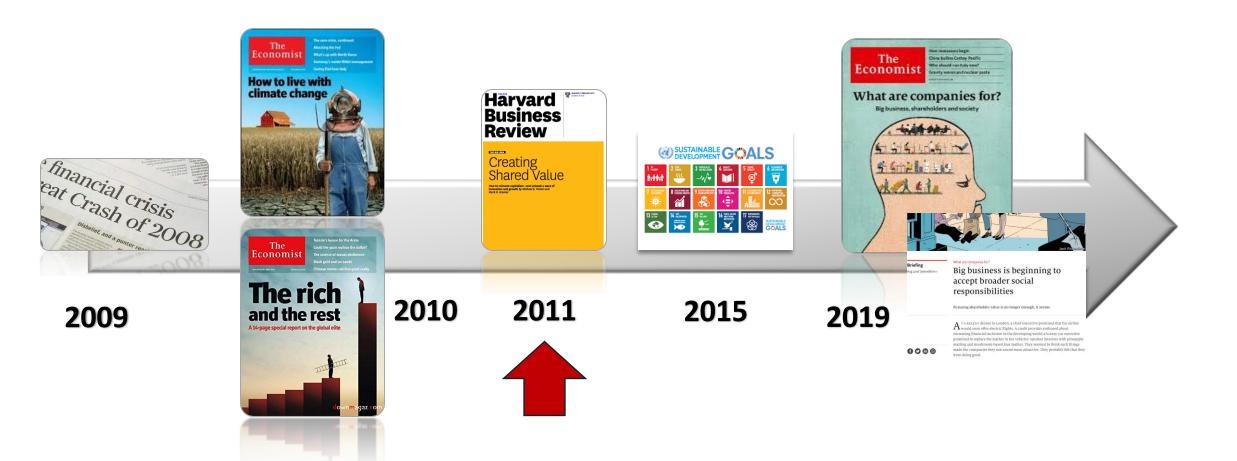








AN ONGOING DEBATE ABOUT THE ROLE OF BUSINESS IN THE SOCIETY

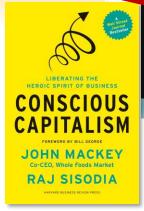


A NEW WAY OF LOOKING AT BUSINESS

ALL CONCEPTS ARE IMPORTANTS BUT ARE NOT THE SAME..







The

Bottor does it al

PAUL POLMAN

pos

n

Shared Value is a
COMPETITIVE STRATEGY
that combines social and
economic opportunities

"... policies and operating practices that enhance the competitiveness of a company while simultaneously advancing the economic and social conditions in the communities in which it operates"

Source: M.E. Porter and M. Kramer, HBR, 1-2, 2011

WHY SHARED VALUE IS DIFFERENT?

BECAUSE IT IS A STRATEGIC OPTION FOR COMPANIES WISHING TO IMPLEMENT NEW BUSINESS MODELS TAKING ADVANTAGE OF THE FACT THAT SOCIAL ISSUES HAVE A LOT TO DO WITH

Social and environmentatompetitiveness

factors are key for firm competitiveness

- educated, skilled and motivated human resources enhance productivity
- natural resources are limited
- a prosperous local community and a rich business environment are key for long-term competitiveness

Private sector has a great potential for solving social issues

- firms are the main creators of growth and prosperity
- for profit business models are more sustainable in the long term
- firm rivalry is one of the main sources of innovation

HOW IS SHARED VALUE CREATED?

Conceiving new products and markets

- Products and services better aligned with societal needs
- Providing products and services to disadvantaged communities

• ...

Redefining productivity in the value chain

- Better and more efficient use of scarce natural resources
- New business models that consider specific societal needs

•

Building supportive industry clusters at the company's location

- Developing skills of local suppliers
- Improving local business environment
- •
- USE
 CLUSTERS
 NATURAL
 ADVANTAGES
 TO CREATE
 SHARED
 VALUE

Source: adapted from M.E. Porter and M. Kramer, HBR, 1-2, 2011

CLUSTERS AND SHARED VALUE: COMMONALITIES AND OPPORTUNITIES





Clusters creating shared value with localised approach

lames Wilson, Research Director at Orkestra, the Basque nstitute of Competitiveness, says there is a big opportunity or sharing value with a more localised approach involving smaller firms

Applying shared value to clusters

Alberto Pezzi, Treasurer & Member of the TCI Network Board
of Directors, gives a taste of the theme he will be developing
initiative currently in progress
initiative currently in progress
Contactions.

Collective shared value creation

as emergent strategy for cluster management organizations ephanie Francis Grimbert

titute of Competitiveness, San Sebastian, Spain Xavier Amores Bravo

Alberto Pezzi





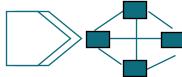


Presence of different

strategic challenges

stakeholders with common

CLUSTERS



Opportunities from intercluster cooperation



SHARED VALUE

- Possible source of CSV mainly from:
 - Value chain optimization
 - **Definition of new business model**
 - **Specific horizontal projects** addressing societal challenges
- Change of mindset as a key element for CSV
- Possible initiatives to be led by community leaders
- Long term vision CLUSTER STRATEGY





KSF IN SHARED VALUE: BUILDING A CONSISTENT METHODOLOGY

F1: Presentation of the program and analysis of trends and problems in shared value of the sector

ALL CLUSTERS CAN CREATE SHARED VALUE

PASSOS PREVIS

Selecció dels clústers

interessats, a través

preparatòries amb els

Catalunya interessats

Mapeig preliminar de

outputs al llarg de les

cadenes de valor dels

20

possibles inputs i

representants dels

altres clústers de

en participar.

clústers.

d'un procés de

consulta.

Reunions

- Strategic analysis.
- Initial research of good practices and national and international
- generation of shared value in the bioenergy sector.
- 6-8 qualitative interviews with cluster agents
- movement and the use of the standard.
- Working session III: Governance and Clients area.

executive report on the detected opportunities.

international benchmark and the measurement and

tection of improvements in cial and environmental sults.

osing session and esentation of project results ith ACCIÓ, Board of irectors, partners, Cluster anager,...

ternal improvement work

Results:

identification of

challenges at

firm and cluster

level

PACKAGING CLUSTER













FEMAC

CataloniaBio

& HealthTech















Descripció del projecte

Creació d'una plataforma online per comprar, vendre o compartir recursos utilitzables per tercers: subproductes, perduts, no usats, etc.

Objectius

- 1. Millorar l'eficiència en l'ús dels recursos aprofitant les sinèrgies entre les empreses dels diferents clústers de Catalunya, i coordinant la oferta i la demanda de recursos re-utilitzables
- Aplicar de forma pràctica el concepte d'economia circular.
- Crear marcs de col·laboració i aliances inter-clústers.
- Unificar el discurs sobre reciclabilitat i sostenibilitat del sector

Risc social i/o ambiental adrecat

Malbaratament de recursos

Sostenibilitat i

Economia Circular

 Manca d'informació sobre la demanda i oferta de recursos utilitzables per tercers

Reptes estratègics del sector català del packaging

Optimització del cicle

de vida de l'envàs

Mètode del projecte

B) Desenvolupament de models de negoci

Agents involucrats

- ACCIÓ
- · Clústers de Catalunya
- Membres integrants de la cadena de valor productiva dels clústers
- Recicladors i recuperadors de recursos
- Consumidor final (o entitat mediadora amb aquest agent)

Altres projectes identificats

- Iniciativa #21
- Iniciativa #38

Nous models de

negoci

- Iniciativa #40

Valor Econòmic:









Reptes ODS adrecats

Creació de Valor Compartit

una economia circular

aliances i col·laboracions.

de recursos i materials

empreses dels clústers

residus i/o compra d'inputs.

Augment de la competitivitat.

Sensibilitzar a les empreses sobre el procés

participatiu d'avançar conjuntament cap a

Impulsar el teixit industrial català envers un

model industrial més circular i basat en

Creació de sinèrgies per a la optimització

Impuls per la gestió activa de recursos

reutilitzables i reciclables per part de les

Reducció de costos derivats de gestió de

Enfortiment de la base industrial catalana.

Valor Social:

Valor Ambiental:



AN HOLISTIC APPROACH TO SHARED VALUE

AWARENES S RAISING

- 48 informative sessions
- 1.500 firms involved
- 1a ed. Cluster Day with over 200 participants
- 1 Guide to CSV
- 2 ed of national firm of the year award based on SV
- •

METHODOLOGY
DRIVEN
TRAINING FOR
FIRMS AND
CLUSTERS

- 19 clusters analysed
- 100 "finishers"
- +800 firms involved
- 141 SV opportunities identified

CSV IN PRACTICE

 52 projects of SVC financed: 22 IRC (cluster level) and 30 NON (firm level)

STAFF TRAINING

- Over 40 professionals trained on SV and B-Corp methodology
- 17 CEO off-side training

PUBLIC RESOURCES DEDICATED TO CSV

- 2.036.000 € budget from the Government of Catalonia
 - 50% to cluster projects
 - 30% to firms' projects
 - 20% to training and structural activities

Source: ACCIÓ, all figures are cumulative and refer to the 2020-2023 period

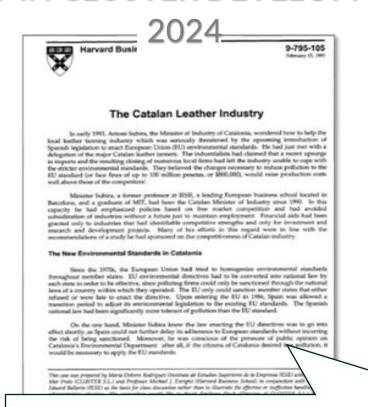
AN HIDDEN CONCEPT DEEPLY ROOTED IN CLUSTER DEVELOPMENT



Re-use of water and pollution reduction



Increase of firm competitiveness through supply chain re-organization



New topics had been brought to the attention of cluster managers. One was the Creating Shared Value (CSV) framework, which gave cluster leaders a tool to think about their impact on society beyond the direct benefits to individual firms. ACCIÓ provided training on CSV concepts

WHAT'S NEXT?



BUILDING RESILIENCE

Rec. # 13

Use clusters to identify and implement shared value initiatives to address societal challenges at a community level.



- RAISING AWARENESS AMONG CLUSTERS AND FIRMS ON CREATING SHARED VALUES
- IDENTIFYING PROJECTS AND PROGRAMMES TO SHARE BEST PRACTICES AND METHODOLOGIES
- PROMOTE SHARED VALUE AT EUROPEAN LEVEL BY PRIORITISING PROJECTS AND INITIATIVES WITH SHARED VALUE COMPONENT





apezzi@gencat.cat



x.com/albertopezzi



linkedin.com/albertopezzi









SHARING VALUE THROUGH INCLUSIVENESS & GENDER CLUSTERS AS VALUE MULTIPLIERS

Elisabetta Bracci Manager Clust-ER Innovate Emilia-Romagna Region

#EUClusterConference











Benefits for companies

- More profit and success
- Less absences due to sickness
- Increased well-being
- Reputation: positioning as an important actor for society
- Increased innovation by taking advantage of different perspectives
- Strengthened employer branding
- Retain and attract talents
- Be prepared for the EU's new legislation regarding a sustainable work environment









GDP is a poor way of assessing the health of our economies and we urgently need to find a new measure

Stiglitz American economist winner of the Nobel Prize in Economics in 2001.











The Global Gender Gap Index

Is a publication of the Wellbeing Research Centre at the University of Oxford, with several international partners. It reflects a worldwide demand for more attention to happiness and well-being as criteria for government policy

It's an annual publication by the World Economic Forum

It's the longest-standing index tracking the progress of many Countries' efforts closing the gender gaps over time since its inception in 2006

The World Happiness Report









The Global Gender Gap Index

The Global Gender Gap Index Framework



Subindex 1

Economic Participation and Opportunity



Subindex 2

Educational Attainment



Submac.

Health and Survival

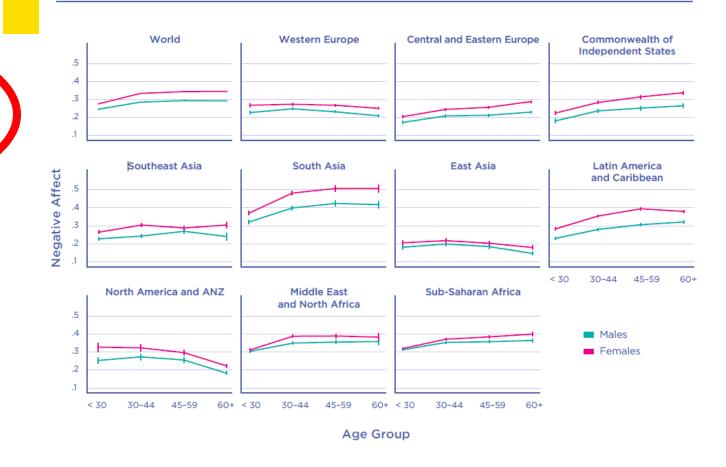


Subindex 4

Political Empowerment

The World Happiness Report 2023

Figure 2.7: Negative emotions by gender and age, 2021-2023











SHARE VALUE THROUGH INCLUSIVENESS AND GENDER AWARENESS IN ICT

ICT ATTRACTIVENESS ICT PRODUCTIVITY

LONG TERM IMPACT

SHORT TERM IMPACT

SCHOOL & CITIZENS

INDUSTRY & SERVICES

WOMEN UNDER 20

WOMEN OVER 20

TWO WAY DIALOGUE

CAREER GUIDANCE

ATTRACTION

RETENTION

HAVE A DIRECT RELATIONSHIP WITH YOUNG TALENTS

- Local and national projects (e.g., Ragazze Digitali, YOUZ)
- Projects with Universities (e.g., UniFe)
- Hackathons
- Role modeling & mentorship

HAVE A DIRECT RELATIONSHIP WITH COMPANIES AND POLICY MAKERS

- Committee of Law on Attraction and Enhancement of Talents
- Multi-stakeholder table "IT-ER"
- Cultural and methodological support to Members
- National and international projects

STAKEHOLDERS

- ART-ER and Regional Departments
- Agenda Digitale (regional organization for digital citizenship)
- Middle and High Schools, Universities
- Influencers

STAKEHOLDERS

- ART-ER and Regional Departments
- Clust-ER's members and local companies
- International network
- Policy makers

COMPETITIVE ADVANTAGE VS SOCIAL ISSUE

Less inequality → more well being, more happiness
Less talent shortage → more turnover, more competitiveness

Connect: two-way amplifier channel between policy makers and companies, especially SMEs

Being a channel for G.E. initiatives – e.g. "Debuting" Interreg Europe Project (11 EU Partners 2023-2027)

Developing Business Through Inclusiveness and Gender Awareness - New Cluster Competences

- Mapping and analysis of Clust-ER and SME needs
- Collection and exchange of good practices through study visits and workshops
- Definition, in agreement with the Emilia-Romagna Region, of actions and measures to improve the identified policy instrument
- Communication and dissemination activities









Connect: two-way amplifier channel between policy makers and companies, especially SMEs

Being a channel for G.E. initiatives – e.g. "Debuting" Interreg Europe Project (11 EU Partners 2023-2027)

Developing Business Through Inclusiveness and Gender Awareness - New Cluster Competences

- Mapping and analysis of Clust-ER and SME needs
 - About 70 projects run by public organization
 - Some international companies → Regional Clusters
 - Next step SMEs → Regional Clusters









We focus on helping and supporting SME and Policy Makers → 2024-25 goal

Our working group Talents & Skills started a project on promoting competitiveness through equality in SMEs

- Horizontal equality (by departments)
- Vertical equality (by levels of responsibility)
- Work-life balance measures (flexible hours, remote working, agile working, care leave...)
- Internal equality policies (plans, commissions, training and equality protocols)
- ➢ Best practices from other developed EU Regions

We want to design the projects of the next years in the most useful ways on two sides:

- engaging SMEs in implementing best practices
- > be a channel with public authorities sharing ideas for territorial attraction









CASE HISTORY MAGGIOLI SPA

360° WELFARE PROJECT: well-being of human resources and the local community

The **family-run company Maggioli SpA** was founded in 1900 as a publishing house operating mainly for public administrations. **The company has 2500 employees of which 60% are women**.

Thanks to **national co-financing** and **regional support**, the company has developed work-life balance actions integrated into the local community

- Funds: about 2 Millions € → National 74% and Private (Maggioli) 26%
- Regional support through a formal letter
- Facilitator: Centoform, an accredited company, member of Clust-ER Innovate Board of Directors
- Clust-ER Innovate role
 - collection of best practices and lessons learned
 - networking
 - promotion and dissemination









ACTIONS:

CULTURE

training on gender equality and inclusion training on healthy lifestyles and check-up visits

FLEXIBLE WORKING HOURS

part-time for work-life balance reasons smart workstations

FAMILY SUPPORT SERVICES

corporate summer camp corporate nursery

WELFARE SERVICES

corporate butlers welfare platform

CHALLENGES:

- Cultural barriers
- Rethink processes for flexibility
- Lack of digitalized skills

ACHIEVEMENTS:

- Test on 54 reversible part-time workers
- Hiring of 14 resources to cover the hours
- Implementation of a hybrid and smart working policy applied to all workers
- Analysis of employee satisfaction regarding work/life balance











Elisabetta Bracci

elisabetta.bracci@innovate.clust-er.it Manager Clust-ER Innovate Emilia-Romagna Region









Clusters as Drivers for Gender **Equality and Diversity** Ola Svedin Mobile Heights



#EUClusterConference









Shared Value and Diversity in a High Trust Society











The Importance of a Strong Diversity Agenda











How to Address Businesses Regarding Gender Equality











Example:The project "Regional Growth Through Gender Equality"

Training cluster managers in gender equality

- Intersectoral and Gender Equality Integration
- Implementation of the 4R Method and Workshops
- Empowerment and Skill Development Through Seminars
- Creation and Use of Practical Tools
- Sustainability and Network Building











Example: FEMMEGINEERING

Creating shared value by promoting gender equality and simultaneously increasing talent pool

Sigma Group is a tech consultancy company HQ in Sweden

- Only 25% of applicants for engineering programs are women
- Femmegineering aims to get more women into the industry and more girls to choose a technical career











Example: Pink Programming

Promoting tech with women and non-binary groups

- Non-profit supported by clusters
- Make software development available for everyone
- Reaching thousands with networking activities, code classes and more











Using readily available tools: A Handbook on Gender Equality for Businesses

Developed by the employer organisation for tech in Sweden, TechSverige

- Promoted to tech cluster members by clusters
- Target to reach 40% women within Tech in Sweden by 2030













Ola Svedin
CEO Mobile Heights
ola.svedin@mobileheights.org









LVIV YOUTH MANUFACTORIES

Project that is going to transform the Ukrainian economy

#EUClusterConference









What we have today

Now in its third year of war, Russia's invasion of Ukraine is a tragedy with far-reaching human and economic impacts. This invasion has caused staggering losses to Ukraine's people and economy, setting back 15 years of development gains and increasing poverty.

Russia's invasion of Ukraine has also had devastating repercussions for the global economy, which is struggling in the face of steep interest rates, record-high debt levels, and a climate of escalating fragility and conflict.











The Lviv Youth Manufactory project is aimed at developing the field of youth entrepreneurship. Molodvizh Youth NGO will establish comprehensive cooperation with institutions of professional technical and higher education, helping students acquire new knowledge and skills for creating their businesses, and apply them in manufactures that will be created in educational institutions. The project will introduce a new model of practical learning and business skills development in institutions of professional and technical education and higher educational institutions of Lviv metropoly.









Our goals

- To inspire youth to self-realization
- To teach young people to create their own enterprises
- To create a network of youth entrepreneurs
- To create new jobs
- To initiate a competitive business environment
- To show an example of youth influence on the economy of Ukraine









CONTACT US





facebook

instagram

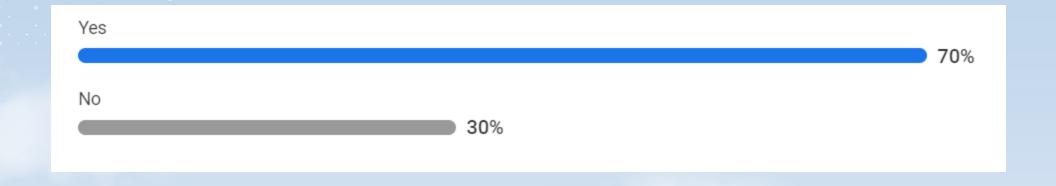








Is your organization engaged in or planning to implement shared value creation initiatives?











What would help you to move in this direction?

Femacfemacorg Success stories Demand

Priority **Good practices** Shared vision

Funding

Cases

Training companies

Norberta Skills Training

Mentoring

Knowledge

Leadership

Norbert

Right methodology

Good practices sharing

board members with understanding of shared value

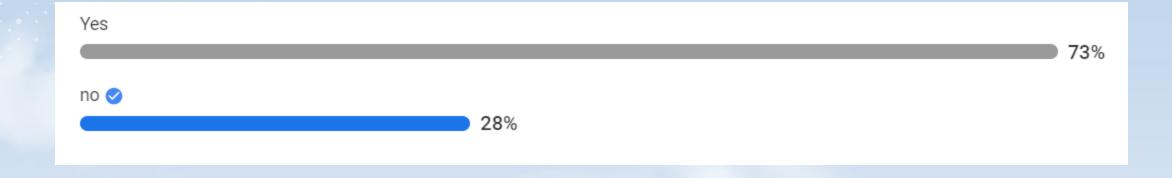








Do you have gender equality on your agenda (as a cluster manager, policy maker, company, stakeholder)?



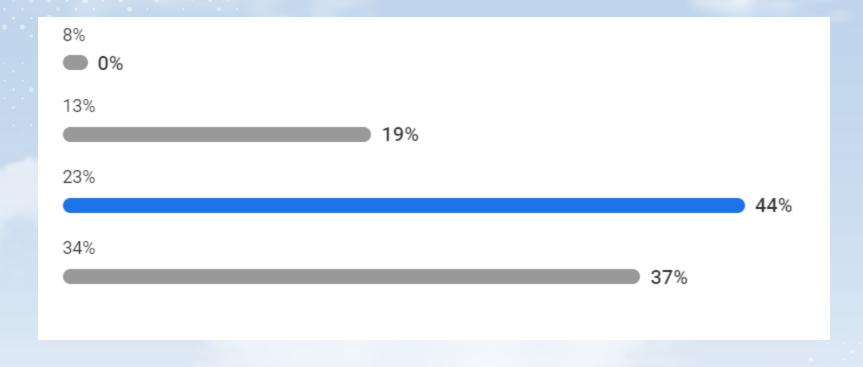








What is the wage gap between female and male managers in the EU?



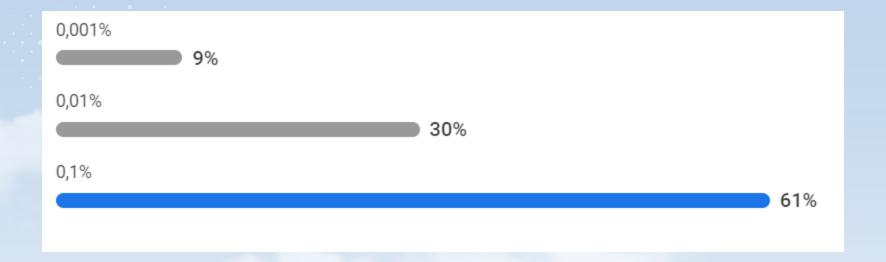








What increase in GDP would result in a 1% reduction in the gender pay gap?

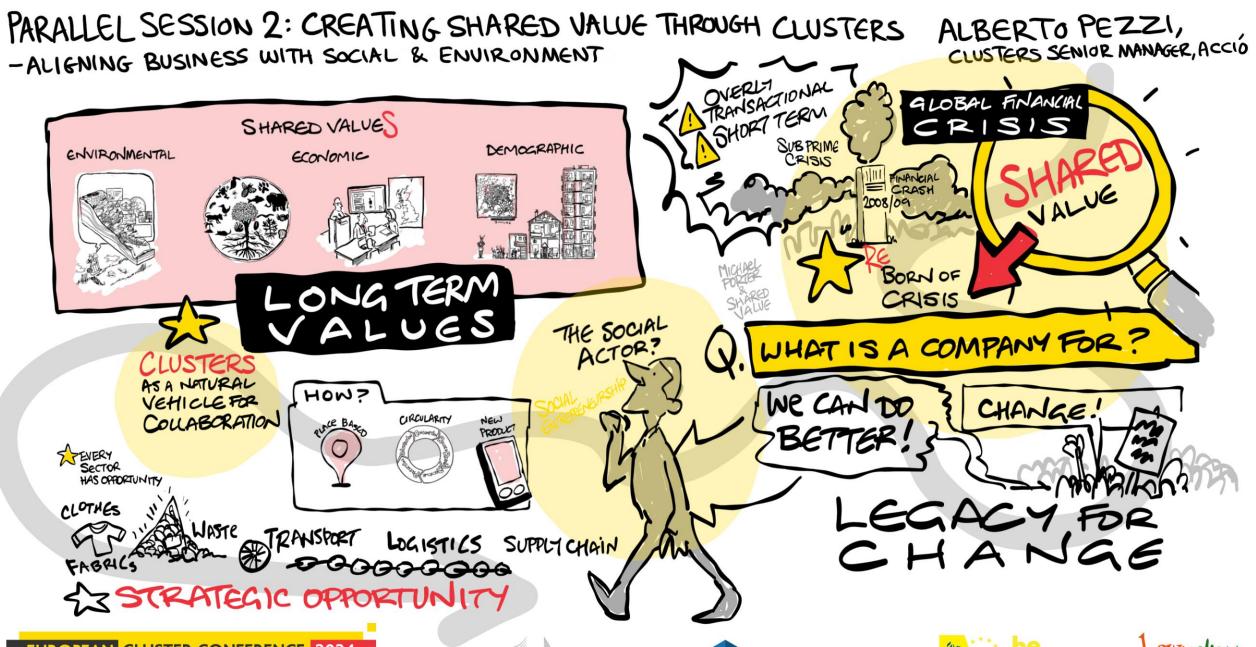














7-8 MAY 2024, BRUSSELS



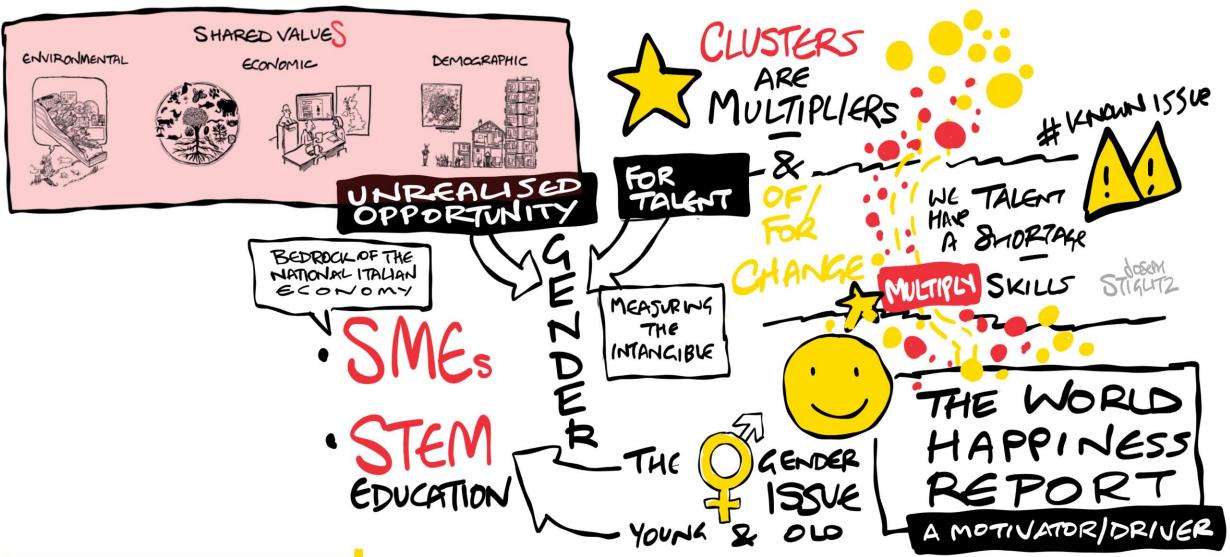






PARALLEL SESSION 2: CREATING SHARED VALUE THROUGH CLUSTERS - ALIENING BUSINESS WITH SOCIAL & ENVIRONMENT

EUSABETTA BRACCI, MANAGER, CLUSTER-ER INNOVATE



EUROPEAN CLUSTER CONFERENCE 2024

7-8 MAY 2024, BRUSSELS









PARALLEL SESSION 2: CREATING SHARED VALUE THROUGH CLUSTERS OLA SVEDIN, GENDER BALANCE MOBILE HEIGHTS -ALIGNING BUSINESS WITH SOCIAL & ENVIRONMENT EQUALIT YOU START-THAT'S IT. SHARED VALUES ENVIRONMENTAL ECONOMIC YOU COLLABORATE WORKING WITH SMES

GROWTH THROUGH GENDER ACTIVATION

7-8 MAY 2024, BRUSSELS

REGIONAL GOVT

RECRUITMENT PRIVATE CONSULTANCY

THIS IS GOOD FOR YOUR BUSINESS

resilience

INCLUSIVE OPPORTUNITY FOR CODEING IIIOOOII

EUROPEAN CLUSTER CONFERENCE 2024









