

## TWIN-TRACKING FOR GROWTH

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## Clusters an Innovation Environment for Gender ?

- Clusters (eg. geographical, sectoral, horizontal, vertical)
- Interconnections between companies, between companies and other actors in society
- Triple Helix or even Quadruple Helix (involving the civil society)
- Actors driving the gender equality agenda differs between locations of, industries in and actors in the cluster. (*Role of research organisations? Role of agencies providing funding for clusters?* )

## **Entry points gender perspective on clusters**

- Women as entrepreneurs and innovators
- Women in SET
- Women as cluster coaches/managers
- Recruitment and retainment of women
- Reaching new clients and markets
- Organisational development
- Cross-clustering (e.g. Care and ICT)
- Regional development
- Branding and "attractivity"
- User led innovation
- Innovative environments

## **Public investments in male-dominated sectors**

- Science, innovation and technology are connected to masculinity.
- Public investments in clusters focus primarily on male-dominated sectors of the economy and men as actors.
- Values and practices permeating different industries and the society are reflected in clusters.

### **Absorptive capacity for change**

- The dynamic growth of a cluster depends on its capacity to absorb external knowledge and diffuse it into the intra-cluster knowledge system.
- Methods and approaches for introducing a gender perspective in clusters are influenced by location, access to resources and absorptive capacity.

### **Mapping a prerequisite for effective instruments**

- How women and men are represented in cluster collaboration organisations, higher education and academic programmes?
- How women and men are represented as researchers, managers, innovators and business owners?
- How women and men are represented in different industrial sectors and in the production chain?

## Twin-tracking recognising the potential for growth

- Combining gender mainstreaming and positive actions.
- Offering gender equality training in parallel with targeted actions.
- Promoting a gender perspective in technology clusters, simultaneously **recognise the potential in female-dominated sectors.**
- Cross-clustering

## ICT with or for the care sector

- Cross-clustering between the male-dominated ICT sector and the female-dominated care sector might open up new pathways.
- Still few women are ICT professionals and/or influence R&D.
- Still "clusters" with women owned businesses related to care are often invisible.
- Still different rationalities permeates the care sector and the ICT sector.
- Successful cross-clustering initiatives require ICT (solutions) WITH the care sector, with the care professionals (women and men) and with the clients (women and men).

## Research and methodologies in its infancy

- Research on cluster, innovation and innovation systems in light of a gender perspective is still in its infancy.
- Transformative gender mainstreaming and questioning of concepts is rare in comparison to entrepreneurship research.
- Models and methods for integration of gender perspective(s) must be further developed.

## On the other hand some methods are generic

- Gender-based statistics
- Monitoring and indicators
- Mentoring and coaching
- Networking and communication
- Change agents