



ENTRANCES

ENergy TRAnSitions from Coal and carbon: Effects on Societies

Annex 1

Gender Context Analysis Coal and carbon intensive regions



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Table of Contents

OBJECTIVE	12
CONCEPTUAL FRAMEWORK.....	12
CASES AND UNITS OF ANALYSIS	14
OPERATIONALISATION	16
METHODS.....	25
3. COAL MINING REGIONS.....	26
3.1.SILESIA, POLAND.....	26
3.1.1. POPULATION MOVEMENTS.....	26
3.1.2. ECONOMIC STRUCTURE	26
3.1.2.1. <i>Regional economic activities</i>	26
3.1.2.2. <i>Employment disparities</i>	26
3.1.3. PRODUCTIVE AND REPRODUCTIVE ROLES.....	27
3.1.4. EDUCATION.....	28
3.1.5. ACCESS AND CONTROL OF RESOURCES	28
3.1.5.1. <i>Money</i>	28
3.1.5.2. <i>Access to management positions</i>	29
3.1.5.3. <i>Internet use</i>	29
3.1.6. HEALTH	29
3.1.7. CIVIC AND POLITICAL PARTICIPATION.....	30
3.1.7.1. <i>Electoral participation and political orientation</i>	30
3.1.7.2. <i>Political representation</i>	30
3.1.7.3. <i>Union membership</i>	31
3.1.8. WOMEN AND GIRL RIGHTS	31
3.1.8.1. <i>Domestic violence</i>	31
3.1.8.2. <i>Prevalence of underage mothers</i>	31
3.1.8.3. <i>Gender discrimination</i>	31
3.2.LUSATIA, GERMANY	32
3.2.1. POPULATION MOVEMENTS.....	32
3.2.2. ECONOMIC STRUCTURE	32
3.2.2.1. <i>Regional economic activities</i>	32
3.2.2.2. <i>Employment disparities</i>	32
3.2.3. PRODUCTIVE AND REPRODUCTIVE ROLES.....	33

3.2.4.	EDUCATION.....	33
3.2.5.	ACCESS AND CONTROL OF RESOURCES	33
3.2.5.1.	<i>Money</i>	33
3.2.5.2.	<i>Access to management positions</i>	33
3.2.5.3.	<i>Internet use</i>	34
3.2.6.	HEALTH	34
3.2.7.	CIVIC AND POLITICAL PARTICIPATION.....	35
3.2.7.1.	<i>Electoral participation and political orientation</i>	35
3.2.7.2.	<i>Political representation</i>	35
3.2.7.3.	<i>Union membership</i>	35
3.2.8.	WOMEN AND GIRL RIGHTS	35
3.2.8.1.	<i>Domestic violence</i>	35
3.2.8.2.	<i>Prevalence of underage mothers</i>	36
3.2.8.3.	<i>Gender discrimination</i>	36
3.3.	RHINELAND, GERMANY	37
3.3.1.	POPULATION MOVEMENTS.....	37
3.3.2.	ECONOMIC STRUCTURE	37
2.1.	<i>Regional economic activities</i>	37
2.2.	<i>Employment disparities</i>	37
3.3.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	38
3.3.4.	EDUCATION.....	38
3.3.5.	ACCESS AND CONTROL OF RESOURCES	38
3.3.5.1.	<i>Money</i>	38
3.3.5.2.	<i>Access to management positions</i>	39
3.3.5.3.	<i>Internet use</i>	39
3.3.6.	HEALTH	39
3.3.7.	CIVIC AND POLITICAL PARTICIPATION.....	39
3.3.7.1.	<i>Electoral participation and political orientation</i>	39
3.3.7.2.	<i>Political representation</i>	40
3.3.7.3.	<i>Union membership</i>	40
3.3.8.	8. WOMEN AND GIRL RIGHTS	40
8.1.	<i>Prevalence of underage mothers</i>	40
8.3.	<i>Gender discrimination</i>	40
3.4.	CENTRAL GERMANY, GERMANY	41
3.4.1.	POPULATION MOVEMENTS.....	41

3.4.2.	ECONOMIC STRUCTURE	41
3.4.2.1.	<i>Regional economic activities</i>	41
3.4.2.2.	<i>Employment disparities</i>	41
3.4.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	42
3.4.4.	EDUCATION.....	42
3.4.5.	ACCESS AND CONTROL OF RESOURCES	43
3.4.5.1.	<i>Money</i>	43
3.4.5.2.	<i>Access to management positions</i>	43
3.4.5.3.	<i>Internet use</i>	43
3.4.6.	HEALTH	44
3.4.7.	CIVIC AND POLITICAL PARTICIPATION.....	44
3.4.7.1.	<i>Electoral participation and political orientation</i>	44
3.4.7.2.	<i>Political representation</i>	44
3.4.7.3.	<i>Union membership</i>	45
3.4.8.	WOMEN AND GIRL RIGHTS	45
3.4.8.1.	<i>Domestic violence</i>	45
3.4.8.2.	<i>Prevalence of underage mothers</i>	46
3.4.8.3.	<i>Gender discrimination</i>	46
3.5.	JIU VALLEY, ROMANIA	47
3.5.1.	POPULATION MOVEMENTS.....	47
3.5.2.	ECONOMIC STRUCTURE	47
3.5.2.1.	<i>Economic activities by labour force</i>	47
3.5.2.2.	<i>Employment disparities</i>	48
3.5.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	49
3.5.4.	EDUCATION.....	50
3.5.5.	ACCESS AND CONTROL OF RESOURCES	50
3.5.5.1.	<i>Money</i>	50
3.5.5.2.	<i>Access to management positions</i>	50
3.5.5.3.	<i>Internet use</i>	50
3.5.6.	HEALTH	51
3.5.7.	CIVIC AND POLITICAL PARTICIPATION.....	51
3.5.7.1.	<i>Electoral participation</i>	51
3.5.7.2.	<i>Political representation</i>	51
3.5.7.3.	<i>Union membership</i>	52
3.5.8.	WOMEN AND GIRL RIGHTS	52
3.5.8.1.	<i>Children left behind</i>	52

3.5.8.2. <i>Domestic violence</i>	52
3.5.8.3. <i>Prevalence of underage mothers</i>	53
3.5.8.4. <i>Multiple discrimination and intersectionality</i>	53
3.6.UPPER NITRA, SLOVAKIA	53
3.6.1. POPULATION MOVEMENTS.....	53
3.6.2. ECONOMIC STRUCTURE	54
3.6.2.1. <i>Regional economic activities</i>	54
3.6.2.2. <i>Employment disparities</i>	54
3.6.3. PRODUCTIVE AND REPRODUCTIVE ROLES.....	55
3.6.4. EDUCATION.....	55
3.6.5. ACCESS AND CONTROL OF RESOURCES	56
3.6.5.1. <i>Money</i>	56
3.6.5.2. <i>Access to management positions</i>	56
3.6.5.3. <i>Internet use</i>	56
3.6.6. HEALTH	56
3.6.7. CIVIC AND POLITICAL PARTICIPATION.....	56
3.6.7.1. <i>Electoral participation and political orientation</i>	56
3.6.7.2. <i>Political representation</i>	57
3.6.7.3. <i>Union membership</i>	57
3.6.8. WOMEN AND GIRL RIGHTS	57
3.6.8.1. <i>Prevalence of underage mothers</i>	57
3.6.8.2. <i>Gender discrimination</i>	58
3.7.SULCIS IGLESIENTE, ITALY	58
3.7.1. POPULATION MOVEMENTS.....	58
3.7.2. ECONOMIC STRUCTURE	59
3.7.2.1. <i>Economic activities</i>	59
3.7.2.2. <i>Employment disparities</i>	59
3.7.3. PRODUCTIVE AND REPRODUCTIVE ROLES.....	60
3.7.4. EDUCATION.....	60
3.7.5. ACCESS AND CONTROL OF RESOURCES	60
3.7.5.1. <i>Money</i>	60
3.7.5.2. <i>Access to management positions</i>	61
3.7.5.3. <i>Digital participation</i>	61
3.7.6. HEALTH	61
3.7.7. CIVIC AND POLITICAL PARTICIPATION.....	62

3.7.7.1. <i>Political representation</i>	62
3.7.8. WOMEN AND GIRL RIGHTS	62
3.7.8.1. <i>Domestic violence</i>	62
3.7.8.2. <i>Prevalence of underage mothers</i>	62
4.OTHER CARBON-INTENSIVE REGIONS	63
4.1.BRINDISI, ITALY	63
4.1.1. POPULATION MOVEMENTS.....	63
4.1.2. ECONOMIC STRUCTURE	63
2.1. <i>Economic activities</i>	63
2.2. <i>Employment disparities</i>	64
4.1.3. PRODUCTIVE AND REPRODUCTIVE ROLES.....	65
4.1.4. EDUCATION.....	65
4.1.5. ACCESS AND CONTROL OF RESOURCES	66
4.1.5.1. <i>Money</i>	66
4.1.5.2. <i>Access to management positions</i>	66
4.1.5.3. <i>Digital participation</i>	66
4.1.6. HEALTH	66
4.1.7. CIVIC AND POLITICAL PARTICIPATION.....	67
4.1.7.1. <i>Political representation</i>	67
4.1.8. 8. WOMEN AND GIRL RIGHTS	67
4.1.8.1. <i>Domestic violence</i>	67
4.1.8.2. <i>Prevalence of underage mothers</i>	67
4.1.8.3. <i>Gender discrimination</i>	68
4.2.KRAKÓW MA, POLAND	68
4.2.1. POPULATION MOVEMENTS.....	68
4.2.2. ECONOMIC STRUCTURE	68
4.2.2.1. <i>Regional economic activities</i>	68
4.2.2.2. <i>Employment disparities</i>	69
4.2.3. PRODUCTIVE AND REPRODUCTIVE ROLES.....	69
4.2.4. EDUCATION.....	69
4.2.5. ACCESS AND CONTROL OF RESOURCES	70
4.2.5.1. <i>Money</i>	70
4.2.5.2. <i>Access to management positions</i>	70
4.2.5.3. <i>Digital participation</i>	70
4.2.6. HEALTH	71

4.2.7.	CIVIC AND POLITICAL PARTICIPATION.....	71
4.2.7.1.	<i>Electoral participation and political orientation</i>	71
4.2.7.2.	<i>Political representation</i>	71
4.2.7.3.	<i>Union membership</i>	71
4.2.8.	WOMEN AND GIRL RIGHTS	71
4.2.8.1.	<i>Domestic violence</i>	71
4.2.8.2.	<i>Prevalence of underage mothers</i>	72
4.2.8.3.	<i>Gender discrimination</i>	72
4.3.	A CORUÑA, SPAIN	72
4.3.1.	POPULATION MOVEMENTS.....	72
4.3.2.	ECONOMIC STRUCTURE	73
4.3.2.1.	<i>Regional economic activities</i>	73
4.3.2.2.	<i>Employment disparities</i>	73
4.3.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	74
4.3.4.	EDUCATION.....	74
4.3.5.	ACCESS AND CONTROL OF RESOURCES	75
4.3.5.1.	<i>Money</i>	75
4.3.5.2.	<i>Access to management positions</i>	75
4.3.5.3.	<i>Internet use</i>	75
4.3.6.	HEALTH	76
4.3.7.	CIVIC AND POLITICAL PARTICIPATION.....	76
4.3.7.1.	<i>Electoral participation and political orientation</i>	76
4.3.7.2.	<i>Political representation</i>	76
4.3.7.3.	<i>Union membership</i>	77
4.3.8.	WOMEN AND GIRL RIGHTS	77
4.3.8.1.	<i>Domestic violence</i>	77
4.3.8.2.	<i>Prevalence of underage mothers</i>	77
4.3.8.3.	<i>Gender discrimination</i>	77
4.4.	UPPER STYRIA, AUSTRIA	78
4.4.1.	POPULATION MOVEMENTS.....	78
4.4.2.	ECONOMIC STRUCTURE	78
4.4.2.1.	<i>Regional economic activities by labour force</i>	78
4.4.2.2.	<i>Employment disparities</i>	78
4.4.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	79
4.4.4.	EDUCATION.....	80

4.4.5.	ACCESS AND CONTROL OF RESOURCES	80
4.4.5.1.	<i>Money</i>	80
4.4.5.2.	<i>Access to management positions</i>	80
4.4.5.3.	<i>Internet use</i>	81
4.4.6.	HEALTH	81
4.4.7.	CIVIC AND POLITICAL PARTICIPATION.....	81
4.4.7.1.	<i>Electoral participation and political orientation</i>	81
4.4.7.2.	<i>Political representation</i>	82
4.4.7.3.	<i>Union membership</i>	82
4.4.8.	WOMEN AND GIRL RIGHTS	82
4.4.8.1.	<i>Domestic violence</i>	82
4.4.8.2.	<i>Prevalence of underage mothers</i>	83
4.4.8.3.	<i>Gender discrimination</i>	83
4.5.	STAVANGER, NORWAY	84
4.5.1.	POPULATION MOVEMENTS.....	84
4.5.2.	ECONOMIC STRUCTURE	84
4.5.2.1.	<i>Regional economic activities</i>	84
4.5.2.2.	<i>Employment disparities</i>	85
4.5.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	85
4.5.4.	EDUCATION.....	85
4.5.5.	ACCESS AND CONTROL OF RESOURCES	86
4.5.5.1.	<i>Money</i>	86
4.5.5.2.	<i>Access to management positions</i>	86
4.5.5.3.	<i>Internet use</i>	86
4.5.6.	HEALTH	86
4.5.7.	CIVIC AND POLITICAL PARTICIPATION.....	87
4.5.7.1.	<i>Electoral participation and political orientation</i>	87
4.5.7.2.	<i>Political representation</i>	87
4.5.7.3.	<i>Union Membership</i>	87
4.5.8.	WOMEN AND GIRL RIGHTS	87
4.5.8.1.	<i>Domestic violence</i>	87
4.5.8.2.	<i>Prevalence of teenage mothers</i>	88
4.5.8.3.	<i>Gender discrimination</i>	88
4.6.	WALES, GB	88
4.6.1.	POPULATION MOVEMENTS.....	88

4.6.2.	ECONOMIC STRUCTURE	89
4.6.2.1.	<i>Regional economic activities</i>	89
4.6.2.2.	<i>Employment disparities</i>	89
4.6.3.	PRODUCTIVE AND REPRODUCTIVE ROLES.....	90
4.6.4.	EDUCATION.....	90
4.6.5.	ACCESS AND CONTROL OF RESOURCES	90
4.6.5.1.	<i>Money</i>	90
4.6.5.2.	<i>Access to management positions</i>	91
4.6.5.3.	<i>Internet use</i>	91
4.6.6.	HEALTH	91
4.6.7.	CIVIC AND POLITICAL PARTICIPATION.....	91
4.6.7.1.	<i>Electoral participation and political orientation</i>	91
4.6.7.2.	<i>Political representation</i>	92
4.6.7.3.	<i>Union membership</i>	92
4.6.8.	WOMEN AND GIRL RIGHTS	92
4.6.8.1.	<i>Domestic violence</i>	92
4.6.8.2.	<i>Prevalence of underage mothers</i>	92
4.6.8.3.	<i>Gender discrimination</i>	92
	BIBLIOGRAPHY	93
	ANNEX 1 – POPULATION MOVEMENTS: OUTMIGRATION	101
	ANNEX 2 - REGIONAL ECONOMIC ACTIVITIES TABLES	105
	ANNEX 3 – EMPLOYMENT RATES AND INCIDENCE OF PART-TIME EMPLOYMENT..	115
	ANNEX 4 – EMPLOYMENT BY EDUCATION	119
	ANNEX 5 – PRODUCTIVE AND REPRODUCTIVE ROLES	124
	ANNEX 6 – EDUCATION	127
	ANNEX 7 – YOUNG PEOPLE NEITHER IN EMPLOYMENT NOR IN EDUCATION AND TRAINING	130
	ANNEX 8 – ACCESS TO MANAGEMENT POSITIONS	133
	ANNEX 9 – INFLUENCE IN ORGANISATION	135
	ANNEX 10 – INTERNET USE	137
	ANNEX 11 – HEALTH	140
	ANNEX 12 – VOTING	144

ANNEX 13 – POLITICAL IDEOLOGY.....	146
ANNEX 14 – POLITICAL REPRESENTATION OF WOMEN.....	149
ANNEX 15 – UNION MEMBERSHIP.....	152
ANNEX 16 – TEENAGE MOTHERS.....	155
ANNEX 17 – GENDER DISCRIMINATION, RECRUITMENT	159
ANNEX 18 – GENDER DISCRIMINATION, PAY	162

GENDER CONTEXT ANALYSIS

Objective

Complementing the state-of-the-art analysis of the ENTRANCES project case studies, this context analysis aims to provide a general understanding of the gender relations in these areas. The primary intent is to contribute a backdrop for each case study, by describing local gender dynamics and, where appropriate, by comparing these relations against the broader national context in order to identify eventual discrepancies that could point to endogenous challenges. Ensuring the comparability among the case studies was hence not a main concern. Nevertheless, the concepts of interest are consistent across cases; their operationalization, on the other hand, varies with the case scale, specific features, and with the availability of data.

Conceptual framework

Task 5.5. “Gender comparative analysis” focuses on identifying how decarbonization policies and accompanying processes can have distinct effects on men and women. Such impacts are determined by embedded social norms and dynamics regarding access, information, control, and distribution of the benefits derived from the resources in a particular context. The initial phase of any gender analysis entails the collection of accurate information about the social, cultural, political and productive conditions in a given region. To do so, WECF has identified eight dimensions to underpin the examination of gender relations at a contextual level, in order to anticipate potential opportunities for a more efficient implementation of decarbonisation policies, as well as offset unintended consequences. These dimensions are demographics and migration (particularly outmigration), economic structure, productive and reproductive roles of men and women, access and control of resources, education, health, civic participation and decision-making, and women rights. Understanding the state of the art of gender relations in these areas is meant to provide a background against each the ENTRANCES gender analysis can draw on. These concepts are described below.

Outmigration. According to a literature review undertaken by WECF, young women who decide to migrate tend to leave home earlier than young men, that is, primarily in their youth, before starting a family. In the absence of policies that ensure favorable conditions for women to stay in an area, out-migration may result in an increase in the share of single, unmarried, individuals with a knock-on effect on reproduction in the area. For the purpose of this study, outmigration is defined as the propensity of men and women to move out of the case study area.

Economic structure. WECF's literature review revealed that, while the negative effects of economic restructuring in the decarbonization process are felt predominantly by males who are over-represented in coal and carbon-intensive industries, there are negative spillovers to female workers. First, in mining/ industry centered areas women and men tend to work in different sectors. Upon losing their mining/ industry jobs, men may start substituting women in service and manufacturing sectors. Second, if economic decline installs in the region, a reduction in gender pay gaps may actually signal reduced average wages and hide differently structured employment disparities. Overall, women's relative share of household earnings may actually decline.

Productive and reproductive roles. Third, if men cannot replace their lost jobs, women in the same household may have to take on more paid work. In contexts where women are also primary caretakers and there is a lack of care infrastructure, taking up more paid work can lead to overburdening them.

Access and control of resources. Prior research reviewed by WECF also indicates that decarbonization associated with economic restructuring may provide different access for men and women to financial resources, decision-making, and overall participation in a more modern economy. For example, it is noted that while the renewable energy sector attracts more women compared to the fossil fuel industries, female employees are still the minority and work mainly in administrative and low-paid jobs.

Education. WECF's literature review emphasizes that education statistics are key in designing an efficient and just energy transition policy. A gap between the educational achievement of young male and female populations and their employment rates is indicative of the adequacy of the educational offer in relation to the labor market, as well as of potential biases or challenges to the equal participation of men and women in employment.

Health – substance dependency. Prior studies reviewed by WECF showed that, when employment and livelihoods are lost in communities that rely on the coal or carbon-intensive industries, increased mental health problems and substance abuse may become prevalent.

Civic and political participation. Research on energy transitions indicates that agency within energy transitions is also gendered¹. For once, women have less opportunities to influence policymaking and ensure just transitions that incorporate their point of view. In addition, it may be more difficult for women than for men to gain access to union structures.

Women and girl rights. The loss of employment and livelihoods in communities that relied on the coal or carbon-intensive industries, along with the reconfiguration of productive and reproductive roles may lead to increased rates of domestic violence, the abuse of women and their children, and gender discrimination.

Cases and units of analysis

This study examines all 13 coal and carbon-intensive regions included in the ENTRANCES project scope: Jiului Valley (Romania); Upper Nitra (Slovakia); Lusatia, Rhineland and Central Germany (Germany); Brindisi and Sulcis Iglesiente (Italy); Silesia and Krakow Metropolitan Area (Poland); A Coruna (Spain); Upper Styria (Austria); Stavanger (Norway); and South Wales (Great Britain).

These areas do not always coincide precisely to existing administrative units; therefore, the approach used by the ENTRANCES methodology is a multi-level analysis that is calibrated in function of the processes and factors analysed. Thus, for examining socio-cultural and socio-psychological factors, the analysis focuses on the CCT (coal and carbon) territory; for socio-economic factors, the analysis focuses on the LMA (labour market area); and for socio-political and socio-ecological & technical factors, it focuses on the PAR (political-administrative unit). The conceptual and territorial definition of these units, as well as their corresponding relevance, is summarized in Table 1.

Table 1. Units of analysis

Unit of analysis	Components	Interpretation	Definition	Delineation
CCT	socio-cultural socio- psychological	Territory directly affected by the decarbonisation process, as it is the territory heavily dependent on fossil-fuel-based industries or the extraction of fossil-fuels themselves. It can be considered the —fulcrum or the —core of the case study.	The territory in which the —coal and carbon features are represented as a distinctive part of the local identity or are a key asset for the income and employment opportunities of the local community.	The CCT will be delineated considering jointly: a) the set of Local Authority Units (LAUs) which are recognised as a "coal and carbon area" by the local community; and b) set of Local Authority Units (LAUs) recognised as a —coal and carbon area by external observers (e.g., in previous research). In case the two criteria above are not available or if a significant difference is found, another supplementary data-driven criterion can be used: c) the set of LAUs where the plants, industries, or extracting sites are based; where the residences of the workers of the mines, plants, or industries are concentrated; where the local direct environmental impacts are concentrated.
LMA	socio-economic	The structural economic context in which the coal and carbon territory is inserted. It can also be understood as the area where workers are available to commute once mines, power	The area in which a bulk of the labour force live and work, which includes the Coal and Carbon Territory	The LMA will be delineated by identifying one or more contiguous NUTS3 regions including the —Coal and Carbon Territory and belonging to the same country. The NUTS3 regions to be included in the Labour Market Area will be determined based on previous studies or resorting to local expertise.

				DEA29 Heinsberg
Germany	Central Germany	DED Sachsen	DED4 Chemnitz	DED41 Chemnitz, Kreisfreie Stadt
			DED5 Leipzig	DED52 Leipzig, Landkreis
		DEE Sachsen-Anhalt	DEE0 Sachsen-Anhalt	DEE08 Burgenland-kreis
			DEE0 Sachsen-Anhalt	DEE0A Mansfeld-Südharz, Landkreis
			DEE0 Sachsen-Anhalt	DEE0B Saalekreis
Romania	Jiu Valley	RO04 Sud-Vest Oltenia	R042 Vest	R0423 Hunedoara county (87175 Vulcan, 87059 Lupeni, 86990 Petroșani, 87077 Petrița, 87139 Uricani, 87246 Bănița, 87139 Aninoasa)
Slovakia	Upper Nitra	SK02 Western Slovakia	SK022 Trenčianský kraj	SK257 Prievidza SK255 Partizánske
Italy	Sulcis Iglesiente	ITG Isole Italia	ITG2 Sardegna	ITG2C Carbonia Iglesias
Italy	Brindisi	ITF South Italy	ITF4 Apulia	ITF44 Brindisi
Other Carbon-Intensive Regions	Poland	Krakow Metropolitan Area PL2 POŁUDNIOWY	PL21 Lesser Poland Voivodeship	PL213 City of Kraków
	Spain	A Coruna	ES1 North West ES11 Galicia	ES111 A Coruña
	Austria	Upper Styria AT2 Southern Austria (Südösterreich)	AT22 Styria	AT223 Eastern Upper Styria
				AT226 Western Upper Styria
	Norway	Stavanger	NO 0 Norway NO04 Agder og Rogaland	NO043 Stavanger/Sandnes area
	United Kingdom	South Wales Valleys	UKL Wales UKL1 West Wales and The Valleys	UKL17 Bridgend and Neath Port Talbot

Source: ENTRANCES

Operationalisation

For this context analysis, data was gathered from various sources: Eurostat regional data, the European Social Survey (Round 9) multilevel data, the European Regional Gender Equality monitor, multiple national data repositories, national and regional reports. Because indicator data availability differs by country and region, the different analytical concepts are not operationalized identically across all cases, prioritizing the completeness and accuracy of information for each case study to the comparability among them. When multiple sources of data were found to measure a concept, priority was given to population data rather than survey data, and to data at the levels – or closest to the levels - indicated in Table 2. In reporting the

data, additional, complementary measurements might be mentioned to provide context – e.g., in reporting data on out-migration, in-migration and population change measurements might be reported if available.

Table 3 describes the definitions of indicators, data sources, and the countries and scales for which these sources were available. The documentary sources are indicated in text. All data sources are referenced in the bibliography.

Table 3. Operationalisation

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
Population movements - Outmigration	Permanent and temporary emigration abroad	Percentage of permanent and temporary emigrants as percentage of population, by sex	Romanian National Institute of Statistics in Hunedoara [POP309A], [POP320A]	RO	NUTS 3	2020	Yes
	Transfers of residence (domestic and abroad), by sex	Percentage of residence transfers from the CCT province by sex and by destination	ISTAT Migrazioni (Transferimenti di residenza). Emigrati – Provincie di origine.	IT	NUTS 3	2020	Yes
	International and internal outmigrants, by sex	Percentage of female outmigrants out of total outmigrants	Percentages calculated using Statistics Slovakia [om7046rr]; and Observatorio de las ocupaciones (2021)	SK, ES	NUTS 3	2020	Yes
	Internal outmigrants, by sex	Percentage of internal female outmigrants out of total outmigrants	Percentages calculated using Stats Wales - Migration between Wales and the rest of the GB by local authority, flow, gender and age	UK	NUTS 3	2020	No
	Short term work migration abroad	Percentage of respondents who were engaged in paid work in another country, period more than 6 months last 10 years, by sex.	Percentages calculated using ESS9 multilevel data	PL, DE, AT	NUTS 1 for DE and UK, NUTS 2 for all other countries	2018	Yes

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
		Percentage of women employed with workplace outside the Slovakian Republic, out of total people employed outside the country.	Statistics Slovakia [pr3805qr]	SK	NUTS 2	2018-2020	Yes
Employment by economic activity	Share of employment by economic activity and gender	Percentage of employed persons aged 20-64 in relation to the corresponding population, by economic activity (NACE Rev. 2) and sex	Percentages calculated using Eurostat [lfst_r_lfe2en2]; INSSE Directia judeteana de statistica Hunedoara [FOM104F]; and Statistics Slovakia [pr3113rr]	All, except IT, ES	NUTS 3 for RO, SK NUTS 2 for all other countries	2020 (2019 when data for 2020 is missing)	No
	Number of hires by economic activity and gender	No. of persons hired by economic activity	Percentages calculated using Unioncamere - ANPAL, Sistema informativo Excelsior - Assunti Settori; and Observatorio de las ocupaciones (2021).	IT, ES	NUTS 3	2020	No
Gendered employment disparities	Employment rates by sex	Percentage of employed persons (aged 20-64) in relation to the corresponding population, by sex.	Eurostat [LFST_R_LFE2EM_PRT]; ISTAT [Tasso di occupazione]; Stats Wales [Employment rates by Welsch area, year and gender]	All	NUTS 2	2020 (2019 if data for 2020 is missing)	No
	Gender employment gap	Difference (in percentage points) between the employment rates of men and women aged 20-64.	Eurostat - Gender employment gap by NUTS 2 regions [TEPSR_LM220__custom_1143225]; own calculations based on ISTAT [Tasso di occupazione]; Stats Wales [Employment rates by Welsch area, year and gender]	All	NUTS 2	2020 (2019 if complete data for 2020 is not available)	No
	Incidence of part-time employment by sex	Percentage of persons employed part-	Statistics Norway, Indicators for gender equality in municipalities; and own calculations	All	NUTS 0 NUTS 2 LAU (NO)	2018-2020	Yes

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
		time ¹ out of all employed persons ²	based on Eurostat - [lfst_r_lfe2eftpt]				
	Part-time employment gap	Difference (in percentage points) between the part-time employment incidence among employed males and females aged 20-64.	Own calculations based on Eurostat - [lfst_r_lfe2eftpt] and Statistics Norway, Indicators for gender equality in municipalities	All	NUTS 0 NUTS 2	2018-2020	Yes
	Employment rates by educational attainment level and sex	Percentage of employed persons aged 20-64 in relation to the corresponding population, by level of education (ISCED 2011) and sex.	Eurostat [lfst_r_lfe2emprc]	All	NUTS 2	2018-2021	No
Productive and reproductive roles of men and women	Gender gap, time spent weekly in main job	Difference (in hours) between the average numbers of usual weekly hours of work in main job, by sex.	Difference based on Eurostat [lfst_r_lfe2ehour]	All, except IT	NUTS 0 NUTS 2	2018-2022	Yes
	Share of people who believe gender stereotypes on productivity	Percentage of the Sardinian population aged 18-74 agreeing that for men is more important than for women to be successful at work.					
		Percentage of the Sardinian population aged 18-74 agreeing very much, or fairly much, that it is above all men who must provide for the economic needs of the family .	ISTAT Stereotypes on gender roles and the social image of sexual violence	IT (Sardinia)	NUTS 2	2019	No
		Percentage of the Sardinian population aged 18-74 agreeing					

¹ The distinction between full-time and part-time work is generally based on a spontaneous response by the respondent (except Norway where persons working between 32 and 36 hours are asked whether this is a full- or part-time position).

² In this indicator, employed people are those aged 20 and over who report that they have worked in gainful employment for at least one hour in the previous week or who had a job but were absent from work during the reference week while having a formal job attachment. Reference: OECD (2022), Part-time employment rate (indicator). doi: 10.1787/f2ad596c-en (Accessed on 24 January 2022).

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
		that men are less suited to take care of household chores.					
	Care responsibilities	Descriptions of the gender distribution of care responsibilities for children or the elderly	See in-text citations		NUTS 2 and below	varies	No
Education	Graduates of tertiary education by sex	Percentage of graduates of tertiary education (ISCED 5-8) out of the population aged 25-64, by sex.	Eurostat - EU LFS [edat_lfse_04] Statistics Norway - Indicators for gender equality in municipalities and own calculations based on Statistics Slovakia [pr2823rs]	All, except IT	NUTS 0 NUTS 2 LAU (NO)	2019	Yes
		Percentage of female and male graduates of tertiary education (ISCED 5-8) out of the total number of graduates.	MIUR (2021)	IT	NUTS 3	2020	No
	Share of young people neither in employment nor in education and training by sex	Percentage of people aged 15-29 neither in employment nor in education and training, by sex.	Eurostat - EU LFS [edat_lfse_22]	All	NUTS 0 NUTS 2 No data for NO and UK	2019	Yes

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
Access to money	The unadjusted gender pay gap (GPG)	Difference between average gross hourly earnings of male and female employees as % of male gross earnings.	Eurostat [sdg_05_20]	All	NUTS 0	2019	N/A
	Mean monthly earnings by sex	Mean monthly earnings (NACE Rev. 2, categories B-S excluding O), in PPS, by sex.	Eurostat - EU SES [earn_ses18_20]	All	NUTS 0	2018	N/A
Access to management positions	Share of female managers	Percentage of female managers out of the total number of managers	Statistics Slovakia [pr3113rr] INSSE Hunedoara ISTAT Galician Statistics Institute Statistics Norway Chwarae Teg, 2020	SK RO IT ES NO GB	NUTS 0 (RO, IT) NUTS 1 (GB) NUTS 3 (SK, ES) LAU (NO)	2019 2020	No
	Share of persons with supervision responsibilities, by sex	Percentage of ESS9 responders who declared being responsible for supervising other employees, by sex and NUTS 2, weighted.	Own calculations based on ESS9	PL, DE, AT	NUTS 0 NUTS 2	2018	Yes
	Influence on policy decisions about activities of organization by sex	Percentage of responders who declared being able to influence policy decisions about activities of their organization, by sex and NUTS 2, weighted.	Own calculations based on ESS9	PL, DE, AT	NUTS 2	2018	Yes
Digital participation	Frequency of internet use among men and women	Percentage of responders who never use the internet, sometimes use the internet, or use the internet every day, by sex, weighted.	Own calculations based on ESS9	All, except RO, IT (data not available at relevant scale), and ES	NUTS 2 NUTS 0	2018	Yes
	Use of internet in the previous 3 months	Percentage of responders who used the internet in the previous 3 months	Instituto Galego de estatística	ES			Yes

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
	Participation of women in the digital economy	Selected Women in Digital (EC) indicators	See in-text citations	RO, IT	NUTS 0		N/A
Health (Substance use disorders)	Share of hospital discharges related to mental and behavioral disorders due to use of alcohol, inpatients.	Share of hospital discharges related to mental and behavioral disorders due to use of alcohol, inpatients.	Eurostat [hlth_co_disch2f] Eurostat [hlth_co_disch2m]	All, except PL, SK, NO, UK	NUTS 2	2018-2020 2018 for DE	Yes
	Share of hospital discharges related to mental and behavioral disorders due to psychoactive substance use, inpatients.	Share of hospital discharges related to mental and behavioral disorders due to psychoactive substance use, inpatients.	Eurostat [hlth_co_disch2f] Eurostat [hlth_co_disch2m]	All, except PL, SK, NO, UK	NUTS 2	2018-2020 2018 for DE	Yes
	Alcohol and psychoactive substance use disorders by sex	Descriptions of alcohol and psychoactive substance disorders/ consumption among men and women.	See in-text citations	PL, SK, NO, UK	NUTS 2 and below (NO, PL)		N/A
Political representation	Share of female ministers in national governments	Percentage of female ministers in national governments.	EIGE Gender Statistics DB [pdt_wmid_natgov]	All, except UK	NUTS 0	2020	N/A
	Share of female members in national parliaments	Percentage of female members in national parliaments.	EIGE Gender Statistics DB [pdt_wmid_natparl]	All, except UK	NUTS 0	2020	N/A
	Share of female members in Regional Assemblies	Percentage of female members of Regional Assemblies.	EIGE Gender Statistics DB (pdt_wmid_region) Chwarae Teg for UK	All	NUTS 0 NUTS1 for BE, DE and PT, NUTS 2 for all other countries	2020	Yes

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
	Share of female members in Regional Executives	Percentage of female members of Regional Executives.	EIGE Gender Statistics DB (pdt_wmid_region) Chwarae Teg for UK	All	NUTS 0 NUTS1 for DE, NUTS2 for all other countries. Data missing in RO, SK (imputing NUTS0)	2020	Yes
	Share of female members in local/municipal councils	Percentage of members of local/municipal councils.	Chwarae Teg for UK Italian Ministry of Internal Affairs for IT Städtebund-SORA Gleichstellungsindex for AT Statistics Norway and Regjeringen.no for NO Data on the websites of Hunedoara County, and the cities of Brad, Deva, Hunedoara, Lupeni, Orăștie, Petroșani, Vulcan for RO EIGE and Gender Statistics DB for all other countries	All	NUTS 0 NUTS1 for DE NUTS2 for all other countries	2020	Yes
Electoral participation	Share of adult respondents that voted last national election, by sex	Percentage of respondents that voted last national election, by sex, weighted.	Own calculation based on ESS9	All, except RO, IT (data not available at relevant scale)	NUTS 0 NUTS 1 for DE and UK, NUTS 2 for all other countries	2018	Yes
Left-right political orientation	Share of responders who position themselves to the left, center, and right on a left-right political scale	Share of responders who position themselves to the (1) left, (2) center, and (3) right, on a left-right political scale.	Own calculation based on ESS9	All, except RO, IT (data not available at relevant scale)	NUTS 0 NUTS 1 for DE and UK, NUTS 2 for all other countries	2018	Yes

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
Participation in trade unions	Share of responders members of trade union or similar organization, by sex	Percentages of respondents who (1) are currently, (2) who were in the past, and (3) who never were members of trade union or similar organization, by sex	Own calculation based on ESS9	All, except RO, IT (data not available at relevant scale)	NUTS 0 NUTS 1 for DE and UK, NUTS 2 for all other countries	2018	Yes
Domestic violence	Victims of domestic violence by sex	Various descriptions: victims of domestic violence registered in shelters; victims of domestic violence registered with the police; victims of domestic violence registered for social assistance etc.	Various local data sources, see in-text citations	All, except Rhineland, DE and SK	varies	2019/2020	No
	Median age of women at childbirth	Median age of women at childbirth (years), by year	Eurostat - Fertility indicators by NUTS 3 region [demo_r_find3]	All	NUTS 0 NUTS 2 NUTS 3	2019	Yes
Prevalence of underage mothers	Share of live births by age group of the mothers (10-14 years, 15-19 years)	Percentage of live births to mothers (1) aged 10-14 and (2) aged 15-19 years, out of total number of live births per year	Own calculations based on Eurostat - Live births by age group of the mothers and NUTS 3 region [demo_r_fagec3] Welsh Government Maternity Statistics for UK	All	NUTS 0 NUTS 2 NUTS 3	2019/2020	Yes
Gender discrimination	Share of respondents who feel that gender influences the decision to recruit, by sex	Percentage of respondents who feel that gender influences the decision to recruit (1) not much (2) some (3) quite a lot (4) a great deal.	Own calculation based on ESS9	All, except RO, IT (data not available at relevant scale)	NUTS 1 for DE and UK, NUTS 2 for all other countries	2018	No

Concepts	Indicators	Definitions	Data sources	Countries	Geographic levels	Years	Comparison with country level
	Share of respondents who feel their net pay, pensions, social benefits are unfairly low, by sex	Percentage of respondents who feel their net pay, pensions, social benefits are (1) unfairly low, (2) fair, (3) unfairly high by sex	Own calculation based on ESS9	All, except RO, IT (data not available at relevant scale)	NUTS 1 for DE and UK, NUTS 2 for all other countries	2019	No

Source: Author

Methods

For quantitative data, this study relies primarily on comparing data by gender and region using percentages. Contingency tables are presented in the annexes of the paper. In most cases, for simplifying the comparison, the gap between the two genders is also reported in percentage points. For a few variables (e.g., earnings; hours spent in main jobs), we look at mean values for men and women, and for the age of women at childbirth, at median values.

This enables the understanding of the hierarchy between the two gender groups as well as the magnitude of the differences between them. In order to further understand if these relations are in line with national averages, for most indicators, the comparison among genders was complemented with a comparison against national-level data. The scope of the assignment did not allow for this comparison to be made across all indicators, and in some cases, a comparison was not possible or relevant (e.g., in the case of variables that were not available at multiple geographical levels).

The only transformations of the quantitative data in order to enable the comparison between men and women across the range of relevant socio-economic dimensions were the conversion of integers to percentages wherever that was possible (see Table 3). When quantitative data was not available, documentary sources were coded and summarized to describe as close as possible the concepts and gender relationships analyzed.

3. COAL MINING REGIONS

3.1. Silesia, Poland

3.1.1. Population movements

Silesia has been long marked by a negative migration rate but recently, in-migration and out-migration started to balance out. Among the respondents who participated in the European Social Survey Round 9, 14,19% of Silesian men declared having worked in another country over the previous years, a percentage slightly higher than the national average of 13,04%. The share of Silesian women who temporarily worked abroad was three times smaller, at 5,07%, and also below the national average of 7,65% (Annex 1, Table 1).

3.1.2. Economic structure

3.1.2.1. *Regional economic activities*

The drop in mining industry employment is unfolding against the backdrop of relatively stable employment in the Silesian industry as a whole (Iwińska & Bukowska, 2021). In 2020, industry was still employing the bulk of the men – almost 43% - followed by commercial and service activities (21%), and construction (11,58%). Women were predominantly employed in education, health and public administration (34,19%); along with services and retail (25,61%). Nevertheless, industry came third (19,27%) as a main employer of women too (Annex 2, Table 1). Klimczak & Wódz (2021, p.105) report that in 2016 women represented 9% of the mining workforce. They worked primarily in administration, mechanical coal processing plants, but also in technical inspection on the surface and even underground in the mines. Corroborating these numbers with prior research indicates a relatively stable pattern over time: studies by Domanski (2011) and Sarata (2011), cited in Kaminska-Berezowska (2016), also mentioned education, the health service and retail as female-dominated sectors, and mining, construction and transport as male-dominated sectors.

3.1.2.2. *Employment disparities*

In 2020, the employment gap between men and women in Silesia was of 13,6%, reflecting a 77,1% employment rate for men, and a 63,5% employment rate for women. Women are also under-employed, with an incidence of part-time employment much greater than among men (e.g., 10,6% for working women as opposed to 3% for men in 2020). The gap between men and women in terms of part-time work incidence was greater in Silesia than in Poland overall by about 2 percentage points in both 2019 and 2020. This is mainly because of a higher share of women working part time in Silesia than country-wide, and to a lesser extent, less men taking up part-time work in Silesia than country-wide (Annex 3, Table 1).

Education attainment represents another source of employment disparity. Men are employed at a significantly higher rate than women with the same level of education. This gap diminishes with the level of education but nevertheless remains very pronounced. For example, in 2020 there were 26,4 percentage points between the employment rates of men and women with less than secondary education; a 18,7 percentage points between men and women with secondary education; and 8,4 percentage points between men and women with tertiary education (Annex 4, Table 1).

3.1.3. Productive and reproductive roles

The employment gap between men and women and the under-employment of women indicate that men spend more time in productive activities than women in Silesia. This is also reflected in the number of hours dedicated weekly to the main job by men and women: in 2018-2020, men invested 3,5 to 3 hours per week more in their job than women (Annex 5, Table 1). This discrepancy is, however, similar all over the country. Qualitative sources indicate that, over the recent years, women in Silesia have increasingly assumed the double burden of domestic and productive work. In the past, miners were remunerated better than other workers in Poland, which meant that the miners' wives, more often than in other parts of the country, stayed at home and raised their children without taking up a job, in the spirit of the Prussian rule of Die Drei K (the 3 Ks) - Kinder, Küche und Kirche (Children, Kitchen and Church) (Janikowska & Kulczycka, 2021; Iwińska & Bukowska 2021; Kaminska-Berezowska, 2016). While this has changed, with women entering the workforce over the past decades, Klimczak & Wódz (2021, p. 104) mention women being “burdened with nonprofessional roles” in Silesia, especially caring for children and older family members. In a study by Kaminska-Berezowska (2016, p. 356), the causes of unemployment and underemployment among women in Silesia were pinpointed to several factors: “difficulties connected with combining professional and family roles because raising children is still the responsibility of women; problems with finding and keeping a job because women are treated as a ‘reserve army of employees’ and they are offered jobs, or the jobs are lost, depending on the economic situation in the market; women’s learned passivity, which they acquire in the process of socialization, directing their interests to private, not professional or public life; unwillingness of women to have a professional life if they have alternative ways of supporting themselves, and in this way creating a specific ‘response’ to their main responsibility for household functioning.

The author also mentions “contradictory family and professional roles”, along with “unrealistic levels of activity expected of women”, and “the lack of affordable nurseries and kindergartens providing satisfactory childcare” (Kaminska-Berezowska, 2016, p. 355). “In the case of older children, there was a lack of after-school care facilities, and in the case of gymnasiums (that is, Polish school at the lower secondary level), a lack of hobby groups, as

well as a lack of protection against potential forms of violence from peers in this age group. Women who decided to focus on raising children in the first stages of their lives could easily be trapped and removed from the labour market due to the necessity for already taking care of much older children” (ibid.). A survey conducted in 2016 also confirms that a significant problem in women’s professional career is having to reconcile work with the obligations arising from the role of a wife and a mother (Dzieńdziora & Dacko-Pikiewicz, 2018).

3.1.4. Education

Silesia is home to 41 universities (9.4% of the universities in the country). Tertiary education incidence is significantly higher among women (36,20%) than among men (25,50%) in the region, and in Poland more generally. Nevertheless, the gender gap in tertiary education is lower in Silesia than country-wide, where the share of women with university degrees is slightly higher (36,57%) and the share of men with the same credentials slightly lower than in the region (25,18%) (Annex 6, Table 1).

On the other hand, the share of young women neither in employment nor in education (14,10%) is much higher than that of men (5,30%) in Silesia, an 8,8-percentage point difference. The gap is even higher at country-level (9,33 percentage points), with 17,53% of young women and 8,2% of young men out of work and education (Annex 7, Table 1).

3.1.5. Access and control of resources

3.1.5.1. Money

In Poland, women’s average monthly earnings in 2018 were PPS 1.677, and men’s were PPS 2.018 (Eurostat - EU SES, 2020). The country’s unadjusted Gender Pay Gap (GPG) was 8,5% in the following year. The GPG is higher in the female-preferred sectors, such as wholesale and retail trade, administration, or health. In mining and quarrying, the GPG is also very high country-wide, reaching 20%, and in manufacturing 18,4% (Eurostat, 2021d). This is consistent with what Klimczak & Wódz (2021, p.105) found in Silesia earlier on. They report that in 2016 women represented 9% of the mining workforce in the region and their average pay was lower by 21.5% than men’s remuneration. They worked primarily in administration, mechanical coal processing plants, but also in technical inspection on the surface and even underground in the mines.

Throughout the region, median monthly salaries are slightly lower than the country average. In 2020 the voivodship ranked the fifth country-wide in terms of earnings. Region-wide, women’s average monthly earnings represented 76% of men’s. The highest wages in Silesia were earned by employees in the capital of the voivodeship, Katowice (Sedlak & Sedlak, 2021).

3.1.5.2. Access to management positions

In 2018 in Silesia, the share of male responders to ESS who declared having management responsibilities is almost double than the share of women, but both genders perceive their ability to influence their organisation's policy to be about the same. Only 9,39% of women declared being responsible for supervising other employees, as opposed to 16,24% of the men. These are much lower shares than country-wide, where 12,24% of women and 23,83% of men declared to supervise employees. Nevertheless, the gap between men and women with supervision roles in Silesia (6,85 percentage points) is narrower than country-wide (11,59 percentage points) (Annex 8, Table 1). In addition, men and women report similar influence on workplace policies in Silesia, with men in a slightly higher percentage (4,35% versus 3,15% of women) asserting that they have total control (Annex 9, Table 1).

3.1.5.3. Internet use

Silesian women tend to use the internet less than men. Almost a quarter (24,11%) of them reported never using it, as opposed to only 21,31% of men. Moreover, only 50,80% of Silesian women use it every day, in contrast to 55,45% of the men. However, country-wide, the gap is even wider between men and women who never use the internet level (26,41% of women versus 20,95% of men) (Annex 10, Table 1).

3.1.6. Health

The most common causes of death in Silesia are cardiovascular disease (44,6% of deaths) and cancer (28,5% of deaths), both affecting men to a greater extent than women (Silesian Voivodeship, 2019). The COVID-19 pandemic had the highest incidence rate among miners – working in groups and in closed environments - and, consequently, on residents of the coal region in Upper Silesia, leading to the suspension of mines, and fostering the debate on the future of the mining industry and energy transition (Zuk et al., 2019).

In terms of substance abuse, the Regional Centre of Social Policy of the Silesian Voivodeship Katowice reports that in Silesia - and in Poland more broadly - the use of drugs is much less common than the prevalence of alcohol consumption, and men are much more likely than women to use psychoactive substances. People addicted to alcohol tend to be in their 30s, while those addicted to drugs tend to be young adults in adolescence or early adulthood. (Regionalny Ośrodek Polityki Społecznej Województwa Śląskiego Katowice, 2021). There were 19.481 addiction patients registered in 2019 in alcohol dependence treatment facilities in the Silesian Province (as opposed to 20.612 in 2018). The number of women in these facilities is on the rise: 23,63% of patients in 2019, versus 20% in 2018 (idem, p.93).

Addiction treatment centres also host harmful drinkers, children and adolescents from alcoholic families, patients under the age of 18, and people who have been treated for

alcoholism with Adult Children of Alcoholics (ACoA) syndrome. In 2019, there were a total of 26.081 such patients in the Silesian province, of which 34% were women. The most numerous were patients with the diagnosis of ACoA (1.958), where women were overrepresented, totalling 53% (1.036) of the cases. In addition, girls were overrepresented in the category of patients aged under 18 with harmful drinking addiction, totalling 69% of cases (33 out of 48). Other diagnostics included harmful drinkers (617), of which 28% (172) were women; and children and adolescents from alcoholic families (69), of which 39% (27) were girls (idem, p. 96-97).

Another consequence of drinking problems among loved ones is co-dependency. Some co-dependents are diagnosed with acute stress reaction, post-traumatic stress disorder or adjustment disorder. Women are the largest group among co-dependents; in 2019, they represented 77% (idem, p.96). Alcohol problems also co-occur with the phenomenon of violence in the family in Silesia. However, various statistical and research sources do not allow an unambiguous determination of the magnitude of the problem (idem, p.106-107).

3.1.7. Civic and political participation

3.1.7.1. *Electoral participation and political orientation*

Women and men claim to participate in voting almost equally, with women's alleged participation surpassing that of men's in Silesia by 1,28 percentage points, while at country level men are slightly more active at the polls (Annex 12, Table 1). Almost half (49,47%) of the female responders to the ESS9 survey in Silesia identified as right wing, surpassing the country-wide average (45,31%). Only a fifth of them (20,47%) identified as left wing, and 30,06% as centrist. In contrast, Silesian men are more progressive than average Poles, and more ideologically polarized. Survey results show them equally split between the left (37,83%) and the right (38,80%), with less than a quarter identifying as centrist. Country-wide, 25,08% of men position on the left and 45,26% on the right (Annex 13, Table 1). Political analysis confirms that the biggest opponents of the transition from coal in Poland remain right-wing nationalist circles associated with the PiS and Confederation parties. Most advocates of energy transition can be found among the supporters of the left-wing and liberal opposition (Zuk et al., 2021).

3.1.7.2. *Political representation*

Women make up 20,43% of Polish ministries and 27,73% of parliament members. At regional level, Silesia seems to perform better in terms of representing women in political institutions than other Polish regions, with women securing 40% of the regional assembly and of executive seats as opposed to the 26,75% and 21,47% country averages. In municipal

councils, women occupy 30% of the seats, which is very close to the country-wide average (29,97%) (Annex 14, Table 1).

3.1.7.3. *Union membership*

Women in Silesia also have a lower higher participation rate in trade unions and similar organisations according to 2018 data: only 2,7% of them as opposed to 9% of men being union members at the time of the survey, and 2,63% having been involved with a union before, as opposed to 13,80% of men. However, the vast majority in Silesia - 94,67% of female responders along with 77,20% of male ones - declared never being part of a union (Annex 15, Table 1).

3.1.8. Women and girl rights

3.1.8.1. *Domestic violence*

In 2010-2014, the number of social assistance beneficiaries for reasons of domestic violence increased steadily in the Silesian Voivodeship. In 2015 the number began to drop and this trend continued until 2020, when it reached 1.044 cases (from 2.193 cases in 2014). For example, the total number of people affected by domestic violence registered in county support centres for extended periods of times decreased from 2018 to 2019 by 7,5%. However, the share of women increased over the same period from 66% to 70% (Śląski Urząd Wojewódzki w Katowicach, 2020, p.18-19). Surveyed adults experiencing family violence indicated alcohol as the most common circumstance accompanying violence (Regionalny Ośrodek Polityki Społecznej Województwa Śląskiego Katowice, 2021).

3.1.8.2. *Prevalence of underage mothers*

The median age of mothers at birth in Silesia in 2019 was the same as country-wide, 30,4 years, while in Katowice it reaches 30,6 years. Nevertheless, in 2017-2019 in Katowice, between 0,1% and 0,4% of births occurred among girls aged 10 to 14. In addition, between 3,17% and 2,75% of live births were registered to women aged 15 to 20 – higher percentages than in Silesia (between 2,51% and 2,23%) and nation-wide (between 2,5% and 2,2%) over the same period of time. However, these figures had a negative trend during this 3-year time span (Annex 16, Table 1).

3.1.8.3. *Gender discrimination*

Almost half of the women in Silesia agree that gender influences the decision to recruit “quite a lot” (46,16%) or “a great deal” (2,77%), and a similar share of the men (47,32%) admit that it has “some influence” (Annex 17, Table 1). In addition, almost three quarters of the

women in Silesia (73,86%) consider that their net pay is unfairly low (as opposed to 64,35% of men) (Annex 18, Table 1).

3.2. Lusatia, Germany

3.2.1. Population movements

The ESS9 survey shows that the percentage of women from Brandenburg and Saxony (4,61%) who declared to have travelled abroad for work in 2018 was greater than that of men (4,36%), but slightly smaller than the nation-wide average (4,7%). The share of men who worked abroad was even smaller than the national average (5.18%) (Annex 1, Table 2).

3.2.2. Economic structure

3.2.2.1. *Regional economic activities*

A majority of women in the two regions (46,17% in Brandenburg and 44,30% in Dresden) work in public administration, education, human health and social services, and over a fifth of them in trade, tourism and restauration. The third most important sector in terms of women employment is the scientific and technical sector, together with its affiliated professional, administrative and support service activities.

Trade, tourism and restauration also employ almost a quarter of the men in Brandenburg (24,4%), followed by industry (19,36%) and the public sector (19,21%). In Dresden, industry is the largest employment source for men (28,9%), trade and tourism occupy the second place (employing a fifth of them) and the public sector is the third (cumulating 16,76% of male employment) (Annex 2, Table 2).

3.2.2.2. *Employment disparities*

In 2019, employment rates for women were 80% in both regions, and for men 82% in Brandenburg and 85% in Dresden. The employment gap between men and women in Brandenburg almost doubled from the previous year, passing from 1,7 to 3 percentage points, while in Dresden it dropped slightly from 5 to 4,4 percentage points. Regardless of the fluctuations, these disparities are relatively low. However, more than a third of the employed women in Brandenburg and over 40% of the employed women in Dresden work only part-time. In contrast, only 8,5% of the employed men in Brandenburg worked part time in 2019, and 10,4% of them in 2020, an augmentation perhaps owed to the pandemic. In Dresden, the share of men working part-time was a 12,5% in 2019 and 12,1% in 2020. Nevertheless, these differences between the share of women and the share of men working part-time – ranging between 24,3 percentage points in Brandenburg and 31,6 in Dresden - are below the nation-wide gap of 37,5 percentage points (Annex 3, Table 2).

Women are also employed at a lower rate than men with the same level of education. The greatest gender employment gap by level of education is in Brandenburg, among men and women with less than secondary education (13,9 percentage points), followed by the same categories in Dresden (10,4 percentage points). In both regions, there is a greater gender gap among individuals with tertiary education (3,4 percentage points in Brandenburg and 5 in Dresden) than among those with secondary education (2,3 percentage points in Brandenburg and 3,9 in Dresden), but the tertiary educated have the highest employment rates overall (reaching 93,4% for men in Dresden) (Annex 4, Table 2).

3.2.3. Productive and reproductive roles

In Brandenburg and Dresden, women spend about 5 hours less in productive work than men. This difference shrank by about an hour in 2020. In comparison, country-wide in Germany, the difference between the time men and women spend in their job is more than a full workday – 8,5 hours (Annex 5, Table 2).

3.2.4. Education

In contrast to the whole of Germany, where a higher share of men (31,48%) than women (26,33%) have university degrees, in Brandenburg tertiary education is more common among women (of which 29,5% are university-educated) than among men (28,1%). In Dresden, on the other hand, the percentage of men with tertiary education (31,7%) surpasses slightly the percentage of women (31,3%) (Annex 6, Table 2).

In both regions, the rate of women neither in employment nor in education is slightly higher than that of males, but below the national average (9,48%). Figures show a share of 8,5% of women in Brandenburg and of 6,3% in Dresden are in this situation. For men, the rates are 5,6% in Dresden and 7,5% in Brandenburg. The latter surpasses the national average of 5,98% (Annex7, Table 2).

3.2.5. Access and control of resources

3.2.5.1. Money

At 19,2%, the GPG in Germany was the fourth highest among European countries in 2019. The mean monthly earnings of men stood at PPS 3.461, while those of women totalled PPS 2.765 (Eurostat – EU SES, 2020). An important factor in the GPG in Germany is that women pay a very high price for motherhood: the percentage effects of motherhood on earnings is estimated at 61% (Kleven et al., 2019).

3.2.5.2. Access to management positions

There is a higher share of men (37,56%) than of women (24,67%) in Saxony and Brandenburg that declare to have supervising responsibilities. This is common in Germany, except countrywide the percentages are higher for both genders (43,06% for men, and 27,9% for women). At 12,89 percentage points, the gender gap in supervising responsibilities in Saxony and Brandenburg was also narrower than country-wide, where it stood at 15,16 percentage points (Annex8, Table 2).

About two thirds of men and women in Saxony and Brandenburg estimate having “some influence” or “total control” over the activities of their organisations. The share of men who reported having total control over the decisions in their organisation was also higher (12,77%) than the share of women (9,15%) in the two regions (Annex9, Table 2).

3.2.5.3. *Internet use*

In contrast to the country-wide trend, women in Saxony and Brandenburg are more avid users of the internet than men, with 63,56% of them using it every day, as opposed to 61,76% of men, and 20,92% using it sometimes, as opposed to 15,62% of men. Less women (15,53%) than men (22,62%) admit never using internet in the two regions (Annex10, Table 2).

3.2.6. Health

Both women and men in Brandenburg, but especially men, are more affected by alcohol than Germans country wide. For example, the number of cases of mental and behavioural disorders due to use of alcohol per hundred thousand inhabitants among men in Brandenburg (658,5) are +35% more numerous than country-wide (487,4). Among women, they were +21% more numerous (210 in Brandenburg and 173 in Germany). Similarly, there were more cases of alcoholic liver disease in Brandenburg (30,7 per hundred thousand inhabitants among women and 92,1 among men) than in German on average (25,3 per hundred thousand inhabitants among women and 65,2 among men). Psychoactive substance use, on the other hand, generates fewer cases of mental disturbances in Brandenburg than in Germany on average.

In Saxony, men surpass the national averages in both psychological (546,4 cases per hundred thousand inhabitants, versus the 487,4 cases nation-wide) and alcoholic liver diagnostics (108,5 cases per hundred thousand inhabitants, versus the 65,2 cases nation-wide). Women also surpass the national average in alcoholic liver cases (34,8 cases per hundred thousand inhabitants) and in disorders related to psychoactive substance use (64,3 cases per hundred thousand inhabitants versus the 60,7 cases nation-wide). Moreover, diagnostics linked to alcohol and psychoactive substances among men, in both Brandenburg and Saxony, are about three times more numerous than among women (Annex 11, Table 1).

3.2.7. Civic and political participation

3.2.7.1. *Electoral participation and political orientation*

In 2018, 86,11% of women in Brandenburg and Saxony declared having voted in the last election, almost 13 percentage points more than men. This is consistent with the country-wide trend of women being a more active electorate (Annex 12, Table 2). Both men (50,31%), and women (45,23%) in Brandenburg and Saxony position themselves primarily on the ideological left, followed by the centre, to which adhere 30,46% of men, and 40,12% of women. This is relatively close to how Germans nation-wide are split ideologically (Annex 13, Table 2).

3.2.7.2. *Political representation*

Women make up 41,18 % of German ministries and 31,41% of parliament members. At regional level, Brandenburg fares better than average in terms of women's political representation, and its number of women in regional executives surpasses the number of men. Its share of female members in regional assemblies (27,73%) and executives (54,55%) surpasses the country averages (29,5% and 39,16% respectively), and so does its share of women in local administrations (22,81% in Brandenburg versus 22,23% country-wide). As for Dresden, being part of Saxony, it's represented by a smaller share of female members in regional assemblies (27,73%) than the country average (29,5%), but the share of female members of regional executives is higher (42,86%) than country-wide (39,16%). In local administrations, women occupy 20,24% of the council seats in Saxony (Annex 14, Table 2).

3.2.7.3. *Union membership*

Men in Saxony and Brandenburg are more involved in unions currently: in 2018, 14,44% of men were members, as opposed to only 9,05% of women. However, women seem to have been more active in the past: 35,68% of women were part of a union in the past, as opposed to 33,96% of men. Country-wide, men appear to have participated consistently more than women in unions (Annex 15, Table 2).

3.2.8. Women and girl rights

3.2.8.1. *Domestic violence*

In Saxony, the number of domestic violence crimes increased by 4% from 2019, reaching 9.235 cases in 2020, assault and restrictions of freedom being the most common. Most victims of domestic violence were former partners (2.882), partners in non-marital partnerships (1.924) and spouses (1.393). Almost a third of the domestic violence crimes in Saxony (31,3%) took place in Leipzig. This number represented an increase of 6% in comparison to 2019. About 16% of the state's cases of domestic violence took place in

Chemnitz, a decrease of 7% in relation to the previous year ((Polizeiliche Kriminalstatistik Sachsen, 2021).

In the state of Brandenburg, 5,235 offenses related to domestic violence were registered in 2020, an increase of 19.8% from 2019. Of these, 87,7% were cases of cruelty and of restriction of personal freedom (a 23% increase compared to the previous year). Other crimes on the rise were threats, which increased by 41.4%; coercion, which went up by 31.3%; and stalking, by 10.3%. As in previous years, female victims were the most frequently affected by domestic violence in Brandenburg, representing 70.9% of the victims. The majority of perpetrators were male (75.8%). Among the male perpetrators, 28.3% were under the influence of alcohol and 6.5% were users of hard drugs. Among the female perpetrators, 20.3% were under the influence of alcohol and 2.4% were under the influence of hard drugs. Two thirds of the victims were attacked by their partners (Polizeipräsidium Land Brandenburg, 2021).

In the CCT area, only Cottbus/Spree-Neiße is mentioned as having registered an increase in domestic violence offenses in 2020 (+ 20%). The highest proportion of domestic violence offenses are located outside of the CCT area, in the city of Potsdam, the cities of Wittstock/Dosse, Wittenberge, Perleberg, Angermünde, Birkenwerder and Prenzlau (idem).

3.2.8.2. *Prevalence of underage mothers*

The median age of mothers at birth in Saxony and Brandenburg is the same as country-wide, about 31 years and a half. However, all the areas belonging to the CCT have higher teenage birth rates to mothers aged 14-19 than the national average. The highest are in the areas of Cottbus (4,4%) and Görlitz (3,62%); for comparison, the German average is 2% (Annex 16, Table 2).

3.2.8.3. *Gender discrimination*

In Brandenburg and Saxony, about 43% of both men and women agree that gender has some influence on the decision to recruit for a job. Moreover, 35% of women and 28% of men estimate that gender influences recruitment “quite a lot” or “a great deal” (Annex 17, Table 2).

However, women are happier with their pay than men in the two regions. The share of women (66,47%) who consider that their net pay is unfairly low is smaller than that of men (67,33%). Moreover, the share of women (5,16%) who see their net pay as unfairly high surpasses that of men (3,87%) (Annex 18, Table 2).

3.3. RHINELAND, GERMANY

3.3.1. Population movements

The share of Germans from North Rhine-Westphalia - where the CCT is located - who travel abroad for work is greater than the share of Germans country-wide, especially among women. Thus, in 2018, 5,21% of women in the region declare having engaged in paid work in another country for more than 6 months in the previous 10 years, about half a percentage point more than the national average. The share of men from the region who worked abroad, 5,38%, is also superior to the national average (5,18%) (Annex 1, Table 3).

3.3.2. Economic structure

2.1. Regional economic activities

In both Köln and Düsseldorf, which contain the CCT, the public sector employs most women: 42,54% and 39,76% respectively. It is followed by trade, which employs about a fifth of the women in the two regions, and by professional, scientific, technical and administrative activities, occupying 13,66% of employed women in Düsseldorf and 12,9% in Köln. In contrast, the leading sector for men is trade, employing 27,37% in Düsseldorf and 24,3% in Köln, followed by industry, which employs 24,45% of the men in Düsseldorf and 22,56% of the men in Köln. Professional, scientific, technical and administrative activities come in third for men, with 18,26% in Köln and 15,25% of them in Düsseldorf (Annex 2, Table 3).

2.2. Employment disparities

In 2019, employment rates for men were 82% in both regions. For women, they were 10,9 percentage points less in Düsseldorf (71,2%) and 8 percentage points less in Köln (74%). In 2020, the gap shrank to 7,6 and 7,3 percentage points respectively, as men's employment decreased during the pandemic while women's jobs remained relatively stable. The incidence of part-time work increased in Köln in 2020, going up 1,5 percentage points among women (from 46,9% in the previous year to 48,4%); and 1,4 percentage points among men (from 10,6% in the previous year to 12%). In Düsseldorf it increased 1,5 percentage points among men (from 9,4% to 10,9%) but decreased by 0,4 percentage points among women (from 45,9% to 45,5%). Both regions are very close to the nation-wide distributions of part-time employment among sexes, with the incidence among women 4 to 5 times higher than among men and differences between women and men surpassing 35 percentage points (Annex 3, Table 3).

Women in Köln and Düsseldorf are employed at a lower rate than men with the same level of education. The greatest gender employment gap by level of education in both regions is among people with less than primary or full secondary education (ISCED 0-2): 21,1 percentage points in Düsseldorf and 19,3 percentage points in Köln. This category also has

the lowest employment rates for both sexes. The smallest gender gap is among persons with secondary education: as low as 5,1 percentage points in Köln and 7,5 in Düsseldorf. The tertiary educated, on the other hand, have the highest employment rates: men surpass 90% in both regions and women are employed at an 85,4% rate in Köln and 83,6% rate in Düsseldorf. The gap between university educated men and women is much higher in Düsseldorf (14,4 percentage points) than in Köln (5,4 percentage points) (Annex 4, Table 3).

3.3.3. Productive and reproductive roles

In line with the country average, women in Düsseldorf and Köln spend more than 8 hours less per week in productive work than men. In 2019, the gap was of 8,5 hours in both regions. In 2020, it declined slightly in Düsseldorf to 7,8 hours (Annex 5, Table 3).

3.3.4. Education

In line with the national trend shaped by 26,33% of women and 31,48% of men with tertiary education, men in Düsseldorf and Köln have more university diplomas than women. In Düsseldorf, the gap between the share of tertiary educated men (29,4%) and women (23,6%) stood at 5,8 percentage points in 2018, surpassing the difference at national level of 5,15 percentage points. Köln is above the national average in terms of tertiary education among both sexes with 33% of men and 28,9% of women in possession of a diploma, and the gender gap is smaller than in Düsseldorf or country-wide (4,1 percentage points) (Annex 6, Table 3).

In both regions, the share of women neither in employment nor in education is higher than that of males. In Düsseldorf, it stands at 13,1%, while the share of men with the same status is 8%. These percentages are higher than the national average (9,48% of women and 5,98% of men). In Köln, only the share of men neither in employment nor in education is higher (6,20%) than country-wide, while the share of women (9,3%) is below the national average (9,48%) (Annex 7, Table 3).

3.3.5. Access and control of resources

3.3.5.1. Money

At 19,2%, the GPG in Germany was the fourth highest among European countries in 2019. The mean monthly earnings of men stood at 3.461 PPS, while those of women totalled 2.765 PPS (Eurostat EU-SES, 2020). An important factor in the GPG in Germany is that women pay a very high price for motherhood: the percentage effects of motherhood on earnings is estimated at 61% (Kleven et al., 2019).

3.3.5.2. Access to management positions

In 2018, there were a higher share of women (28,62%) and a smaller share of men (43,02%) who declared having responsibilities in supervising other employees in North Rhine-Westphalia than country-wide, where the percentages were 27,9% for women and 43,06% for men. At 14,4 percentage points, the gap in supervising responsibilities between men and women in Saxony and Brandenburg is thus narrower than country-wide (15,16 percentage points) (Annex 8, Table 3).

The shares of men (58,78%) and women (57,83%) in North Rhine-Westphalia who estimate having “some influence” in their organisation are relatively similar. However, twice as many men (14,56%) than women (7,37%) are in top positions that allow them to have “total control” over their organisation (Annex 9, Table 3).

3.3.5.3. Internet use

In line with the national trend, women in North Rhine-Westphalia use internet less frequently than men. While the share of men who have never used the internet is 13,85%, the share of women is slightly higher, 14,8%. In addition, more men (75,32%) than women (68,81%) use the internet every day (Annex 10, Table 3).

3.3.6. Health

Inhabitants of North Rhine-Westphalia are more affected by alcohol and psychoactive substance use than Germans country-wide. The number of cases of mental and behavioural disorders caused by alcohol per hundred thousand inhabitants among men in the region are 521,1 per hundred thousand inhabitants, versus 487,4 cases per hundred thousand inhabitants country wide. Among women, there are 190 cases per hundred thousand inhabitants, versus 173 nation-wide. Cases of alcoholic liver disease among women in North Rhine-Westphalia (27,1 per hundred thousand inhabitants) also exceed national averages (25,3 cases per hundred thousand inhabitants).

Similarly, the numbers of cases of mental and behavioural disorders caused by the use of psychoactive substances per hundred thousand inhabitants are greater among the men (247,3) and the women (74,7) in the region, than among the German men (185) and women (60,7) country-wide (Annex 11, Table 2).

3.3.7. Civic and political participation

3.3.7.1. Electoral participation and political orientation

Women vote less in North Rhine-Westphalia than nation-wide, but they surpass the men in the region. In 2018, 73,47% of the women in the region declared having voted in the last election, 3,24 percentage points less than the share of female who voted country-wide,

but 4,33 percentage points above the share of men from North Rhine-Westphalia who voted. Men in the region also underperform men nation-wide (72,55%) in terms of electoral participation (Annex 12, Table 3).

A majority of women in North Rhine-Westphalia (50,35%) position themselves in the centre of the political spectrum, and 35,61% to the left. In contrast, the distribution of women's political preferences country-wide are more skewed to the left (43,73% of them identifying as leftist and 41,36% as centrist). Men in North Rhine-Westphalia are more politically polarized, with 39,67% adhering to the left, and 21,87 to the ideological right – closer to the national trend (Annex 13, Table 3).

3.3.7.2. Political representation

Women make up 41,18 % of German ministries and 31,41% of parliament members, and across regions, they represent 29,50% of German regional assemblies and 39,16% of regional executives. However, in North Rhine-Westphalia, the shares of women in regional governments are lower: they make up only 27,64% of regional assemblies and 30,77% of regional executives. In contrast, women occupy more seats in municipal councils in North Rhine-Westphalia (24,85%) than country-wide (22,23%) (Annex 14, Table 3).

3.3.7.3. Union membership

Men in North Rhine-Westphalia are and were more involved in unions than women. In line with the national trend, in 2018 a higher percentage of men (17,16%) than of women (9,52%) declared to be currently members of a union, and similarly, a larger share of men (18,01%) than of women (15,01%) mentioned being members in the past (Annex 15, Table 3).

3.3.8. 8. Women and girl rights

8.1. Prevalence of underage mothers

The median age of mothers at childbirth was 31,5 years in Düsseldorf and 32 in Köln, the latter superior to the national median of 31,7 years. However, several CCT areas in Köln feature higher teenage pregnancy rates than whole Germany, where only 2,01% of births are to mothers aged 14-19: Aachen (2,02%), Heinsberg and Rhein-Erft-Kreis (2,11%), as well as Düren (2,4%). In the Köln district and in Rhein-Erft-Kreis there are also a few childbirths to mothers aged less than 14 (0,03% and 0,02% respectively) (Annex 16, Table 3).

8.3. Gender discrimination

Only 20,88% of women, and 33,7% of men in North Rhine-Westphalia think that gender doesn't have much influence on the decision to recruit for a job. The majority (52,06% of women and 43,11% of men) agree that gender has "some influence" on the decision to recruit,

while the rest - around a quarter - estimate that gender influences recruitment “quite a lot” or “a great deal” (Annex 17, Table 3).

Women are happier with their net pay in North Rhine-Westphalia than men: 48,18% of them consider it fair, as opposed to 42,49% of men. This difference is mostly due to the fact that 7,4% of men consider their pay to be unfairly high, as opposed to only 1,98% of women. In contrast, approximatively half of both men (50,11%) and women (49,84%) agree that their net pay is unfairly low (Annex 17, Table 3).

3.4. CENTRAL GERMANY, GERMANY

3.4.1. Population movements

Fewer inhabitants of Saxony and Saxony-Anhalt worked abroad than Germans country wide. While overall in Germany 4,7% of women declared having worked in a foreign country, in Saxony and Saxony-Anhalt only 2,23% did. The proportion of men from the two regions who worked abroad (4,88%) is higher to the proportion of women but still lower than the country-wide average (5,18%) (Annex 1, Table 4).

3.4.2. Economic structure

3.4.2.1. *Regional economic activities*

In 2019, over 40% of the women in Chemnitz, Leipzig, and Saxony-Anhalt worked in public administration, education, human health and social services, and over 20% of them in trade, tourism and restauration. The third most important sector in terms of women employment in Leipzig and Saxony-Anhalt was the scientific and technical sector, together with its affiliated professional, administrative and support service activities hosted by the various schools and universities in and around the Leipzig/Halle region. In Chemnitz, the third main employment source for women was industry. This was also the primary occupational sector for men in both Chemnitz and Saxony-Anhalt, while in Leipzig it was second after the area’s vibrant tourism and restaurant sector. Trade, tourism and restauration made up the second most important sector for men employment in Chemnitz and Saxony-Anhalt, and construction the third. In Leipzig, the third greatest concentration of male employment was in the public administration, defence, education, human health and social work (Annex 2, Table 4).

3.4.2.2. *Employment disparities*

In 2019, the employment gap between men and women in Chemnitz dropped almost a percentage point from the previous year, reaching 3,9%; it also dropped from 3,8% in 2018 to

3,6% in 2019 in Saxony-Anhalt, but in Leipzig it raised from 2,3% to 3,2% over the same time span. While these disparities are relatively low, the incidence of part-time work among women is much higher than among men in all three regions. As of 2019, 40,8% of employed women had part-time work in Chemnitz versus only 7,9% of men. In Leipzig, the percentage of women working part-time was 39,5, and that of men was 13,9. Finally, in Saxony-Anhalt, 36,3% of women and 8,7% of men worked part time. Nevertheless, these differences – ranging between 25,5 percentage points in Leipzig and 32,7 in Chemnitz - are below the nation-wide gap of 37,5 between the share of women and the share of men working part-time (Annex 3, Table 4).

Women are also employed at a significantly lower rate than men with the same level of education. The greatest gender employment gap by level of education is in Leipzig, among men and women with less than secondary education (13,3 percentage points), followed by the same categories in Saxony-Anhalt (11,8%). The most disadvantaged women with secondary education are in Chemnitz (4 percentage points difference in employment rate against men). Finally, among the tertiary educated women, the least employed are in Chemnitz – with an employment rate 4,4 percentage points lower than their male counterparts (Annex 4, Table 4).

This gap diminishes with the level of education: the higher the qualifications, the smaller the gender difference. In turn, this variation differs greatly across the three regions. Leipzig has a gap of 13,3 percentage points among men and women with the lowest levels of education, and of only 2 percentage points among university graduates. In contrast, Chemnitz has a gap of 5,6 percentage points among men and women with the lowest levels of education, and of 4,4 percentage points among university graduates.

3.4.3. Productive and reproductive roles

Women spend less time in productive work than men in the regions of interest. In Chemnitz, women dedicated about 6 hours per week less than men to their main job, and in Leipzig and Saxony-Anhalt 4,8 hours less. This difference shrank by about an hour for women and men in Chemnitz and Leipzig in 2020. In comparison, in the whole of Germany, the difference between the time men spend in their job and the time women do is more than a full workday – 8,5 hours (Annex 5, Table 4).

3.4.4. Education

In contrast to the whole of Germany, where more men (31,48%) than women (26,33%) have university degrees, in Central Germany, tertiary education is more common among women than among men. With its numerous and prestigious universities, Leipzig is home to the most educated female population among the three regions studied here - 36,2% have a university degree - and has also the largest gender gap in this sense (3,9 percentage points), with only 32,3% of men in possession of university diplomas. Chemnitz has the smallest gap

between the two genders: about a quarter of both men and women have a degree, and women surpass men with only 0,4 percentage points. In Saxony-Anhalt, 24,5% of women are university educated, 2,7 percentage points more than men (Annex 6, Table 4).

With the rate of women neither in employment nor in education at around 8%, and that of men at roughly 7%, Chemnitz and Leipzig have less women but more men in this situation than Germany on the whole, where the shares are 9,48% for women and 5,98% for men. The share of young women neither in employment nor in education is, in all three regions, surpassing that of men – in Chemnitz and Leipzig by around a percentage point, in Saxony-Anhalt, where it reaches 11,4%, by 4,2 percentage points (Annex 7, Table 4).

3.4.5. Access and control of resources

3.4.5.1. Money

At 19,2%, the GPG in Germany was the fourth highest among European countries in 2019. The mean monthly earnings of men stood at PPS 3.461, while those of women totalled PPs 2.765 (Eurostat – EU SES, 2020). An important factor in the GPG in Germany is that women pay a very high price for motherhood: the percentage effects of motherhood on earnings is 61% (Kleven et al., 2019).

3.4.5.2. Access to management positions

In line with the country wide trend, more men (40,07%) than women (34,14%) declared to have personnel supervising responsibilities in Saxony and Saxony-Anhalt in 2018. However, the share of female supervisors in these two regions was higher than country wide. In addition, the gap between men and women in Saxony and Saxony-Anhalt was narrower than the average in Germany (Annex 8, Table 4).

The share of men who reported having total control over the decisions in their organisation was almost double (13,36%) than the share of women (7,75%) in Saxony and Saxony-Anhalt. About a third of men and women considered having no influence at all in the workplace in 2018 (Annex 9, Table 4).

3.4.5.3. Internet use

Women tend to use less the internet than men, in both Saxony and Saxony-Anhalt, as well as country wide. Both genders are less active in the two regions than country wide. More women (18,87%) than men (16,65%) admit never using internet in Saxony and Saxony-Anhalt, with more than a fifth of them using it only occasionally. About two thirds of men (65,72%) and 57,48% of women use it every day (Annex 10, Table 4).

3.4.6. Health

In Saxony and Saxony-Anhalt in 2018, more men suffered from disorders and diseases associated with alcohol use than in Germany on average. There were 546,4 cases of mental and behavioural disorders caused by alcohol per hundred thousand inhabitants in Saxony, and 639,7 in Saxony-Anhalt, as opposed to 487,4 cases at country-level. Moreover, the cases of alcoholic liver disease were almost double among men in these two regions (108,5 and 107,2 cases per hundred thousand inhabitants respectively) than in Germany (65,2 cases). Men in Saxony-Anhalt also surpassed the national average of 185 cases per hundred thousand inhabitants with 190 inpatient cases of mental disorders caused by the use of psychoactive substances.

Women also incurred more cases of alcoholic liver disease per hundred thousand inhabitants in Saxony (34,8) and Saxony-Anhalt (29) than country-wide (25,3), but the cases of mental and behavioural disorders caused by alcohol were similar with the national average (164 in Saxony, 174,8 in Saxony-Anhalt, and 173 in Germany). In turn, women in the two regions, along with men in Saxony-Anhalt, also incurred more cases of mental disorders caused by the use of psychoactive substances than the national average: 64,3 cases per hundred thousand among women in Saxony, and 65,4 cases per hundred thousand among women in Saxony-Anhalt; while country-wide there were 60,7 cases per hundred thousand inhabitants. As these figures show, women's health is far less affected than men's by the consumption of alcohol and psychoactive substances in Saxony and Saxony-Anhalt, as well as country wide (Annex 11, Table 3).

3.4.7. Civic and political participation

3.4.7.1. *Electoral participation and political orientation*

In 2018, 82,41% of women in Saxony and Saxony-Anhalt declare having voted in the last election, surpassing men by almost 4 percentage points. This is consistent with the country-wide trend of women being a more active electorate. Overall, according to their testimony, voters in Saxony and Saxony-Anhalt participate more in the electoral process than Germans country wide (Annex 12, Table 4).

In terms of political ideology, women in Saxony and Saxony-Anhalt tend to position themselves primarily in the centre (47,72%), followed by the left (40,72%), while men prefer the left (48,06%), followed by the centre (30,63%). This is not very different from how Germans nation-wide are split ideologically, except for the higher propensity of women to prefer the centre over the left (Annex 13, Table 4).

3.4.7.2. *Political representation*

Women make up 41,18 % of German ministries and 31,41% of parliament members. At regional level, Saxony's share of female members in regional assemblies (27,73%) is smaller than the country average (29,5%), but the share of female members of regional executives is higher (42,86%) than the country average (39,16%). With 21,84% female members in regional assemblies and 33,33% female members of regional executives, Saxony-Anhalt performs worse in terms of representing women in political institutions than the average of German regions. In municipal councils in both regions, women occupy about a fifth of the seats, which is close but lower than the country-wide average (22,23%) (Annex 14, Table 4).

3.4.7.3. Union membership

Men in Saxony and Saxony-Anhalt also have a higher participation rate in trade unions and similar organisations than women according to 2018 data: 12,22% of them, as opposed to only 4,95% of women, being members of one at the time of the survey. However, almost 50% of the women from the two regions declared having been a union member in the past, compared to only 37,49% of men. Hence, while men are more involved in unions in the present, women seem to have been more active in the past in Saxony and Saxony-Anhalt. In contrast, country-wide men appear to have dominated unions consistently across time (Annex 15, Table 4).

3.4.8. Women and girl rights

3.4.8.1. Domestic violence

The report of the Saxony-Anhalt State Police details the development of intimate partner violence, stalking and child abuse (Polizeiliche Kriminalprävention, 2020). In 2020, the number of recorded cases of violence in intimate relationships increased by 354 cases to reach 4.438 cases (+ 8.7%) compared to the previous year. A five-year comparison effectuated in the report shows that the number of these offenses rose to a new high, with the increase in their number higher (+ 8.7 %) than the increase in the total number of offenses (+ 2.6 %). Stalking cases also rose (+ 14,8%) in 2020. So did the cases of child abuse (+ 4,5%), which continued a rising trend since 2016. Moreover, the percentage of female victims in child abuse cases reached 58.5% in 2020. As far as the spatial distribution of these crimes, the focus of the offenses were the densely populated centres of the state in Magdeburg and Halle (Saale).

In Saxony, the number of domestic violence crimes increased by 4% to 9.235 cases in 2020, assault and restrictions of freedom being the most common. Most victims of domestic violence were former partners (2.882), partners in non-marital partnerships (1.924) and spouses (1.393). Almost a third of the domestic violence crimes in Saxony (31,3%) took place in Leipzig. This number represented an increase of 6% in comparison to 2019. About 16% of

the state's cases of domestic violence took place in Chemnitz, a decrease of 7% in relation to the previous year (Polizeiliche Kriminalstatistik Sachsen, September 2021).

3.4.8.2. *Prevalence of underage mothers*

The median age of mothers at birth in Saxony was around 31 years in 2017-2019, about the same as country-wide, while in Saxony-Anhalt it was between 30 and 31. Data from 2017 indicates that the percentage of births to teenage mothers aged between 10 and 14 was the highest in Saalekreis (0,2% of the total number of births), followed by Mansfeld-Südharz, (0,11%) and by Chemnitz (0,08%). In comparison, births to mothers of this age in Germany represent no more than 0,02%. Mansfeld-Südharz also has the highest percentage of births to mothers aged 15-19 (5,72%), followed by Burgenlandkreis (3,9%) and Chemnitz (3,8%). Country-wide, births to mothers aged 15-19 represent 2,01% of the total number of births (Annex 16, Table 4).

3.4.8.3. *Gender discrimination*

Almost half of the women in Saxony and Saxony-Anhalt (46,75%) agree that gender has some influence on the decision to recruit, and more than a quarter consider that it influences recruitment "quite a lot" (22,06%) or "a great deal" (5,18%). More than a third of men also agree that gender has some influence on the decision to recruit, and another third consider that it influences recruitment "quite a lot" (30,94%) or "a great deal" (4,35%) (Annex 17, Table 4).

In addition, 71,05% of the women in Saxony and Saxony-Anhalt consider that their net pay is unfairly low, as opposed to 65,13% of men. This discontent is higher than in Germany on the whole, where only 57% of women and 54% of men think of their pay to be unfairly low (Annex 18, Table 4).

3.5. JIU VALLEY, ROMANIA

3.5.1. Population movements

Following the mine closures, the population in Jiu Valley has been falling constantly, first due to the reversed migration of miners who had lost their jobs towards their areas of origin and then due to massive emigration (European Commission, 2020a). The surrounding Hunedoara County is undergoing a similar trend; the yearly population change rate has recorded negative values that are triple or at best double the national averages for the same year (Annex 1, Table 5). This is primarily due to decreasing but sustained outmigration (Annex 1, Table 6), although the region also has lower birth rates than nation-wide and twice-as-low scores of overall natural change (Eurostat, 2020a). Over the past few years, women emigrated permanently in higher numbers than men, but more men emigrated temporarily (Annex 1, Table 7). In 2020, perhaps due to the pandemic, there was a significant drop in the number of women who emigrated temporarily, but not in the number of men.

One phenomenon that has become the mark of economically depressed areas in Romania are the children left behind by parents who quit the country to look for work abroad. If for the school year 2016-2017, schools in Hunedoara County reported 4387 pupils that had at least one parent working abroad, the following years the number tapered down, reaching 1123 over the course of the last school year (2020-2021). This number represents 2,51% of the total number of pupils registered in the county's schools. However, the highest percentages are concentrated in the cities of the CCT area: Uricani (5,42%); Lupeni (4,88%); Petrosani (4,17%); Vulcan (3,49%), Petrila (3,02%) (Centrul Judetean de resurse si asistenta educationala Hunedoara, 2021).

Among the children with parents working abroad, 57% had their fathers out of the country, 29% their mothers, and in 14% of the cases both parents were gone. Single mothers or mothers who are the main family provider are most likely to leave their children in the country to go to work abroad: they represent 73,3% of the single parents who leave their child behind (idem).

3.5.2. Economic structure

3.5.2.1. *Economic activities by labour force*

Of the 110.294 people employed in Hunedoara County in 2020, women represented 50%. Trade was the largest employer in the region for women (26,24%), followed by manufacturing (24,82%), and by health and social services (13,71%). For men, manufacturing, which employed almost a quarter of them (24,57%) was seconded by construction (15,86%)

and trade (15,08%). Manufacturing was the largest employer in the county: both women and men worked there in significant and almost equal shares (Annex 2, Table 5).

West Romania, the NUTS 2 region that includes Hunedoara County, also includes the counties of Caras Severin, Timis, and Arad. While Hunedoara and Caras Severin are both lagging, the latter two represent some of the most dynamic economies of Romania, attracting a great number of foreign investments and combining a vibrant agricultural/ industrial profile (Arad) with a booming high-tech sector (Timis). The greater West Romania region might also present employment opportunities for the population from the CCT area of Jiu Valley. However, there has been no clear strategy on how these surrounding regional employment opportunities could benefit or interact with the labour forces in Jiu Valley after the mine closures. The failure of professional job retraining programs in the CCT is attributed in the literature either to the unrealistic expectations of the miners, or to political disinterest in longer-term efforts to revitalize the region (LaBelle et al., 2021; Bucata, 2020). Neither grey nor scientific studies mention plans to support the employment of Jiu Valley women in the region.

Long-term unemployment, unemployment among older workers, economic inactivity and emigration have also discouraged entrepreneurship in the Jiu Valley (Burlacu et al., 2019; EC, 2020). However, currently there is some economic restructuring and diversification towards manufacturing and the service sector, which did not require a large amount of investment and financial turnover or special technical skills (EC, 2020). At the same time, as the valley has high natural and industrial touristic potential, many people invested their salaries in the construction of housing and accommodations (Burlacu et al., 2019), and an active cultural connection has developed between the CCT and the cultural centre of the West Romania region, Timisoara (LaBelle et al., 2021; Planeta Petrila, 2021).

3.5.2.2. *Employment disparities*

Eurostat data shows that the gender employment gap in West Romania stood at 21,2 percentage points in 2019 and at 21,7 percentage points in 2020. While men had an employment rate of 75,7% in 2019 and 2020, the figure for women was just 54,5% in 2019 and fell to 54% in 2020. In comparison, the country-wide employment gap between men and women was 19,3% in 2020 (Eurostat, 2021c). More employed men (1,53%) than women (1,23%) worked part-time in West Romania as of 2020, despite the fact that part-time incidence increased among women from 2019 to 2020, perhaps as an outcome of the COVID-19 crisis (Annex 3, Table 5). In contrast, at country level, the incidence of part-time work is higher among women (5,73%) than among men (5,52%) and has had a negative trend for both genders between 2018 and 2020.

While higher levels of education lead to higher rates of employment for both men and women in West Romania, they have a much greater impact on the employment rate of women.

In addition, men are employed at a much higher rate than women with the same level of education (Annex 4, Table 5). This gap narrows as their level of education goes up: it is 45,2 percentage points for individuals with less than secondary education, 20,9 percentage points for those with secondary studies, and 5,9 for university graduates. Country-wide, these gaps are smaller, especially among the least educated.

3.5.3. Productive and reproductive roles

Several studies acknowledge Jiu Valley, as well as Hunedoara County more broadly, as regions with a division of work marked by deeply patriarchal norms specific to the mining culture (e.g.: Neaga, 2011; Bucata, 2020, LaBelle et al., 2021). The gender employment gap described above and the employers' preference of men over women with the same level of education illustrate some effects of these norms on the productive roles of women. Neaga (2011, p.68) notes that the empowerment associated with paid work among women in Hunedoara is "(re)interpreted according to the patriarchal norms (which, in turn, are deeply internalized by the subjects). [...] These women are simultaneously doing the housework and caring labours due to the gender roles, therefore their double labour day being assumed as a manifestation of their independence". The prevalence of a double burden among working women is also backed up by the lower part-time employment rates of women comparative to men in the West Romania region (Annex 3, Table 5). Eurostat data on the time dedicated to the main job also shows women and men in the region spending the same time in productive work up until 2020, when a slight difference of 0,3 hours is noticed. This difference is more pronounced (0,8 hours) and consistent across years at country level (Annex 5, Table 5).

In addition, the inequitable distribution of domestic work among men and women represents a country-wide issue, highlighted unanimously by gender reports - e.g., World Bank's (2018) Romania Gender Assessment, Grünberg's (2019) Gender Barometer³. EIGE's (2020) Gender Equality Index report also notes that the gender gap in unpaid care work is growing in Romania: women spent more time caring for children, grandchildren, older people or people with disabilities in 2018 than they did in 2010 (46% of their time, from 40% in 2010). Over the same interval, men spent less time on the same tasks (25% in 2018 versus 26% in 2010), which led to the widest gender gap in the EU.

³ Over 80% of the respondents participating in the Gender Barometer (Grünberg 2019) consider that cooking, cleaning, laundry etc are exclusively female occupations, and repair works around the house are done primarily by men. Less than 10% of respondents declare that housework is undertaken by both partners.

3.5.4. Education

The percentage of tertiary education graduates is lower in West Romania than country-wide, with 16,60% of women in possession of a graduate degree as opposed to 19,46% at country level, and 16% of men as opposed to 17,44% country-wide. However, the gap between women's and men's achievement is smaller in West Romania, at 0,6 percentage versus 2,02 percentage points at country-level (Annex 6, Table 5).

The percentage of young women neither in employment nor in education and training in West Romania is almost double (23,60%) than the one of young men (12,00%). These figures are not far from the nation-wide averages (22,45% of young women versus 12,24% of young men). Such numbers should be examined in conjunction with the propensity for human trafficking in and out of Romania, especially of vulnerable, left-behind young girls. Romanian minor victims — with girls being over-represented in this category — make up to 40 % of the victims of sexual exploitation in Europe. In recent years, the tendency for an increase in the number of underage victims has been reported (Juhász & Pap, 2018).

3.5.5. Access and control of resources

3.5.5.1. Money

Romania's GPG ranks the second lowest in Europe, at only 3,3% (Eurostat, 2021d). The mean monthly earnings are PPS 1.732 for women and PPS 1.782 for men (Eurostat EU-SES, 2020). In Hunedoara, the greatest pay gaps are in the sectors that also employ the most women: industry and health and social services. Industry employs about 29% of women, and they make about 82,7% of men's net monthly pay. The health and social work sector employs about 14% of women, who are paid 83,7% of men's net monthly pay (INSSE, 2022).

3.5.5.2. Access to management positions

In Romania, 35% of the management positions were occupied by women in 2020, a higher rate than in the previous year when they only had 33,6% of management positions (INSSE Hunedoara, 2021)

3.5.5.3. Internet use

Romania ranks last among EU Member States in the 2021 edition of the Digital Economy and Society Index (DESI) (European Commission, 2020b). It also ranks last on the "women in digital" (WID) score, which calculated as the weighted average of the three sub-dimensions: use of internet (33.3%); internet users skills (33.3%); specialist skills and employment (33.3%) for women specifically (European Commission, 2020c). Although the country has a high number of ICT graduates (ranked 4th), the shortage in ICT specialists limits the country's

capacity to innovate and to reap the benefits of the digital transformation. In contrast, on female ICT specialists, Romania ranks the 3rd.

3.5.6. Health

Alcohol consumption has been noted as a “a certain tradition [...] formed over time in the mining milieu” (Antoni, 2017, p. 181). The local press issues frequent warnings on the health associated with alcohol consumption, acknowledging that “alcoholics in Hunedoara remain hidden in statistics” (Beraru, 2016, May 16). “While the number of patients who have ended up being admitted to hospitals in Hunedoara with mental disorders caused by alcohol consumption has fluctuated between 500 and 700 over the past decade, the doctors think that the figures mentioned represent, “with indulgence”, less than 10 percent of the estimated number of those probably suffering from alcoholism” (ibid.). Alcohol sales statistics are also hardly relevant as they do not take into consideration home-produced beverages, which are commonplace in Romania. Eurostat data shows that among men in West Romania, there are more than eleven times more cases of hospitalisation for mental and behavioural disorders due to use of alcohol (between 66,4 and 85,5 cases per hundred thousand inhabitants in 2018-2020) than among women in the region (between 3,2 and 7,1 cases). Nevertheless, these are less numerous than the cases among men country-wide (between 101 and 108,5 per hundred thousand men over the same period of time). The same patterns define the cases of hospitalisation for disorders caused by psychoactive substance use: men are far more affected than women, but the rates of hospitalisation are below the national ones for both genders (Annex 11, Table 5).

3.5.7. Civic and political participation

3.5.7.1. *Electoral participation*

No data was found on the voting behaviour of women and men in West Romania. However, a study on the participation of women as candidates in the local elections of 2020 indicates that Hunedoara was the county with the fourth highest percentage of female candidates countrywide (26,1%, a similar participation rate as in the 2016 elections) (Parvu & Ionita, 2020). The average participation rate across all counties was 22,9%. The highest participation of women in Hunedoara was for a county (regional) councillor position (28,4%) (idem).

3.5.7.2. *Political representation*

Eventually, according to EIGE data, women were elected in 26,66% of the county assembly seats, and in 23% of the municipal council seats in 2020 in Hunedoara (Annex 14, Table 5). These percentages are substantially higher than the country-wide representation of

women: only 19,73% in regional assemblies and 12,8% in municipal councils. In contrast, there are no women elected as executives in Hunedoara. However, extant studies attribute limited relevance to local and regional authorities in determining the fate of the Jiu Valley, suggesting that decisions are primarily traced at national level (LaBelle & Bucata, 2020). The Romanian Parliament features a very low representation of women (20%), and among national ministries their percentage is even lower (16,67%) (EIGE, 2021).

3.5.7.3. *Union membership*

Historically, local trade unions have played a major role in the socio- economic development of the Jiu Valley. However, in recent years, it was NGOs that played a notable role in shaping dialogue and perspectives about the development of the area (LaBelle & Bucata, 2020). No data was found on gender disaggregated membership in unions or NGOs involved in Jiu Valley.

3.5.8. Women and girl rights

3.5.8.1. *Children left behind*

Girls are more likely to be left behind by parents going to work in a different country. They represented 50,4% of the number of 1123 children with one or two parents working abroad in the school year 2020-2021 in Hunedoara County. If 71% of these children have only one parent abroad, and 2% of them have returned in the country after staying with their parents abroad for more than a year, 27% of them (a total of 310) had no parental support in the country, meaning that both parents, or the only remaining parent, were away. Only half of the latter have a delegated parental authority. This absence is reported to lead to increased truancy, diminished performance, and risk behaviours (Centrul Judetean de resurse si asistenta educationala Hunedoara, 2021).

3.5.8.2. *Domestic violence*

In 2018 in Hunedoara County, there were 11 registered adult female victims of domestic violence and 0 adult male victims. Among minors, female victims represented 53% of the 174 registered cases. Overall, registered female victims of domestic abuse in Hunedoara make up 55,68% of the registered victims of domestic violence (below the national average of almost 60%) and 30% of the abusers (also below the national average of 40,71%). Males made up over two thirds of the domestic abusers in Hunedoara (including adults and minors) (ANES, 2018).

Similarly, at the national level, women are disproportionately overrepresented among victims, while men (both minors and adults) among aggressors. Out of the 13.182 victims of domestic violence, 10.861 (82%) were under 18 years old, of which the majority of 5.736

(52,81%) were girls and 5.125 (47,19%) were boys. Adults totalled 2.321 (17,61%) of the victims, of which 2.149 (92,59%) were women and 172 (7,41%) were men. Regarding aggressors, out of the total 8.376, only 138 (1,65%) were under 18 years old. In this category, the majority - 77 (55,8%) were boys, and 61 (44,2%) were girls. The rest 8.238 (98,35%) were adult aggressors, of which 4.889 (59,35%) men and 3.349 (40,65%) women (ANES, 2018).

3.5.8.3. *Prevalence of underage mothers*

Romania has one of the most concerning rates of underage mothers (0,38% of live births to girls between 10 and 14 years-old in 2019), and Hunedoara County surpasses it (0,46%, same year). In addition, almost 9% of births are to teenagers aged 15 to 20, at both county and national level (Annex 16, Table 5). Among the causes, gender reports cite a lack of sex education and reproductive health education in schools; attempts to restrict the right to abortion and attempts to prohibit education on reproductive rights in schools (World Bank, 2018; Grünberg, 2019). The median age of mothers at birth in Hunedoara is around 28 years old and going up, keeping close to the national median.

3.5.8.4. *Multiple discrimination and intersectionality*

The Gender Barometer (Grünberg, 2019) along with recent comparative studies on gender (Juhász & Pap, 2018) highlighted the blatant discrimination against Roma women in Romania in general and in depressed areas impacted by economic crisis, such as Jiu Valley, in particular. The low enrolment, high dropout and poor school performance of Roma and economically disadvantaged communities enhance the risk of exclusion and poverty among women. Roma women are most vulnerable to being illiterate, to teenage pregnancy, and they have limited access to employment and health services. The low rates of birth registration of Roma babies and children prevent them from benefiting from basic services. While there is mention of commitments to address Roma discrimination, no indicators for monitoring progress have been put in place (Juhász & Pap 2018, p. 69).

3.6. UPPER NITRA, SLOVAKIA

3.6.1. Population movements

In Slovakia, women have represented a majority of out-migrants in the recent years (61,2% in 2018 and 2019, followed by a 2 percentage points decrease in 2020). In comparison, the CCT has had lower shares of female outmigration. In the District of Prievidza, women made up around 54% of the outmigrants in 2018-2020 – close to the surrounding region of Trenčín,

which coincides to the labour market area of the case study. In the District of Partizánske, the percentage oscillated between 56% in 2019 and 57,57% in 2020 (Annex 1, Table 8).

In terms of short-term migration for work abroad, women represented only a fifth of the people from Trenčín who worked abroad in 2020, down from slightly more than a third (35,71%) in 2018 (Annex 1, Table 9).

3.6.2. Economic structure

3.6.2.1. *Regional economic activities*

About a third of the women in the Trenčín region (34,13%) work in manufacturing, followed by trade (14,40%) and by education (13,74%). This pattern is reproduced in the CCT district of Prievidza, just with a smaller share of women in manufacturing (28,84%), a difference that is most visibly redistributed in the sectors of public administration, on one hand, and health and social work, on the other – each cumulating around 12% of the female employment, similar to the education sector. In the District of Partizánske, the share of women in manufacturing is the highest and also higher than region-wide (39,01%). The runner-up is represented by the public administration sector, with 17,97% of the female employment, followed by trade, with 13,15%.

Manufacturing is also the main male employment source in the Trenčín region (employing 47% of men), as well as at the scale of the CCT districts (employing 48,61% in Partizánske and 38,44% in Prievidza). The second place is taken by trade at regional level (10,04%), but also in the district of Partizánske (13,81%). In contrast, in Prievidza, the second largest male employer is the mining sector. The third place in terms of male employment varies: if at regional level it is occupied by transportation and storage with 7,19%, in Prievidza it is trade (9,99%) and in Partizánske agriculture (10,33%).

3.6.2.2. *Employment disparities*

In 2019, the employment rate for women was 66% in the Region of Trenčín; for men, it was 75,1%, or 9,1 percentage points higher. At national level, women's employment rate was 62,5% and men's was 74,5%, or 12 percentage points higher. In 2020, the rates did not change much at national level (62,2% for women and 73,8% for men, reducing the gap to 11,6 percentage points) but in Trenčín the men's employment rate grew to 78,3 percent, and women's dropped slightly, bringing the gender gap to 15,1 percentage points.

Data on part-time work incidence is not available for Trenčín, but at the larger scale of the surrounding NUTS 2 region, West Slovakia, the percentages of part-time employment among women in 2018-2020 (between 6,3% and 6,8%) mirrored closely the ones among women country-wide (between 6,4% and 6,9%). At both scales, this indicator registered a slight increase from 2019 to 2020 among women (from 6,3% to 6,8% in West Slovakia; and

from 6,4% to 6,7% at national level). The incidence of part-time employment among men is much lower – between 2,6% and 3,1% in 2018-2020 at national level, and only 1,8%-2% in West Slovakia over the same period of time. In 2020, it grew to 2% from 1,8% the previous year among men in West Slovakia, but decreased from 2,9% to 2,6% at country level. Since the part-time employment rate is smaller among the men in West Slovakia than at national level, the gap between genders is also wider in the region than in Slovakia on the whole (Annex 3, Table 6).

In West Slovakia, women are also employed at a lower rate than men with the same level of education. The greatest gender employment gap by level of education is among men and women with tertiary education (15,5 percentage points), followed by those with less than secondary education (13,7 percentage points), and lastly by the men and women with completed secondary education (12 percentage points). Overall, the tertiary educated have the highest employment rates - 71,5% among women and 85,8% among men. Due to the economic profile of the region, the secondary educated follow closely with 70,3% employed among women and 82,3% among men. The employment rates among people who did not complete secondary education are significantly lower (40% for women and 53,7% for men).

3.6.3. Productive and reproductive roles

In 2020, Slovakia ranked 26th out of 28 among EU Countries (UK included) in terms of equal time allocation to productive and reproductive roles among men and women (EIGE, 2020). This is one of the areas in which the country performs the worst in terms of gender equality, along with the distribution of power. Women are more likely than men to spend at least 1 hour every day caring for children, grandchildren, older people or people with disabilities (idem). In addition, they spend about 2 hours less than men in productive work. This gap is maintained in West Slovakia, where the CCT is located (Annex 5, Table 6).

3.6.4. Education

The share of women who get a tertiary education in Slovakia (33,19%) is higher than the share of men (22,58%). This pattern is reproduced in the region of Trenčín, but the shares are smaller across both sexes: only 28,84% of women and 18,73% of men have university degrees in the region (Annex 6, Table 6).

In Trenčín the rates of women (16%) and men (6,5%) neither in employment nor in education are also lower than country-wide (17,45% among women and 9,13% among men). Women are more affected than men by a large margin, and this gap is superior in Trenčín (9,5 percentage points) to the country average (8,32 percentage points) (Annex 7, Table 6).

3.6.5. Access and control of resources

3.6.5.1. Money

In 2019, with a GPG of 18,4%, Slovakia ranked 6th among European countries; but by 2020 it managed to bring down the gap to 15,8%, still ranking 9th. The mean monthly earnings reported by the 2018 Structure of Earnings Survey for Slovak men were PPS 1.628 and for women PPS 1.285 (Eurostat – EU SES, 2020).

3.6.5.2. Access to management positions

In 2019, women occupied only 38,75% of the manager positions in the District of Prievidza, but represented almost half of the managers (49,20%) in Partizánske. In both districts, the share of women managers is higher than the share in the Trenčín region (36,21%) and country-wide (37,61%).

3.6.5.3. Internet use

Slovakia ranks below the EU average on the Women in Digital (WiD) Index, with a lower number of female STEM graduates (9 per thousand) than men (16,6 per thousand), a lower number of ICT female specialists (1,5% of total employment) compared to men (6,5%), and a 28% GPG in the sector of information and communication. The WiD index, using data from the Eurostat Community survey on ICT usage in Households and by Individuals, finds that an equal share of Slovak women and men use the internet (86%), and have at least basic digital (62%) and software (64%) skills (European Commission, 2021). Nevertheless, according to the European Social Survey, 25,36% of women as opposed to only 17,95% of men in Slovakia declare to have never used the internet. In the Region of Trenčín, this gap appears to be much bigger, with 34,26 % of women as opposed to only 9,78% of men declaring to have never used the internet (Annex 10, Table 5).

3.6.6. Health

In 2018, Slovakia ranked below the EU27 average in terms of alcohol consumption, at 10,1 litres of pure alcohol per person. It also recorded 2.478 treated male drug users and 560 treated female drug users (Statistics Slovakia, 2021). However, no data was identified on alcohol and drug consumption at sub-national level.

3.6.7. Civic and political participation

3.6.7.1. Electoral participation and political orientation

In 2018 in the Trenčín region, more women (55,88%) than men (52,57%) declared having voted in the last election for ESS. In contrast, at national level, men appear to be a

more active electorate, with 65,32% who had voted as opposed to 62,45% of women (Annex 12, Table 5).

The greatest shares of men (46,04%) and women (38,57%) in the Trenčín region position themselves primarily on the ideological left. They are followed by those who identify as centrists, 33,3% of men, and 30,15% of women. The shares of men positioning on the left and centre are greater than the shares of women in Trenčín. In contrast, Slovak men (35,05%) nation-wide declare to be equally split between the centrist ideology (35,75%) and the right (35,05%), while women are slightly more polarized, with the largest shares adhering to the right (38,28%) and the left (31,77%) (Annex 13, Table 5).

3.6.7.2. Political representation

Women make up only 21,95% of Slovak ministries and 22,67% of parliament members. At regional level, Western Slovakia fares worse than the average in terms of women's political representation. Its share of female members in regional assemblies (14,48%) is below the country average (16,18%), while the share of members of regional executives is the same (21,95%). In municipal councils, women are slightly more represented in Western Slovakia (27,56%) than country-wide (26,9%) (Annex 14, Table 6).

3.6.7.3. Union membership

A greater share of men (7,5%) than women (2,84%) in the Trenčín region were involved in unions in 2018. Women seem to have been more active in the past: 16,81% of them claimed to have been part of a union previously, as opposed to 5,08% of men. Country-wide, the share of women in unions appears to have always been superior to that of men, in 2018 (3,92% of women compared to 2,75% of men), as well as in the past (25,53% of women compared to 22,74% of men) (Annex 15, Table 5).

3.6.8. Women and girl rights⁴

3.6.8.1. Prevalence of underage mothers

The median age of mothers at birth in the Trenčín region (30,6 years) is a bit over a half a year more than country-wide (30 years). The region has smaller teenage pregnancy rates than the whole country. This is the case for both mothers aged 10-14 (0,04% of the total number of births in Trenčín, compared to 0,07% country-wide) and for mothers aged 15-19 (1,67% of the total numbers of births in Trenčín, compared to 6,05% country-wide) (Annex 16, Table 6).

⁴ A discussion of domestic violence is omitted from this chapter in lack of reliable data at regional level.

3.6.8.2. Gender discrimination

According to the 2018 ESS, only 2,34% of men and 11,7% of women in the Region of Trenčín considered that gender didn't have much influence on the decision to recruit for a job. The greatest share of both men (42,83%) and women (40,48%) thought that gender weighs on recruitment "quite a lot". More than a quarter of men (28,97%) and 37,53% of women considered that it had "some influence". Yet another quarter (25,86%) of men and 10,29% of women believed that it influences recruitment "a great deal" (Annex 17, Table 5).

In addition, a staggering 81,27% of the women from Trenčín who participated in the ESS judged their net pay, pensions and social benefits as unfairly low, along with half of the men (49,58%). Only 15,8% of the women found their salary to be fair, compared to 49% of the men. However, twice as many women (2,93%) than men (1,42%) declared that, on the contrary, their salary was unfairly high (Annex 18, Table 5).

3.7. SULCIS IGLESIENTE, ITALY⁵

3.7.1. Population movements

In 2020, the province of South Sardinia registered 3371 females and 3262 males who migrated. While more than a third changed municipality but stayed in the province, slightly less than a third changed province and about a fifth left the island. Finally, 12,31% of the migrating women and 12,14% of the men quit Italy altogether. These numbers differ from regional and national trends by reflecting a higher propensity of women to leave, especially abroad, and a higher propensity across both genders to quit the province and the region (Annex 1, Table 10).

Nevertheless, the provincial statistics may not capture in full detail the population dynamics unfolding in Sulcis Iglesiente. According to a report of Banca di Sardegna, in the last decades, Sulcis Iglesiente has undergone depopulation at rates twice the regional average and four times the provincial average (Saba, n.d.). This trend was particularly strong in some of the most important centres, such as Carbonia and Carloforte, with a more contained decrease in Iglesias. Moreover, the rapid outmigration of young people in search of jobs opportunities has led to an aging population and to negative natural population balance (CRENOS, 2021). Thus, in strong contrast with the province of Cagliari, Sulcis Iglesiente is

⁵ Please note that, depending on the source, the data pertaining to the site is stored either under the NUTS 3 region / Province South Sardinia, which was established in 2016, or under the Province of Carbonia-Iglesias. In some texts, references are made directly to Sulcis Iglesiente.

described as a territory gradually losing its productive dimensions, becoming a land of ex-workers and pensioners, with an economy that relies increasingly on transfers from pensions and less on income from work (Saba, n.d.).

3.7.2. Economic structure

3.7.2.1. *Economic activities*

The labour market area studied for Sulcis Iglesiente includes the provinces of South Sardinia and Cagliari. However, gender-disaggregated data that allows an understanding of the relation with the economic sectors is only available for the latter, and it refers to recruitments by year. These data are showing little overlap between male dominated sectors and female dominated sectors. Thus, in all three years, women were recruited first and foremost in tourism and restaurants, followed by trade, and by operational services. Men, on the other hand, were hired the most in construction, followed, depending on the year, either by transport and logistics or by tourism. Hires were stunted in all sectors in 2020, but in tourism and trade they were the most impacted (Annex 2, Table 7).

3.7.2.2. *Employment disparities*

In the labour market area defined for Sulcis Iglesiente, the metropolitan region of Cagliari and the province of South Sardinia have been defined by divergent trends. While women's employment rate in Cagliari has been growing from 50,25% to 56,62% between 2018 and 2020, in South Sardinia it oscillated within one percentage point of 44%. Also, men's employment rate has been rather constant in the province of Cagliari, while it declined constantly in South Sardinia between 2018 and 2020, from 65,14% to 60,93%. The gender employment gap has been declining in Cagliari (dipping as low as 6,95 percentage points before the pandemic) but not so much in South Sardinia (18,92 percentage points in 2019 and 17,26 in 2020), where it stayed above regional averages but managed to shrink below the national averages of almost 20 percentage points (Annex 3, Table 7).

These figures need to be interpreted also in the light of the fact that, because of the pandemic, in 2020 Sardinia suffered great reductions in the employment rate, but even greater in the activity rate. Specifically, in 2020 the island lost a total of 27 thousand employed people and 43 thousand active people, thus placing it among the regions where the pandemic crisis had worst effects on the labour market (CRENOS, 2021). Contributing to this negative record is the particular employment structure in Sardinia, which in 2019 saw almost one in four workers employed in retail or restaurants. "Those most affected are women, individuals with medium-low educational qualifications and workers with fixed-term contracts" (CRENOS, 2021, p.9).

It should also be noted that more than a third of women's employment in Sardinia is part time, an incidence almost 3,5 times more than among men, and also higher than the national average (Annex 3, Table 8). On the other hand, the gap between men and women with the same level of education is not as high in Sardinia as the national averages. In 2019, it was actually negative (-1,1 percentage points) between men and women with tertiary education, as opposed to 8,7 at national level; 13,5 percentage points for those with secondary education; and 24,9 for less than secondary education (Annex 4, Table 7). Nevertheless, in 2020 the reduction of the employment of women with less than secondary education alone was responsible for almost half of the overall decrease in employment in Sardinia (CRENOS 2021, p.9).

3.7.3. Productive and reproductive roles

Research on gender stereotypes shows that a relatively important share of the population in Sardinia believes that women are more suited for reproductive than for productive roles, and men for productive rather than reproductive roles. According to ISTAT's (2019) research on "Stereotypes on gender roles and the social image of sexual violence", 31,4% of people aged 18-74 in Sardinia believe that it is more important for men than for women to be successful at work. Moreover, 20,8% of Sardinians agree very much, or fairly much, that it is above all men who must provide for the economic needs of the family – with male respondents being more inclined to adhere to this stereotype. Finally, 19,3% of the interviewed people considered that men are less suited to take care of household chores.

3.7.4. Education

Each year between 2018 and 2020, women obtained around 63% of the total number of university degrees awarded to students from the province of South Sardinia (Annex 6, Table 7). This is consistent with national and regional trends, which show that among women aged 25-64 there are more graduates of tertiary education (20,70% in Sardinia and 22,47% at national level) than among men (only 14,10% in Sardinia and 16,39% in Italy) (Eurostat - EU LFS, 2020).

By contrast, more young Sardinian women (28,40%) find themselves neither in employment nor in education than young men (27,10%). This echoes the national trend where 22,58% young women versus 19,05% young men are neither in school nor employed, albeit the gap is narrower in Sardinia (Annex 7, Table 8).

3.7.5. Access and control of resources

3.7.5.1. Money

In 2019 in South Sardinia, women's median gross hourly wage was EUR 10,31, half a euro less than that of men's which was EUR 10,81. This gap is almost identical gap with the regional one between EUR 10,95 for men and EUR10,46, and comes very close to the national level GPG, which is 4,7%. Eurostat data for 2018 shows that men's average monthly earnings were PPS 2.620 and women's were PPS 2.201 (Eurostat - EU SES, 2022).

3.7.5.2. Access to management positions

According to Eurostat data, in 2019 women made up only 28% of managers in Italy, ranking 23rd among the EU countries (Eurostat, March 5, 2021).

3.7.5.3. Digital participation

In 2019-2020, Italy ranked fourth from the bottom in the EU in terms of women's participation in the digital economy and society (EC, 2020). Moreover, the country also ranked last in the EU on the more general Human Capital dimension of the DESI index. Based on 2019 data, only 38% of the women and 45% of the men aged 16-74 years had at least basic digital skills and only 19% of the women and 25% of the men have above basic digital skills. In terms of software skills, 42% of the women and 49% of the men had acquired a basic level. Professionally, female ICT specialists represented only 1,2% of all female employees, while among employed men 5,2% worked as ICT specialists (EC, 2020).

In 2018, 19% of Italian women and 15% of Italian men declared they never used the internet and 72% of women and 76% of men said they used it regularly. In terms of specific uses, only 43% of women and 53% of men used it for internet banking, and only 10% of women and 9% of men to do an online course (European Commission, 2020c).

3.7.6. Health

The number of disorders and diseases associated with alcohol and drug consumption oscillated in 2018-2020 for both men and women in Sardinia, with no clearly defined trend. On the whole, the number of cases decreased in 2020— apart from female inpatients with alcoholic liver disease. Sardinian women were less affected by health problems caused by alcohol than Italian women in general but more prone to health issues associated with the use of psychoactive substances. If among Italian women the inpatient cases of mental and behavioural disorders due to psychoactive substance use stayed between 8,8 and 9 per hundred thousand inhabitants over the reference period, among Sardinian women they were between 9,2 and 11,5.

Sardinian men, on the other hand, suffer heavily from the consequences of alcohol abuse, both in relationship to the women in the region and in relationship with the Italian population in general. Inpatient cases of mental disturbances linked to alcohol dropped from

31,9 in 2018 to 26,6 in 2020 but stayed above the national averages of 21 to 23 cases per hundred thousand inhabitants. Similarly, cases of alcoholic liver disease among men ranged from 46,8 to 57,8 in per hundred thousand inhabitants in Sardinia, while nation-wide the averages stayed between 30,8 and 32,4.

Lastly, with between 14 and 16,8 cases of disturbances caused by psychoactive substance use per hundred thousand inhabitants, Sardinian men surpass the women in the region but remain below the average for Italian men country wide.

3.7.7. Civic and political participation⁶

3.7.7.1. *Political representation*

Policy targets for energy are established at national level, where women made up a third of Italian ministries and a bit over a third (35,58%) of parliament members in 2019 (Italian Ministry of Internal Affairs, 2020). In the regional administration of Sardinia, which provides rules and guidelines to implement the energy transition, women represented only 15% of members in regional assemblies and 30,77% of executives. In the province of South Sardinia, women occupied 34,18% of municipal council seats and 33% of municipal council seats in Sardinia on the whole (Annex 14, Table 7).

3.7.8. Women and girl rights

3.7.8.1. *Domestic violence*

During the lockdown, in the months between March and June 2020, the province of Carbonia-Iglesias registered a 75% increase in calls to the number dedicated to violence against women (CRENOS, 2021). In Sardinia, there were 149 calls per hundred thousand inhabitants in 2019 and 322 in 2020. Since 2016, Sardinia occupies the second place among Italian regions in Italy in terms of femicides: 0.68 per hundred thousand inhabitants (compared to 0.22 of the Italian average) (Verderame, November 2021).

3.7.8.2. *Prevalence of underage mothers*

In Carbonia-Iglesias, the median age at birth is quite advanced and going up: it was 33,6 years in 2017, 34 years in 2018, and 34,6 in 2019. This is higher than the regional median, which has remained under 34 years of age (Eurostat, 2021g). Births to teenager women are infrequent and decreasing in number in Carbonia-Iglesias (from 1,18% of all births in 2017 to 0,55% in 2019). The rates are comparable at the regional and national levels, where they

⁶ Available data on electoral participation, political orientation and union membership was deemed to be at a too large scale to be relevant to the case study, and hence it is not discussed here.

oscillate between 1,20% and 1,32%. Births to mothers under 14 are virtually non-existent (Annex 16, Table 7).

4. OTHER CARBON-INTENSIVE REGIONS

4.1. Brindisi, Italy

4.1.1. Population movements

Outmigration from Brindisi in 2020 was primarily internal, with a majority of women (86,45%) and men (85,84%) leaving the province to establish their residence somewhere else in Italy. In absolute numbers, more men (3.191) left the province than women (2.737). More than a third of the outmigrants (38,83% of men and 37,96% of women) leave for a different region than Apulia. Women tend to choose closer destinations: a larger percentage of women than men choose to remain in the province, changing only the municipality, or to stay in Apulia. Nevertheless, the share of women (13,55%) and men (14,16%) who move abroad is greater among people leaving Brindisi by at least 3 percentage points than the averages for Apulia or Italy more broadly. In addition, if people leaving Brindisi choose to stay in Italy, they do however tend to move further: they abandon their province and their region to a greater extent than the average displaced people in Italy (Annex 1, Table 11).

4.1.2. Economic structure

2.1. Economic activities

In 2018-2020 in the Province of Brindisi, men were recruited primarily in the construction sector, followed by tourism and by engineering and electronic industries (or retail in 2018). As for the women, the sectors that hired them most in 2018-2019 were consistently tourism and restaurants, followed by retail and other services. These were also the sectors most impacted by the pandemic, as the crisis prevented extensions or renewals of contracts of a seasonal or otherwise determined nature. Therefore, in 2020 the numbers of hires declined dramatically, tourism fell on the second place, and the health and social work sector ranked third in terms of women hired (Annex 2, Table 8).

Among the five Apulian provinces, Brindisi ranks third in terms of female entrepreneurship index (23,4%) (Camera di Commercio Brindisi, 2018). As of September 30, 2018, there were 7414 active women-owned businesses registered with the Chamber of Commerce of Brindisi, up by (+0.3%) compared to the same period in 2017. These businesses operate mainly in wholesale and retail trade (31,8% of cases), followed by agriculture, forestry and fishing (26,2%), services (9,7%) and by lodging and catering (9,5%) (idem). Other sectors

that deserve mention are: manufacturing (363 companies), construction (225), rental and business support services (223) and professional activities (141).

Regarding the weight of women entrepreneurship by sector, the greatest incidence of women-owned businesses on the total number of enterprises in each sector indicates that Brindisi women privilege services, in particular: "other service activities", where women businesses make up almost half of the sector (49,7%), health and social assistance (43,4%) and tourism and restaurants (28,3%). Finally, another sector that historically constitutes a very fertile ground for female entrepreneurship is that of education, where the incidence is equal to 33,8% (Camera di Commercio Brindisi, 2018).

2.2. Employment disparities

The employment rate of women is very low in the Province of Brindisi (38,1% in 2020), and lower in the surrounding region Apulia (35,5% in that same year), even as compared to country-wide rates that are already second to last in Europe (52,7%). The COVID-19 pandemic seems to have further reduced the employment of women in Brindisi and at the national level, while the rate did not change for Apulia.

In addition, while the employment gap in the province is superior to the Italian averages and has been growing between 2018 and 2020 (Table 4), it is still well below the Apulia one. In 2020, for example, the employment gap in the province was 24,6%: 4,7 percentage points higher than in Italy, and 4,7 percentage points lower than in Apulia (Annex 3, Table 9).

The incidence of part time work is also more than three times higher among women than among men in the region: in 2020, the incidence was 30,5% for women and 9,6% for men, a gap of 20,9 percentage points (Table 5). The gap is wider at national level: 24 percentage points, with an incidence of part-time work of 32% among women and 8% among men during the same year (Annex 3, Table 10). On the other hand, a report meant to support the gender equality strategy in Apulia mentions that employment in temporary jobs has been affecting predominantly men, and unstable jobs are affecting both genders equally (Regione Puglia, 2021, p.14).

Regional data also shows that men are employed at a higher rate than women with the same level of education. The lower the level of education the wider the gap, highlighting that a lack of competitive education increases women's vulnerability on the job market. In 2019, the difference was 11,5 percentage points between men and women with tertiary education, 29 percentage points for those with secondary education, and 38 percentage points for those with less than secondary school. Moreover, as the pandemic hit, the gender gap widened for the least and the most educated. The most marked gap increase occurred between men and women with tertiary education, where the difference jumped from 11,5 percentage points in 2019 to 14,3 percentage points in 2020 (Annex 4, Table 8).

4.1.3. Productive and reproductive roles

Data provided by ISTAT's framework Sustainable Equitable Wellbeing (BES) and the 2030 Agenda monitoring Studies, along with studies on gender roles carried out at the provincial level in Brindisi (e.g., Commissione Pari Opportunità dell'Amministrazione Provinciale di Brindisi, 2009) and at regional level (e.g., Regione Puglia, 2021), stress a stark gender asymmetry in the distribution of domestic workloads. Domestic work is predominantly a woman's responsibility, with a minor contribution, generally limited to some specific tasks, on the part of the spouse, and a marginal contribution on the part of the other members of the household. As a consequence, women's time is almost entirely absorbed by the "traditional" role of caring for the home and family members (Regione Puglia, 2021; Commissione Pari Opportunità dell'Amministrazione Provinciale di Brindisi, 2009). Of these tasks, the most exhausting and time-consuming appears the care of children, which is complicated by the scarcity of public services (transport, education, assistance to children of pre-school age and to the elderly and disabled, the limited opening hours of counters open to the public) (Regione Puglia, 2021). Women identified birthing a child and marriage as key moments that led to a significant decrease in their wellbeing, by constraining them to give up social and cultural life as well as personal care (Commissione Pari Opportunità dell'Amministrazione Provinciale di Brindisi, 2009). The difficulties of reconciling family and paid work have a heavy impact on both women's work choices and child-bearing decisions, and lead to a decreased level of participation in civic, cultural and political life.

4.1.4. Education

More women get university degrees than men in the Province of Brindisi. Data for 2018-2020 from Italy's Ministry of Education, University and Research indicates that women represented between 58% and 60% of the total number of graduates domiciliated in the province of Brindisi who obtained a tertiary education diploma in Italian Universities (Annex 6, Table 8). This is consistent with the fact that, overall, there is a greater share of women with university diplomas (17,4%) than of men (13%) in Apulia. This is also the case in Italy: 22,47% of women are university-educated as opposed to 16,39% of men (Eurostat – EU LFS, 2020a).

Regional data also indicates that men leave the education and training system earlier than women (Regione Puglia, 2021). However, when it comes to youth neither in employment nor in education, the share of young women (30,4%) surpasses that of young men (29,1%) slightly. Nevertheless, the gap between the two genders is smaller in Apulia than nation-wide, where 22,58% young women versus 19,05% young men are neither in school nor employed (Annex 7, Table 9).

4.1.5. Access and control of resources

4.1.5.1. Money

In Brindisi in 2019, the median gross hourly wage per hour was EUR 10,89 for men and EUR 10,19 for women, which indicates a GPG of 6,42% (ISTAT, 2020). The overall GPG in Italy the same year was 4,7%, while in female-dominated sectors such as retail it reached 15,4% and in tourism it was 8,5% (Eurostat, 2021d). Eurostat data for 2018 shows that Italian men's average monthly earnings in 2018 were PPS 2.620 and women's were PPS 2.201 (Eurostat- EU SES, 2020).

4.1.5.2. Access to management positions

According to Eurostat data, women account for only 28% of managers in Italy, which ranks the 23rd among the EU countries on this indicator (Eurostat, March 5, 2021).

4.1.5.3. Digital participation

In 2019-2020, Italy ranked fourth from the bottom in the EU in terms of women's participation in the digital economy and society (EC, 2020). Moreover, the country ranked last in the EU on the more general Human Capital dimension of the DESI index. Based on 2019 data, only 38% of the women and 45% of the men aged 16-74 years had at least basic digital skills and only 19% of the women and 25% of the men have above basic digital skills. In terms of software skills, 42% of the women and 49% of the men had acquired a basic level. Professionally, female ICT specialists represented only 1,2% of all female employees, while men make up 5,2% (EC, 2020).

In 2018, 19% of Italian women and 15% of Italian men declared to never use the internet and 72% of women and 76% of men to use it regularly. In terms of specific uses, only 43% of women and 53% of men use it for internet banking, and only 10% of women and 9% of men to do an online course (idem).

4.1.6. Health

The number of disorders and diseases associated with alcohol and drug consumption were relatively stable in 2018-2020 for both men and women in Apulia and in Italy more broadly, and their incidence was lower than at national level. Apulian women, in particular, seem to be less affected by health problems caused by substance abuse. Apulian men suffered from the consequences of alcohol abuse 5 to 6 times more than the women in the region. In 2020, hospitalisations for mental and behavioural disorders due to use of alcohol (inpatients) counted 2,3 female cases and 11,8 male cases per hundred thousand inhabitants,

dropping slightly in relation to the previous year (3,9 female cases and 13,3 male cases per hundred thousand inhabitants). An even more frequent inpatient diagnostic related to alcohol is alcoholic liver disease, with 5,5, female and 30,1 male cases in 2020.

The numbers were similar for men country wide as far as alcoholic liver incidence (30,8 cases per hundred thousand inhabitants) but twice as high the regional scores (21,1) when it came to mental and behavioural disturbances linked to alcohol. Women country-wide are more affected by alcohol than women in Apulia: 7 cases of alcoholic liver disease and 8 of mental disorders per hundred thousand inhabitants in 2020.

Apulian men also ended up in hospital three times more than women for mental and behavioural disorders linked to psychoactive substances, with 9 male cases against 2,7 female cases per hundred thousand inhabitants. At national level, the rates were much higher: 17,1 male and 8,8 female cases per hundred thousand inhabitants (Annex 11, Table 10).

4.1.7. Civic and political participation⁷

4.1.7.1. *Political representation*

Policy targets for energy are established at national level, where women made up a third of Italian ministries and a bit over a third (35,58%) of parliament members in 2019 (Italian Ministry of Internal Affairs, 2022). In the regional administration of Apulia, which provides rules and guidelines to implement the energy transition, women represented only 13,73% of members in regional assemblies and 20% of executives. In the province of Brindisi, women occupied 34,7% of municipal council seats and 33% of municipal council seats in Apulia on the whole (Annex 14, Table 8).

4.1.8. 8. Women and girl rights

4.1.8.1. *Domestic violence*

Data from ISTAT reveals that the number of women who signalled being abused at the dedicated number doubled in Apulia in 2020, reaching 40,53 cases per hundred thousand women - as opposed to 22,8 cases in 2019 and 28,8 in 2019 and 2018 respectively. The regional statistics are closely mirrored by country-wide numbers - 40,53 cases per hundred thousand women in 2020, from 27,5 in 2019 and 30,39 in 2018.

4.1.8.2. *Prevalence of underage mothers*

⁷ Available data on electoral participation, political orientation and union membership was deemed to be at a too large scale to be relevant to the case study, and hence it is not discussed here.

Following the country trend, women in the Province of Brindisi choose to have children primarily in their thirties. In 2020, similar to the previous years, the median age of mothers at childbirth in Brindisi (32,3) was slightly lower than the regional median (32,5), and than the country-wide median (32,7) (Eurostat, 2021g). Births to women between the ages 15-20 are infrequent and decreasing in number in Brindisi (from 2,19% of all births in 2017 to 1,56% in 2019). The numbers are relatively similar at the regional and national levels, where they oscillate between 1,20% and 1,9%. Two births to women aged 10-14 were registered in 2018 in Apulia, amounting to 0.01% of the total number of births (Annex 16, Table 16).

4.1.8.3. Gender discrimination

Cultural stereotypes are quite entrenched in Apulia regarding women and their ability to perform in the job market, which is likely to bias the recruiting processes. According to ISTAT's (2019) research on "Stereotypes on gender roles and the social image of sexual violence", 37.5% of people aged 18-74 in Apulia agree very much, or fairly much, that it is above all men who must provide for the economic needs of the family. The opinion that for men, more than for women, it is very important to be successful at work is the second highly embraced stereotype (36%) followed by the belief that men are less suited to take care of household chores (33.5%).

4.2. KRAKÓW MA, POLAND

4.2.1. Population movements

Among the respondents participated in the European Social Survey Round 9, almost 20% of the men in Lesser Poland, the region surrounding the Krakow Metropolitan Area, declared having worked in another country over the previous years, as opposed to the national average of 13,04%. The share of women in Lesser Poland who temporarily worked abroad was about half of that of the men, yet 3 percentage points higher than the country average (Annex 1, Table 12).

4.2.2. Economic structure

4.2.2.1. Regional economic activities

In Lesser Poland, women are predominantly employed in education, health and public administration (31,11%); trade and retail (23,10%), as well as industry (13,44%). In contrast, the highest share of men (27,19%) work in industry, followed by 21,29% working in trade and transportation, and 16,52% working in construction (Annex 2, Table 9).

4.2.2.2. *Employment disparities*

During recent years, the gender employment gap in Lesser Poland has widened from 14,2% in 2018, to 16,4% in 2019, and 17% in 2020. In addition, part-time employment incidence is higher among women (5,3% in 2020) than among men (2,9%, same year). Nevertheless, the gap between the shares of men and women working part time are almost double country wide than in Lesser Poland (Annex 3, Table 11).

Men are also employed at a higher rate than women with the same level of education. For example, in 2020, the gap between the share of men and the share of women with tertiary education who had a job was 7,9 percentage points, as 89,8% of men with tertiary education had a job, as opposed to only 81,9% of women with the same credentials. For those with secondary education, the gap was 24,4 percentage points; reflecting a 81% employment rate among men and 56,6% among women; and for individuals with less than secondary education it reached 27,6 percentage points, as 63,5% of men were employed as opposed to only 35,9% of women. The gap between the employment rates of men and women shrinks with the levels of education, highlighting that low education levels increase women's vulnerability on the job market (Annex 4, Table 9).

4.2.3. Productive and reproductive roles

The employment gap between men and women and the under-employment of women indicate that men spend progressively more time in productive activities than women. For those who work fulltime, this is also reflected in the number of hours that women and men put into their main job: in Lesser Poland in 2018-2020, women worked between 38,6 and 38,9 hours weekly, and men between 40,8 and 41,5. Country-wide, men declare to put even more hours into their job – between 41,7 and 42,1. Consequently, in Lesser Poland, the gap between the two groups is smaller than in the whole country, and it appears to be shrinking from year to year. This shrinkage is more an outcome of men working less hours in their main job than of women working more (Annex 5, Table 7).

4.2.4. Education

Tertiary education incidence is 11,5 percentage points higher among women (39,40%) than among men (27,90%) in Lesser Poland – creating a gender gap higher than at country level (Annex 6, Table 9). The percentages of women (13,80%) and men (6,20) neither in employment nor in education in Lesser Poland are lower than those registered at country level, and the gap between women and men is smaller (7,6 versus 9,33 percentage points).

Nevertheless, the share of women aged 15-29 is more than twice the share of men who do not study and are not employed either (Annex 7, Table 10).

4.2.5. Access and control of resources

4.2.5.1. Money

According to a 2020 National Salary Survey, in Lesser Poland the median gross wages of men were PLN 5.960 (approximately EUR 1244,8) and of women PLN 4.712 (approximately EUR 984.1). The highest wages were received by people working in the capital of the voivodeship - Kraków. The employer's industry also had a large impact on the amount of earnings. The lowest-paid industries were female-dominated industries such as education, health care, culture and art, and public services. The highest-paid industries in Lesser Poland were information technology, banking, telecommunications and business services (Sedlak & Sedlak, 2021).

The overall GPG in Poland in 2019 was 8,5% (Eurostat, 2021d). Women's mean monthly earnings were PPS 1.677 PPS and men's PPS 2.018 PPS (Eurostat – EU SES, 2020). The GPG is higher in the female-preferred sectors, such as wholesale and retail trade (24,4%), public administration (15,1%), or health (12,7%) (Eurostat, 2021d). The National Salary Survey conducted in 2020 also showed that at any level of education, men earn more than women in Poland. In addition, the gender pay gap increases with the level of education (Sedlak & Sedlak, 2020).

4.2.5.2. Access to management positions

In 2018 in Lesser Poland, only 10,67% of women declared being responsible for supervising other employees, as opposed to 27,63% of men. This reflects a much higher gender gap (by 5 percentage points) than country-wide, where 23,83% of men and 12,24% women supervised employees in 2018 (Annex 8, Table 6). A similar gap is visible between women (16,16%) and men (29,35%) asserting "total control" over policy decisions in their organisation in Lesser Poland. Moreover, more women are estimating that they have no influence in the organization's policies (39,34%) than men (31,01%) (Annex 9, Table 5).

4.2.5.3. Digital participation

In Lesser Poland as well as country-wide, there are more men than women who use the internet. In the region, for example, 24,52% of women compared to 21,38% of men don't use internet at all. But there are more women (64,97%) than men (54,18%) who use internet every day in Lesser Poland. In contrast, country-wide it is men who use internet more frequently (Annex 10, Table 6).

4.2.6. Health

In 2019, 7401 people were detained in Lesser Poland in sobering-up rooms⁸ because of alcohol intoxication, of which 6,550 were men and 858 were women. In addition, another 4590 persons, “mostly men”, were detained in sobering-up rooms in other facilities created by local governments (Urząd Marszałkowski Województwa Małopolskiego, 2020, p.21).

4.2.7. Civic and political participation

4.2.7.1. *Electoral participation and political orientation*

For the 2018 ESS, women and men in Lesser Poland claim to participate in voting almost equally, with 70,24% of women and 70,87% of men claiming to have voted in the last national election. Country wide, more men (66,25%) than women (64,31%) claim to vote, but the alleged rate of participation is lower than in Lesser Poland (Annex 12, Table 6). Both men and women in Lesser Poland identified predominantly as right-wing during the survey (51,95% and 57,29% respectively) Women are more polarized – with a higher percentage on the ideological right and a higher percentage on the ideological left comparative to men. In contrast, the right-leaning respondents country-wide amounted to around 45% for both genders, and around a quarter declared to lean left. (Annex 13, Table 6).

4.2.7.2. *Political representation*

Women make up 20,43% of Polish ministries and 27,73% of parliament members. In Lesser Poland, they represent 23,08% of members in regional assemblies and 25% of executives, as well as 25,81% of municipal councillors, which is relatively close to country-wide averages (Annex 14, Table 9).

4.2.7.3. *Union membership*

Men in Lesser Poland are more active in trade unions and similar organisations, both comparative to women and comparative to Polish men in general: only 71,51% of them declare not to be or have been members in a union, as opposed to 82,34% of women, or to 80,43% of Polish men country wide. Their participation rate exceeds the country averages both in terms of current (by 5,49 percentage points) and past involvement (by 3,43 percentage points) (Annex 15, Table 6).

4.2.8. Women and girl rights

4.2.8.1. *Domestic violence*

⁸ Sobering-up rooms are jail cells accommodating people who are intoxicated, especially with alcohol.

The number of domestic violence cases reported by the Lesser Poland Voivodeship Police Headquarters decreased every year between 2016 and 2019. In 2019, the victims totalled 5535. Of these, 68,1% were women, 12,4% men, and 19,5% children. Among the perpetrators, totalling 4185 individuals, 91,4% were men, 8,4% women and 0,2% children. Almost half of the perpetrators – 1967 persons – acted under the influence of alcohol. In this category, 95,5% were men, 4,3% were women, and in 4 cases, representing 0,2%, they were children (Małopolski Urząd Wojewódzki w Krakowie, 2020).

4.2.8.2. Prevalence of underage mothers

In 2020, the median age of mothers at birth in Lesser Poland (30,6) was close to the country average (30,4), but in Krakow it was at least a year more (31,8) (Eurostat, 2021g). Births under the age of 20 are very uncommon in Krakow (on average less than 0.9%). While in Lesser Poland the rate is almost double (between 1,45 and 1,65% from 2017 to 2019), it is still lower than the country average which oscillated between 2,2% and 2,5% (Annex 16, Table 9).

4.2.8.3. Gender discrimination

Only around 13% of men and women in Lesser Poland consider that gender doesn't have much influence in recruiting for a job. Almost half of the women (47,3%) and 44,22% of men agree that gender influences the decision to recruit "quite a lot" or "a great deal", with women tending more towards "a great deal". The rest (39,58% of women and 42% of men) believe that a person's gender has at least some influence on recruitment (Annex 17, Table 6).

Women are much more dissatisfied with their pay in Lesser Poland than men. A staggering 86,35 % of them judge their net pay as unfairly low (as opposed to 64,64% of men), only 13,65% think of it as fair (compared to 33,91% of men) and none consider their pay to be unfairly high (while 1,45% of men do) (Annex 18, Table 6).

4.3. A CORUÑA, SPAIN

4.3.1. Population movements

The As Pontes CCT in A Coruña has witnessed a significant out-migration of people in the last two decades. Since 2005, the outmigration decreased slightly but still it is higher than the immigration of people to the municipality. Male outmigration is slightly higher than that of females. In 2020, the population of As Pontes dropped by 0,69% (Observatorio de las ocupaciones, 2021, p.86). In contrast, at provincial level the migration balance is positive,

especially in terms of foreign migration (+6.730 people, of which 53% women). Residents in the province of A Coruña who emigrated amounted to 12.204 people, 29,20% of whom emigrated abroad, without major differences between sexes, although with a slight majority of men (50,69%). The remaining 70.80% emigrated to other provinces, with a higher percentage of men (51,64%) compared to women (48,36%) (Observatorio de las ocupaciones, 2021, p.16).

4.3.2. Economic structure

4.3.2.1. *Regional economic activities*

A share of 72% of A Coruña's employed population works in services, followed by 14% in industry and 8% in construction (Observatorio de las ocupaciones, 2021, p. 18). In 2020, the greatest share of women hires was made in wholesale and retail trade (16,83%), followed by accommodation and food services (15,14%) and by health and social services (12,52%). In the case of men, the greatest share of hires was in transportation and storage (15,81%), followed by manufacturing (14,24%) and trade (12,03%) (Annex 2, Table 10).

4.3.2.2. *Employment disparities*

The gender employment gap in Galicia jumped from 7,2 percentage points in 2019 to 8,7 in 2020. Employment rates shrank for women from 60,5% to 58,6%, and for men a little less from 67,1% to 66,7% (Eurostat, 2021c). In A Coruña, as a consequence of the pandemic, employment decreased by 4,55% in 2020 compared to the previous year – the equivalent of 21.700 people going out of work (Observatorio de las ocupaciones, 2021). The decline in the employed population affected both sexes, although men to a greater extent (a loss of 14.100 jobs, representing a decrease in employment of 5.64 %), compared to women (a loss of 7.600 jobs, representing a 3.35 % drop in employment). The municipality of As Pontes was among the most touched: the employment cuts were twice as high (-10,35%), and the number of new hires decreased by 40% compared to the previous year (idem, p.86).

Overall, women in A Coruña, but also in Galicia and country-wide, work less hours than men in a paid job. In Spain on average and in Galicia, the difference between the incidence of part time employment among women and men is around 16 percentage points (Annex 3, Table 12). At provincial level, employment is not disaggregated by sex and part time versus full time work. Nevertheless, when looking at data on affiliates to the general Social Security regime according to type of contract, working day and sex (Observatorio de las ocupaciones, 2021, p.32), the incidence of part time contracts for affiliated women in A Coruña appears to be of 27,51% and for affiliated men of 11,47%, which puts the province on par with the regional and country-wide gap of 16 percentage points between the share of women versus the share of men working part time.

Different levels of education also impact employment and unemployment disparities. In A Coruña in 2020 there were 6.499 women with a university degree looking for work, representing 15% of the total number of women unemployed. The number of men with the same qualifications looking for work was 2.951, representing only 9% of the total. The gap varies in size but is maintained at all education levels: the shares of women looking for work is higher than the share of men with the same qualifications looking for work. Moreover, examining employment rates in the whole region of Galicia, there are marked gaps between men and women with the same level of education at all levels, and these gaps have been growing from 2018 to 2020. These are the most pronounced for people with lower education and decrease with additional school years: in 2020, there was a difference of 15,3 percentage points among the employment rates of individuals with less than secondary education; and 12,1 percentage points for individuals with secondary education. Among university graduates, the gender employment gap was the smallest, 4,7 percentage points (Annex 4, Table 10).

4.3.3. Productive and reproductive roles

The employment gap between men and women and the under-employment of women in A Coruña indicate that men spend more time in paid activities than women in the region. Eurostat data at regional scale confirms that in Galicia, between 2018-2020, women spent 4,7 to 4,5 hours per week less than men in paid work. This gender gap is even greater at national level – between 5 and 5,5 hours per week (Annex 5, Table 8).

Childcare impacts women's participation in productive work a lot more than it impacts men in Galicia. In 2018, 19,1% of Galician women with a child under 15 had reduced their working hours to be able to take care of children, versus only 4,2% of the men. In addition, 44,1% of women versus 8,6% of men stopped working for at least one month in a row for childcare (Instituto Galego de estatística, 2018).

4.3.4. Education

No less than 41,3% of Galician women have tertiary education, and 34,5% of Galician men. The incidence of university education in the region is higher for both sexes in comparison with the Spanish average, where only 40,07% of the women and 33,91% of men own a diploma. The gap between women and men is also larger in Galicia (6,8 percentage points) than country-wide (6,16 percentage points) (Annex 6, Table 10). Galicia has also a relatively low percentage of young people that are neither in employment nor in education: 12,30%, among both sexes. Country-wide, the percentages are higher – 15,79% for women and 14,84% for men (Annex 7, Table 10).

4.3.5. Access and control of resources

4.3.5.1. Money

In 2019 in the A Coruña province, men's average annual gross salary was EUR 33.075, while women made 86,66% of that amount, i.e., EUR 28.665. Salaries are slightly higher in the province of A Coruña than in the rest of Galicia. However, in both regions they are lower than the national averages (Instituto Galego de estatística, 2021). These averages – available as average monthly earnings for 2018 - were PPS 2.290 for men and PPS 1.961 for women (Eurostat – EU SES, 2020).

At 8,5%, Galicia's GPG was lower than Spain's, which was 11,9% (Eurostat 2019). The GPG is structured by several factors in the region. For example, the industry sector has the greatest gaps between the pay of men and women, followed by the service economy, and lastly by the building sector. In terms of age, the greatest difference between men and women in Galicia is found in the 45 to 54 age group, where women earn 33,52% less than men. In addition, the hourly earnings of part time employees are lower than the hourly earnings of the full-time employees, and this difference is greater in the case of women - who, in addition, have a higher incidence of part time work. The hourly earnings of men are 13,54% lower at part time than at full time and the hourly earnings of women at part time are 20,52% lower than at full time. Consequently, the GPG is 5,7% between men and women working full time, and 18,2 between men and women working part time (Instituto Galego de estatística, 2021).

Women also earn less than men at all levels of education, but as the level of education of the workers increases, the differences between genders diminish. Thus, while in workers with "less than primary, primary and first stage secondary education" the salary of women is 68,57% of the salary of men, in workers with "tertiary" education the salary of women is 77,55% of the salary of men. Finally, in 2018 in Galicia, the percentage of women with low salaries (2/3 or less of the median gross hourly earnings in the region of reference) reached 19,10% compared to 7,40% for men (idem) (Instituto Galego de estatística, 2021a).

4.3.5.2. Access to management positions

As per estimations provided by the Galician Statistics Institute, in 2021 in Galicia women represented 32,1% of the total number of directors and managers in the region (Instituto Galego de estatística, 2021b).

4.3.5.3. Internet use

In Galicia, more women tend to use digital technologies than men. In 2020, 87,9% of them declared having used the internet in the previous 3 months, as opposed to 87% of men; 84,7% declared having used the internet at least once per week in the previous 3 months, as opposed to 82,3% of men; and 98,8% of women had used their mobile phone as opposed to

98,1% of men. In contrast, at country level (same year of reference), the engagement with new technologies for both sexes was several percentage points higher for all indicators, and more equally distributed. The same share of men and women declared having used their phones and the internet in the previous three months, with slightly more women than men having used it on a daily basis (Instituto Galego de estatística, 2022).

4.3.6. Health

For the most part, the number of health issues associated with alcohol consumption dropped between 2018-2020 for both men and women in Galicia, except cases of alcoholic liver disease among women, which raised slightly. The occurrence of alcoholic liver disease among Galicians is much higher than among Spaniards more generally: in 2020 there were 16,9 female cases per hundred thousand inhabitants in the region, as opposed to 8,5 per hundred thousand inhabitants country-wide; and 66,9 male cases per hundred thousand inhabitants in the region as opposed to 42,1 country-wide. Conversely, cases of mental and behavioural disorders due to use of alcohol in Galicia were less numerous among women in the region in 2020 (6,4 per hundred thousand inhabitants) than country-wide (10,3 per hundred thousand inhabitants), and about the same for men (27,3 versus 27,7 per hundred thousand inhabitants).

Similarly for mental and behavioural disorders due to psychoactive substance use, with 5,7 female cases per hundred thousand people in the region and 9,7 cases country-wide ; as well as 19,3 male cases per hundred thousand people in the region and 29,2 per hundred thousand people at country level (Annex 11, Table 7).

4.3.7. Civic and political participation

4.3.7.1. Electoral participation and political orientation

A higher share of Galician women (74,36%) declared having voted in the last election than Galician men (71,67%). This percentage was also higher than the percentage of women (73,07%) and men (70,7%) who voted countrywide (Annex 12, Table 7). A majority (over 55%) of both genders identify with the ideological left in Galicia, and more women (30,31%) than men (24,74%) position themselves on the right. Countrywide, the right and the centre each get more or less a quarter of allegiances, while half of the women and 47,46% of the men opt for the left (Annex 13, Table 7).

4.3.7.2. Political representation

Women make up 46,94% of Spanish ministries and 42,18% of parliament members. At regional level, Galicia performs better than the country average in terms of representing women in political institutions, with women securing 50,67% of the regional assembly and 41,67% of the executive seats, as opposed to 46,89% and 42,04% respectively countrywide. In municipal councils, women occupy 40% of the seats, less than the countrywide average (41,70%) (Annex 14, Table 10).

4.3.7.3. *Union membership*

Women also demonstrate a strong union participation in Galicia: 13,91% of them, as opposed to only 9,57% of men are part of a trade union or similar organisation in the region. This rate of participation is inverted at national level, where 8,98% of women and 10,87% of men are union members. In the past, however, Galician women had a much weaker union participation: only 2,90% were members as opposed to 15,87% of men (Annex 15, Table7).

4.3.8. *Women and girl rights*

4.3.8.1. *Domestic violence*

In 2019, the province of A Coruña registered 1.243 calls to an assault helpline for women, and in 2020 the number went up by 16% to 1.442. In contrast, the number of gender violence reports decreased by 9,5%, from 2.788 in 2019 to 2.524 in 2020. The year 2019 also saw two femicides taking place in the province (Delegación del Gobierno contra la Violencia de Género, n.d.).

4.3.8.2. *Prevalence of underage mothers*

In the A Coruña province, mothers' median age at birth (32,8) is slightly higher than in Galicia (32,7), and in Galicia it is higher than nation-wide (32,2). Overall, between 2017 and 2019, in the province there were less pregnancies to mothers ages 15-20 (between 1,10% and 1,21%) than in the region of Galicia (between 1,22% and 1,41% over the same interval) and than in the whole Spain on average (between 1,87% and 1,95). The province registered 0,05% out of the total number of births to mothers aged 10-14 in 2017, which did not repeat in the following years (Annex 16, Table 10).

4.3.8.3. *Gender discrimination*

Women in Galicia who agree that gender influences the decision to recruit “quite a lot” (36,56%) or “a great deal” (13,98%) made up more than half of the 2019 ESS female responders. Around 40% of the male responders had the same opinions. In addition, 35,37% of women and 23,95% of men agreed that gender had “some influence” on recruiting (Annex 17, Table 7). In addition, a crushing majority of the Galician women (93,50%) and men

(90,46%) consider that their net pay is unfairly low, and about 5% of each gender see it as unfairly high. In contrast, country-wide only 62% of the men and 69% of the women think of their pay as unfairly low (Annex 18, Table 7).

4.4. UPPER STYRIA, AUSTRIA

4.4.1. Population movements

Less than 1% of the females and only 3,95% of the males in Styria declared having been engaged in paid work in another country for a period more than 6 months over the previous 10 years, as opposed to 5,32% of the females and 9,39% of the males countrywide (Annex 1, Table 13).

4.4.2. Economic structure

4.4.2.1. *Regional economic activities by labour force*

In Austria, Styria was the region with the highest real growth in 2019 (2.0%) (Statistics Austria 2020). The region's production sector expanded by 3.8%, which was more than in any other region. This represents an opportunity for the regional workforce, but men and women are drawn to different sectors. Among men, the industrial sector (manufacturing, mining and quarrying, energy and water supply) is indeed the most popular, employing 27,46% of the regional male workforce in 2020. It was followed by trade (20,68%) and the public sector (15,06%). Women were predominantly employed in the public sector - administration, education, social work and health (36,42%), followed by trade and services (27,01%). Industry occupied only the third place for women in 2020, employing only 10,68% of the female workforce (Annex 2, Table 12).

This pattern is consistent with the national trends: 36,42% of the female Austrian workforce worked in public administration, and 26,63% in trade during 2020. During the same year, men were predominantly employed in industry (24,01%) and trade (23,39 %) (Eurostat, 2020b). Böheim and his colleagues note that women and men also tend to opt for education in different fields in Austria and that has remained constant over the years. They cite sales as the most popular field among women over the past decade (with 23.5% of female apprentices training in sales in 2017) and engineering as the most popular field for men (metal engineering leading in 2017 with a 13,7% enrolment rate) (Böheim et al., 2021).

4.4.2.2. *Employment disparities*

Recent Eurostat data shows that the gender employment gap in Styria stood at 9.0 percentage points in 2020. Thus, while men had an employment rate of 80,9%, the figure for

women was just 71.9%. Employment disparities between men and women are also reflected in the incidence of part-time employment. Part-time employment was almost six times more widespread among women (50,43%) than among men (8,76%) in Styria in 2020. The incidence of part time employment among women surpassed that of full-time employment in 2020, while for men it decreased slightly, suggesting that women made adjustments in their time allocation to cope with the domestic exigencies imposed by the pandemic. The proportions are similar country-wide: almost half of female employment is part-time, as opposed to less than a tenth of male employment (Annex 3, Table 13).

Education attainment represents another source of employment disparity. Men are employed at a higher rate than women with the same level of education. Individuals with tertiary education have the highest employment rates⁹ in Styria, followed by the secondary-educated and lastly by those with less than secondary degrees. Prior to 2020, the university-educated also had rather small differences between the employment rates of men and women (3,9 percentage points in 2018 and 2,4 percentage points in 2019). However, the employment rate of women with tertiary education took a dip of 4,3 percentage points in 2020, reaching 81,1% (possibly because of the Coronavirus pandemic). Meanwhile, the employment rate of men with the same qualifications grew by 2,5 percentage points, reaching 90,3%. This resulted in an employment gap of 9,2 percentage points among tertiary educated men and women, the highest in 2020. The lowest employment rates are among women with less than secondary education (52,10% in 2020). The greatest gender gaps over the past few years were among men and women with secondary education, ranging between 8,4 and 10,3 percentage points (Annex 4, Table 11).

4.4.3. Productive and reproductive roles

In addition to the employment gap, the high part-time employment incidence for women also translates in less time invested in productive work comparative to men. In Styria, the difference between the average number of hours worked by men and those worked by women went from 8,6 hours in 2019 to 9,4 hours in 2020. These figures are in line with the finding that women's part-time employment incidence went up in 2020 and the full-time employment incidence went down, while for men the figures indicate the exact opposite. In comparison with national averages, women's productive time was more negatively affected in Styria than in the rest of the country during the pandemic (Annex 5, Table 9).

⁹ The employment rate is the percentage of employed persons in relation to the corresponding population (ILO).

4.4.4. Education

Tertiary education incidence is lower in Styria than countrywide and is lower among women than among men. Only 29,20% of women in the region have a graduate degree, as opposed to 31,52% at country level, and 31,10% of men as opposed to 32,89% country wide. Moreover, the gap between men's and women's degree is higher in Styria, at 1,9 percentage points versus only 1,37 percentage points at country-level (Annex 6, Table 11).

The percentage of young people neither in employment nor in education and training is lower in Styria than the Austrian average by almost 0.8 percentage points, and it's higher among women than among men. Consistent with the country averages, the difference between men neither in employment nor in education and training (5,90%) and women in the same situation (8,80%) is of almost 3 percentage points (Annex 7, Table 11).

4.4.5. Access and control of resources

4.4.5.1. Money

The mean monthly earnings of Austrian women are PPS 2.343 PPS and of men PPS 3.018 PPS. The overall GPG in Austria remains the third highest in Europe (19,9%), despite some progress being achieved over the past few years (Eurostat, 2021d). This gap is explained by Böheim et al. (2021) through several factors. The first has to do with the workforce distribution by industry and occupation, which are associated with distinct levels of gender inequality. Second, although women's labour market participation increased, much of this augmentation is due to an increase in part-time work. Third, while there have been initiatives to reduce gender inequality, they have primarily translated in awareness-rising rather than coercive measures. One other factor, mentioned by Kleven et al. (2019), is that women also pay a very high price for motherhood: the percentage effects of motherhood on earnings is 51% in Austria.

Styria's case illustrates very well these relations. For example, the economic sectors that tend to concentrate the female workforce have very high GPG: trade has a score of 22,7%, education 23,4%. Furthermore, women have much higher rates of part-time employment than men (almost 5 times higher in 2020), and lower rates of tertiary education than men, factors associated with lower pay and less career progress.

4.4.5.2. Access to management positions

This trend is also reflected by the access of women to management positions. In Styria, in 2018, only 10,6% of women in the ESS declared being responsible for supervising other employees, as opposed to 34,31% of the men. This gap is wider than countrywide, where 15.13% of women and 32.77% of men claim to have supervision responsibilities (Annex 8, Table 7). Similarly, only 7,22% of the women interviewed claimed to have total control over

the policy decisions of their organisation, while the percentage among men was almost triple, 21,05%. The difference between the influence of men and women on their organisation's policy is also visible at the bottom of the scale – corresponding to no influence -, which concentrates almost half of the women (48,90%) but only a third of the men (33,31%) (Annex 9, Table 6).

4.4.5.3. Internet use

In Styria, 24,34% of women declare to not use the internet at all, as opposed to 14,99% of the men. In addition, more men tend to use the internet sometimes (22,51%) or every day (62,49%), as opposed to women (16,33% and 59,33%, respectively) (Annex 10, Table 7).

4.4.6. Health

Styria is very similarly impacted by the effects of alcohol and psychoactive substance consumption as Austria on the whole¹⁰, but cases are on the rise for alcohol diagnostics. The number of diagnostics of mental and behavioural disorders due to use of alcohol have grown between 2018 and 2020 (from 124,9 to 151,1 cases per hundred thousand inhabitants among women, and from 270 to 283,4 cases per hundred thousand inhabitants among men). At country level, cases for both men and women dropped or stagnated in 2018-2020: they stayed around 124 cases per hundred thousand inhabitants for women and dropped from 280,9 to 262,2 for men. The comparison highlights even more the rise in alcohol-related diagnostics among women and men in Styria in 2020, during the pandemic. The one diagnostic that is less frequent in Styria than countrywide is alcoholic liver disease. Overall, the number of hospitalisations for alcohol related incidents among women is much lower than among men, in Styria as well as country wide. The same is true for hospitalisations incidents related to psychoactive substance abuse. In contrast, the latter have decreased among women and men in both Styria and Austria on the whole (Annex 11, Table 8).

4.4.7. Civic and political participation

4.4.7.1. Electoral participation and political orientation

Men in Styria have higher rates of participation in the electoral process, with 85,93% of them declaring that they had voted in the latest national election, as opposed to 70,58% of women (Annex 12, Table 8). The gap is larger than countrywide, where the electoral

¹⁰ Alcohol consumption among adults in Austria is the second highest in the EU, and heavy alcohol consumption among adolescents is also higher than the EU average (OECD European Observatory on Health Systems and Policies 2021). This has considerable effects on health for both men and women.

participation of men (77.66%) surpasses that of women (77%) by less than one percentage point.

In terms of political orientation, men seem to be equally split between the ideological left (31,73%) and the ideological right (31,77%), with the biggest share identifying as centrist. Women, on the other hand, are leaning more to the left (35,76%) and centre (36,92%) than to the right (29,38%). Countrywide, the left ideology is the first choice for both genders, but especially for women (Annex 13, Table 8).

4.4.7.2. Political representation

Compared to other Austrian states, Styria fares well in terms of representation of women in the public sector. In Styria, women represent 37,50% of the members in regional assembly (higher than the national average, which is 34,53%) and 50% of members of the regional executives (also higher than the national average of 41,06%), but they only make up 26% of the members of district and municipal councils. Nevertheless, this puts the state in the second place nation-wide, in terms of women representation. With respect to the municipal average per federal state, Vienna is at the top with a 48% share of women in the district councils, followed by Styria and Lower Austria (SORA Institute for Social Research and Consulting 2021). The national average is 24%. In Austria, women also make up 52,94% of the ministers in the national government and 39,75% of members in the national parliament (Annex 14, Table 11).

4.4.7.3. Union membership

Men in Styria have a higher participation rate in trade unions and similar organisations. Only 46,45% declare not being or having been a member in the past, as opposed to 73,88% of women. Among the rest, 23,94% men and 13,66% women are currently active in a union. The gap between the involvement of men and women is much more pronounced in Styria than countrywide, both in terms of current and past union membership (Annex 15, Table 8).

4.4.8. Women and girl rights

4.4.8.1. Domestic violence

Figures recording victims of domestic violence at women's shelters have been relatively constant in Upper Styria between 2017 and 2019, but on the rise in neighbouring Graz. Styria has two women's shelters, one in Graz and one in Kapfenberg in Upper Styria, a violence protection centre with six branch offices, and eight child protection centres (Das Land Steiermark. 2022). After the first Austrian women's shelter was opened in Vienna in 1978, Styria followed in 1981 with the opening of a women's shelter in Graz, and in 2005 with the women's shelter in Kapfenberg, Upper Styria. Styria is also the only federal state of Austria that has a

“Violence Protection Facility Act”, dating from 2005, which grants women and children the legal right to help in a women's protection facility if they are exposed to violence by a close relative (Frauenhäuser Steiermark, n.d.a).

In 2017, 94 women and 114 children were taken in and cared for in the women's shelter in Graz, and 79 women and 108 children in the women's shelter in Kapfenberg. In total, 313 telephone calls, 74 outpatients and 15 email counselling exchanges were registered in the Graz and Kapfenberg women's shelters in 2017¹¹. In 2018, 105 women and 130 children were admitted and cared for in the Graz women's shelter, while in the Kapfenberg women's shelter there were 76 women and 88 children. There were a total of 234 telephone calls, 70 outpatients and 11 counselling exchanges via social media registered in both shelters in 2018. The numbers further grew in Graz in 2019, when 114 women and 116 children were admitted and cared for, while in the Kapfenberg women's shelter 78 women and 108 children were admitted. In total, in 2019 there were 265 telephone, 72 outpatient and 10 social media counselling exchanges registered in the Graz and Kapfenberg women's shelters (Frauenhäuser Steiermark, n.d.b)

4.4.8.2. Prevalence of underage mothers

The median age of mothers at birth in Eastern Upper Styria and Western Upper Styria in 2020 was 30 years, growing by a few months since 2017. The median is one year higher (31 years) at the country level, and also on an ascending trend. Only 2,35% of the live births were registered to mothers aged 15-19 in Eastern Upper Styria in 2019, and 1,4% in Western Upper Styria, on a par with the percentage recorded nation-wide. No births were recorded to mothers younger than 15 (Annex 16, Table 11).

4.4.8.3. Gender discrimination

In the 2018 ESS survey data, there are no responders from Styria that declared belonging to a group that is discriminated by gender or for their sexuality. Nevertheless, when asked if they feel that gender influences the decision to recruit for jobs, a bit over a third of men and women considered that gender has “some influence” on the recruitment decision, and around a quarter of men and women found that gender influences the decision to recruit “quite a lot” or “a great deal”. On the whole, men believed in a less significant influence, with the percentage of answers decreasing with the strength of the influence, while women believed that gender has a greater influence in recruitment (Annex 17, Table 8).

In addition, more women than men in Styria consider that their net pay is unfair. Almost half of the women included in the survey were likely to feel that their net pay, pensions, and

social benefits were unfairly low (45,53%), as opposed to less than a third of men (31,92). Half of them (50,5%) felt they were fair, and only 3,97% of them believed they were unfairly high. In contrast, 6,05% of men felt their net pay was unfairly high, and almost two-thirds of them believed it was fair (Annex 18, Table 8)

4.5. STAVANGER, NORWAY

4.5.1. Population movements

The ENTRANCES case study report describes in detail the out-migration and in-migration patterns in Rogaland County. The report mentions that the coal and carbon territory of Rogaland County has witnessed a significant out-migration of people in the last two decades, presumably due to the younger populace which is more mobile and prone to move for education or work. It also points out that the municipality of Stavanger is hit the hardest by depopulation as out-migration has surpassed in-migration.

The report highlights that more young women than men move to and from Rogaland county, but after reaching the age of 30 the men become more mobile than the women. There are two assumptions about this process. One is that women move in search of an education, whereas men move in search of work. A second hypothesis is that mature women are less willing to move than men if changing regions would involve a separation from their children.

4.5.2. Economic structure

4.5.2.1. *Regional economic activities*

Women represent an overwhelming share of the public sector employment in the CCT area. They occupy 71,2% of the public sector posts in Stavanger, and in the neighbouring municipalities the share is even higher: 74,8% in Sandness, 75,2% in Sola, and 77,7% in Randaberg. They only make up slightly over a third of the private sector employment (Statistics Norway, 2020).

This reflects in the figures describing the employment by economic activity at regional level, which show the main branches that attract women and men. The main employment areas for women are, as expected, public administration, defence, education, human health and social work (55,1% of occupied women work in these sectors); these are followed by trade, transport, accommodation and food services (19%), and lastly by industry (8%). In the case of men, the largest share is employed in industry (28,5%), followed by trade, transport, accommodation and food services (22,6%), and finally by public administration, defence, education, human health and social work (16,4%) (Annex 2, Table 12).

4.5.2.2. *Employment disparities*

In the region of Agder og Rogaland, the employment gap between men and women was 5,4 percentage points in 2019, when employment rates among men were 81,5% and among women were 76,1%. It dropped to 4,6 in 2020, when employment rates decreased for both sexes, reaching 79,8% among men and 75,2% among women.

In the CCT and LMA areas, the share of women who work part time is up to three times higher than the share of men; for example, in Sandnes 37,7% of women worked part time in 2020, compared to only 12,3% of men. Proportions were similar in Sola and Randaberg between 2018-2020, and they are in line with the nation-wide trend. The gap was smaller in Stavanger: of all employed women in the city, 32,1% worked part time in 2020, compared to only 14,2% of men (Annex 3, Table 14).

Education also impacts employment rates and the gender gap. Women are employed at a lower rate than men with the same instruction level. The higher the education attainment, the higher the employment rates and the lower the gender gap in Agder og Rogaland. In 2019, the gender employment gap was 13,4 percentage points between men (employed at a rate of 66,1%) and women (employed at 52,7%) with less than secondary education, but only 2,8 percentage points between men (employed at 89,6%) and women (employed at 86,8%) with tertiary education (Annex 4, Table 14).

4.5.3. Productive and reproductive roles

In 2018-2020, men spent between 4,4 and 5,6 weekly hours more than women in their main job in Agder og Rogaland, and between 4 and 4,6 hours countrywide, which suggests men dedicate significantly more time per week to productive activities (Annex 5, Table 10). Other indicators such as the share of fathers taking the full parental leave and share of children aged 1-5 in kindergarten are available at CCT and LMA level to support the understanding of gender roles in these areas. From these figures, it appears that the municipalities of Stavanger, Sandnes, Sola and Randaberg fare similarly, on both indicators. The percentage of fathers taking parental leave ranged between 70% and 74% in 2018-2019 in all four cities, but decreased significantly in 2020, when it oscillated between 57,1% in Randaberg and 63,4% in Sola. The percentage of kindergarten enrolment is also very similar across the four cities, with Sola featuring an impressive maximum of 96,7% of all kids aged 1-5, and Sandnes representing the minimum with 88,1% (Statistics Norway, 2021).

4.5.4. Education

The share of women with a tertiary degree is much higher than the share of men with the same qualifications in the CCT and LMA areas, in line with the nation-wide trend. Stavanger has the highest rates of university graduates and the lowest gap between the sexes: 46,8%

among women and 40,6% among men. At the other extreme, Randaberg has the lowest rates and the greatest gender gap: 36,9% among women and 25,5% among men, a 11,4-percentage points difference (Annex 6, Table 12).

The regional figures indicate that the area has a slightly higher rate of young women that are neither in employment nor in education (7,1%) than the share of men in the same situation (6,7%). It is also a higher rate than the nation-wide percentage (6,7%) (Annex 7, Table 12).

4.5.5. Access and control of resources

4.5.5.1. Money

The GPG is 13,2% in Norway, and the average gross incomes of men and women in the CCT and LMA show great discrepancies. In Stavanger, while men made on average NOK 67.8000 in 2019, women only made 64,77% of that amount. The greatest gap between men and women was in Sola, where women made 60% of men's income (Statistics Norway, 2020).

4.5.5.2. Access to management positions

In 2019, women represented 35,8% of managers in Sandnes, the highest share among the municipalities of the LMA. In Stavanger, they made up 35% of the managers. The smallest percentage of women leaders was in Sola (32%) (Statistics Norway, 2020). In addition, in accordance with Norwegian law, 40 percent of both genders must be represented on the boards of public limited companies. The law was introduced by Minister of Trade and Industry Ansgar Gabrielsen in 2002 (Kilden, n.d.).

4.5.5.3. Internet use

Women in the region of Agder og Rogaland declare to be avid users of internet: 90,84% claim to use it every day, compared to 88,61% of men. No women, and only 1,03% of the men, admitted to never using the internet. Countrywide, the magnitude of these percentages is similar, but more men (87,51%) than women (83,97%) use the internet every day, and less men (1,72%) than women (2,54%) admit to never using it (Annex 10, Table 8).

4.5.6. Health

The registered alcohol consumption in Norway is lower than in most other European countries (6.05 litres of pure alcohol per year in 2019 and 7,23 in 2020) and the consumption of psychoactive substances is also comparatively low. The annual number of alcohol-related deaths has been decreasing, while psychoactive drug related deaths have been on the rise. There were 286 drug-related deaths and 336 alcohol-related deaths registered in 2018. Norwegian men drink more often and twice as much as women, on average, but it is not clear

if they consume more psychoactive drugs. The prevalence of other substance use disorders is substantially lower than that of alcohol use disorder. (Norwegian Institute of Public Health, 2018). However, there are very limited updated statistics on alcohol and drug use disorders, and even more recent surveys do not make subnational data available to enable insights into the CCT or the surrounding region.

4.5.7. Civic and political participation

4.5.7.1. *Electoral participation and political orientation*

In the region surrounding the CCT, Agder og Rogaland, 80,31% of the men said they voted in the last election, compared to 76,63% of women. Country-wide, the shares are reversed: more women (79,99%) claim to have voted in the last election than men (76,11%) (Annex 12, Table 9). For men, the political preferences tend to the right, both in Agder og Rogaland (47,8%) and countrywide (43,57%), while women identify primarily on the ideological left, both in the region (37,09%) and countrywide (43,32%) (Annex 13, Table 9).

4.5.7.2. *Political representation*

Women make up 41.42 % of Norway's parliament members. They also hold 10 ministerial positions in the 19-member cabinet of current prime minister Jonas Gahr Store – which translates into a female representation of 53% (Norwegian Government Security and Service Organisation, 2021). At local level, the share of women in local municipal councils is 39% country-wide. While in Stavanger the female representation is slightly below that threshold, at 38,8%, the other municipalities in the LMA surpass it: in Randaberg women occupy 55% of the council seats, in Sola 41,5%, and in Sandnes 40,8% (Annex 14, Table 12).

4.5.7.3. *Union Membership*

In terms of current union membership, women in both the region of Agder og Rogaland and country-wide surpass men. In Agder og Rogaland, 53,77% of women are enrolled in a union, compared to 41% of men. Countrywide, it's 48,92% of women and 41,21% of men. In the past, the situation was reversed; more men (around a fifth, at both regional and country level) were union members than women (around 16% at both levels) (Annex 15, Table 9).

4.5.8. Women and girl rights

4.5.8.1. *Domestic violence*

The Stavanger crisis centre, which houses domestic abuse victims, reported that in 2020 they hosted 319 long term residents (a 4% decrease from 2019), of which 172 women (54%), 113 children (35%), and 34 men (10%). On a 24-hour basis, they also offered shelter to 5.683

persons (2% less than in 2019), of which 3.148 women (55%), 1.830 children (32,5%), and 705 men (12,5%) (Krisesenteret i Stavanger, 2020).

4.5.8.2. *Prevalence of teenage mothers*

The median age at birth among mothers in Rogaland was 30,9 years in 2019, and 31,3 country-wide. The share of live births to teenage mothers was only 1%, both in Rogaland and country-wide, which occurred to mothers aged 15-19 (Annex 16, Table 12).

4.5.8.3. *Gender discrimination*

A large share of male respondents to the 2018 ESS survey in Agder og Rogaland (46,59%) did not think that gender influences the decision to recruit, but only a slightly lesser percentage (43,84%) felt that it does have some influence. For women, it was the opposite: the majority (49,21%), considered that gender has some influence on recruiting, while about a third were convinced of the opposite. In addition, more women (16,06%) than men (9,56%) think that gender influences recruiting “quite a lot” and “a great deal” (Annex 17, Table 9).

Men are also more satisfied with their pay in the region: 60,87% of them consider it fair, compared to 51,15% of women. In addition, a high share of women (44,81%) think of their pay to be unfair, and only 28,59% of men do. More men (10,54%), than women (4,05%), on the other hand, think that their pay is “unfairly high” (Annex 18, Table 9).

4.6. WALES, GB

4.6.1. *Population movements*

Among ESS responders, 11,39% of women and 2,37% of men in Wales declared having worked abroad during the previous ten years. In contrast, countrywide more men (8,74%) than women (7,02%) claimed to have performed work out of the country (Annex 1, Table 14).

Data on internal migration for Neath Port Talbot also suggests that the female population in Neath Port Talbot is more stable than the male population. There was a smaller number of women who moved out of the region in 2019-2020 than of men – more specifically, 2.068 women, representing 45,42% of the internal outmigration total.

The share of women moving into the municipality is also smaller than the number of men (46,34% of the in-migration total). Nevertheless, the female net migration was positive (635 women, representing 49,61% of the total), and almost on par with that of men (645 men, meaning 50,39% of the total). These percentages echo closely the shares of men (50,03%)

and women (49,96%) that make up net internal migration at the larger regional level, in Wales (Annex 1, Table 14).

4.6.2. Economic structure

4.6.2.1. *Regional economic activities*

The public sector employs a majority of women in West Wales (53,38%). It is followed by trade, food and accommodation services as the second area of employment for women, with 20,16%, and by professional, scientific and technical activities, with 7,84%. Men's jobs are more evenly distributed across sectors. They are mainly employed in trade, transport and accommodation / food services (24,78%), the public sector (21,99%), but also industry (17,09%) and construction (13,33%) (Annex 2, Table 13).

4.6.2.2. *Employment disparities*

In 2019 Neath Port Talbot had the smallest employment gap between men and women of the LMA, at 5,4 percentage points (the difference between a 77,2% male and a 71,8% female employment rate). It was followed by Bridgend, with 7,5 percentage points (between men's 77,3% and women's 69,8% employment rate). The greatest gender employment gap of the LMA the same year was in Swansea, where women's employment rate was 65,1% and men's was 9,7 percentage points higher. The 2020 sanitary crisis re-shuffled these rates, negatively affecting employment (especially among men) in Neath Port Talbot, while increasing it for both genders in Bridgend and Swansea. Nevertheless, the effects were unequal; while in Neath Port Talbot the gender employment gap shrank even more to 1,5 percentage points, in Bridgend it grew to be the highest one in the LMA - 10,6 percentage points (Annex 3, Table 15)

Regional figures show that in the region the vast majority of women were employed part-time in 2018 (76,2%) and 2019 (78,4%). In contrast, part time work incidence among men was incomparably lower, at 23,8% in 2018 and 21,6% in 2019. These rates are almost identical to national averages, with the gap between genders slightly higher nationally (Annex 3, Table 16).

Education is another source of employment disparity in the region. The higher the education, the higher the employment rates. Women are employed at a lower rate than men with the same level of education, but the gap shrinks with higher levels of education. Thus, if among men and women with less than secondary education it racks up 14,4 percentage points, for those with secondary education it is 11,8 and among the tertiary-educated it is only 2 percentage points (Annex 4, Table 13).

4.6.3. Productive and reproductive roles

The high incidence of part-time work among women in the region is reflected in the average time spent in productive work. Thus, in 2018, women in West Wales spent 9,8 hours per week less than men in productive work, and in 2019, it was 8,7 hours. In GB, women worked 8,9 hours per week less in their paid job in 2018 and 8,6 the following year (Annex 5, Table 11).

These figures reflect only the situation of the working population. However, an Annual Population Survey conducted by the Welsh Government (2019) showed that among economically inactive people, the highest share of women who were not participating in employment was the 28% who looked after their family or home. In contrast, only 7,2% of men were inactive for the same reason.

4.6.4. Education

A greater share of women (43,5%) than of men (32,3%) in West Wales and the Valleys have tertiary education. This is also the case throughout the Great Britain. Countrywide, the shares are higher for both men and women, and the gap between the two genders is around 5 percentage points (Annex 6, Table 13).

However, young women aged 15-29 are also more likely to be not in education, employment or training. The gender gap is less than a percentage point in West Wales – 14,7% of young women and 14,1% of young men are out of school and work, while country-wide the shares are 13,1% for women and 9,8 for men – a 3,3 percentage gap (Annex 7, Table 13).

4.6.5. Access and control of resources

4.6.5.1. Money

In 2019, the mean GPG in Bridgend and Neath Port Talbot was 11,7%, only slightly above the Welsh average of 11,4% and below the national average of 16,3% (Office for National Statistics, 2019). The median GPG value, however, stood at 18,9%, higher than both the regional (15,5%) and national (17,4%) figures (Eurostat, 2021d).

In contrast, in Swansea, the mean GPG was only 3,8%. In GB, higher earners experience a much larger difference in hourly pay between the sexes, compared with lower-paid employees. Also, different sectors practice different pay gaps. The lower values of the mean GPG versus the median one in the LMA reflect the job makeup in the area - for example, the public sector, which employs a significant share of the workforce (highest in Swansea), has a negative GPG in Wales, meaning women gain slightly more than men. Also, the average hourly salaries in Wales are below the country averages. In 2019, they were EUR 12,99 for women and EUR 13,85 for men, in contrast to EUR 13,99 for women and EUR 15,46 for men countrywide (Office for National Statistics, 2019).

4.6.5.2. Access to management positions

In 2019, managers, directors and senior officials represented the occupation of 5,9% of males and of 3,7% of females in Wales (Office for National Statistics, 2020). This translates in a 61% share of men and a 39% share of women among managers (Chwarae Teg, 2020)

4.6.5.3. Internet use

When it comes to the use of internet, there are no significant differences between men and women in Wales or Great Britain more broadly. In Wales in 2018, there was a slightly larger share of men (7,79%) than of women (5,44%) that claimed to have never used the internet, while country-wide there are more women (9,09%) than men (7,12%) declaring to have never used it (Annex 10, Table 9).

4.6.6. Health

According to the Wales Centre for Health (n.d.), indicators for Neath Port Talbot paint a health profile that is grimmer the average situation in Wales. Alcohol consumption is one of the reasons, as is premature death from heart disease and suicide. The rate of alcohol-specific hospital admissions recorded by Neath Port Talbot local authorities in 2017/18 among men was 693 cases per 100.000 males, compared to 642 in Wales on average; however for women it was 317 per 100.000, versus 322 at regional level (Public Health Wales Observatory, 2019). Neath Port Talbot's rates are also higher compared to Bridgend and Swansea. It is important to note that alcohol consumption is already much higher in Wales on the average than nation-wide, to the extent to which the Government introduced the Minimum Price for Alcohol (Wales) Act 2018, which made provision for a minimum price for alcohol supplied in the region.

4.6.7. Civic and political participation

4.6.7.1. Electoral participation and political orientation

The Welsh seem to be more active voters than citizens country-wide, and the share of women (87,71%) who declared to have voted in the last election surpassed that of men (86,43%). In contrast, country-wide it was the men to claim a higher share of the vote (73,26%) than women (69,99%) (Annex 12, Table 10).

In terms of political orientation, women and men in Wales – as in Great Britain more generally - are relatively even distributed across the political spectrum. In Wales, more women (39,38%) lean to the left than men (30,95%). The gap between sexes is even bigger when it comes to adherence to the ideological right, claimed by 32,15% of men in contrast to 21,77% of women. Country-wide, the share of men leaning either to the left or to the right is higher than the share of women, which tend to concentrate at the centre of the political spectrum (Annex 13, Table 10).

4.6.7.2. Political representation

In 2018 the Welsh Government made the commitment to become a 'feminist government'. The vision and principles for this aim emphasised the equal sharing of power, resource and influence for all women, men and non-binary people (Chwarae Teg, 2020). Women are well represented in the leadership of the Welsh Government and Assembly, but less so in local government. In 2019 47% of Assembly Members were women. The Welsh Government Cabinet went further, with 57% of roles filled by women. The share of women council leaders was however only 23% in 2019. Furthermore, 36% of the Council Chief Executives were women, as well as 32% of council Cabinet members, according to Chwarae Teg research (2020).

4.6.7.3. Union membership

The share of Welsh women active in unions (25,5%) was also greater than the share of Welsh men (15,46%) in 2018, echoing a country-wide trend. Also in line with the country-wide trend, men were more active in unions in the past (37,82%) than women (34,02%) (Annex 15, Table 10).

4.6.8. Women and girl rights

4.6.8.1. Domestic violence

In 2019, South Wales had a rate of domestic abuse of 25 (combined) incidents and crimes recorded by the police per thousand inhabitants (corresponding to a total of 33.929 cases). Considering the domestic crimes alone, the recorded number was 18.178, corresponding to a rate of 16 per thousand inhabitants, identical with that of all of Wales.

4.6.8.2. Prevalence of underage mothers

The median age of mothers at birth in Wales is 29 years old (Eurostat, 2021g). Teenage pregnancies resulting in live births are present primarily in the most deprived areas. Neath Port Talbot registered a 12,3 per thousand rate in 2018, which dropped to 8,7 in the following year. The Swansea rate also dropped from 9,9 per thousand in 2018 to 6,6 per thousand in 2019, and so did the average for the whole Wales region (from 9,4 to 8,6 over the same interval). In Bridgend, the rate actually went up – from 7,6 in 2018 to 9,5 the subsequent year (Annex 16, Table 13).

4.6.8.3. Gender discrimination

More women (41,94%) than men (38,53%) in Wales consider that gender doesn't have much influence on the decision to recruit. Also, more men than women are convinced that gender

has “some”, “quite a lot”, or “a great deal” of influence on recruitment (Annex 17, Table 10). Men are also less satisfied with their salaries, 46,77% of them considering their pay unfairly low. In contrast, as many as 63,08% of women evaluate their salaries as fair, and 2,38% consider them unfairly high (Annex 18, Table 10).

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Annex 1 – Population movements: outmigration

Table 1. Share of respondents who were engaged in paid work in another country, period more than 6 months in the last 10 years. Comparison between Poland and in Silesia (2018)

Region	Females (%)	Males (%)
Silesia	5,07	14,19
Poland	7,65	13,04

Source: ESS9 – 2018. Weighted results

Table 2. Share of respondents who were engaged in paid work in another country, period more than 6 months in the last 10 years. Comparison between Germany and Brandenburg and Saxony (2018)

Region	Females (%)	Males (%)
Brandenburg and Saxony	4,61	4,36
Germany	4,70	5,18

Source: ESS9 – 2018. Weighted results

Table 3. Share of respondents who were engaged in paid work in another country, period more than 6 months in the last 10 years. Comparison between Germany and in North Rhine-Westphalia (2018)

Region	Females (%)	Males (%)
North Rhine-Westphalia	5,21	5,38
Germany	4,70	5,18

Source: ESS9 – 2018. Weighted results

Table 4. Share of respondents who were engaged in paid work in another country, period more than 6 months in the last 10 years. Comparison between Germany and Saxony and Saxony-Anhalt (2018)

Region	Females (%)	Males (%)
Saxony and Saxony-Anhalt	2,23	4,88
Germany	4,70	5,18

Source: ESS9 – 2018. Weighted results

Table 5. Yearly population crude change rate¹²: total change (per 1000 persons of the average population). Comparison between Romania and Hunedoara County (2017-2019)

Region	2017	2018	2019
Hunedoara County	-11,7	-12,9	-9,3
Romania	-5,6	-6,1	-4,4

Source: Eurostat [demo_r_gind3]

Table 6. Crude rate of net migration plus statistical adjustment (per 1000 persons of the average population). Comparison between Romania and Hunedoara County (2017-2019)

Region	2017	2018	2019
Hunedoara County	-6,2	-6,8	-2,5
Romania	-3,0	-3,0	-1,3

Source: Eurostat [demo_r_gind3]

Table 7. Share of permanent and temporary emigrants as percentage of population, by sex, Hunedoara County (numbers in parentheses) (2018-2020)

Type of emigrants	Females			Males		
	2018	2019	2020	2018	2019	2020
Permanent emigrants	0,17% (335)	0,16% (305)	0,14% (267)	0,16% (298)	0,14% (266)	0,12% (230)
Temporary emigrants	1,13% (2248)	1,09% (2135)	0,82% (1583)	1,24% (2367)	1,34% (2519)	1,14% (2136)

Source: Romanian National Institute of Statistics in Hunedoara [POP309A] [POP320A]

Table 8. Share of female outmigrants (percentage out of total outmigrants). Comparison between Slovakia and the Upper Nitra CCT (2018-2020)

Region	2018	2019	2020
District of Prievidza	54,97	52,81	54,12
District of Partizánske	56,14	55,00	57,57
Region of Trenčín	54,74	54,29	54,97
Slovak Republic	61,19	61,20	58,98

Source: own calculations based on Statistics Slovakia - [om7046rr]

¹² A crude rate is calculated as the ratio of the number of events to the average population of the respective area in a given year. For easier presentation, it is multiplied by 1000; the result is therefore expressed per 1000 persons (of the average population, calculated as the arithmetic mean of the population on 1st January of two consecutive years).

Table 9. Share of women employed with workplace outside the Slovakian Republic (percentage out of total people employed outside the country). Comparison between Slovakia and Region of Trenčín (2018-2020)

Region	2018	2019	2020
Region of Trenčín	35,71	28,39	20,00
Slovakia	38,09	29,50	34,05

Source: own calculations based on Statistics Slovakia - [pr3805qr]

Table 10. Percentage of out-migrants by changes of residence (destination), comparison of the province of South Sardinia with Sardinia and Italy (2020)

Region	Gender	Abroad (%)	Italy (%)	Different municipality, same province (%)	Different province, same region (%)	Different regions (%)	Total (%)
South Sardinia	Females	12,31	87,69	36,96	31,21	19,52	100,00
	Males	12,14	87,86	35,22	31,36	21,28	100,00
Sardinia	Females	10,65	89,35	49,26	20,70	19,38	100,00
	Males	11,21	88,79	47,37	19,72	21,69	100,00
Italy	Females	10,61	89,39	54,12	13,86	21,41	100,00
	Males	10,79	89,21	52,56	14,00	22,64	100,00

Source: own calculations based on ISTAT data

Table 11. Percentage of out-migrants by changes of residence (destination), comparison among the Province of Brindisi, Apulia Region and Italy (2020)

Region	Gender	Abroad (%)	Italy (%)	Different municipality, same province (%)	Different province, same region (%)	Different regions (%)	Total (%)
Brindisi	Females	13,55	86,45	27,26	21,23	37,96	100,00
	Males	14,16	85,84	26,95	20,06	38,83	100,00
Apulia	Females	10,17	89,83	45,13	10,12	34,58	100,00
	Males	11,63	88,37	43,15	9,62	35,60	100,00
Italy	Females	10,61	89,39	54,12	13,86	21,41	100,00
	Males	10,79	89,21	52,56	14,00	22,64	100,00

Source: own calculations based on ISTAT data

Table 12. Share of respondents who were engaged in paid work in another country, period more than 6 months last 10 years. Comparison between Poland and Lesser Poland (2018)

Region	Females (%)	Males (%)	Total (%)
Lesser Poland	10,94	19,36	15,29
Poland	7,65	13,04	10,32

Source: ESS9 – 2018. Weighted results

Table 13. Share of respondents who were engaged in paid work in another country, period more than 6 months last 10 years, by sex (2018). Comparison between Austria and Styria (2018)

Region	Females (%)	Males (%)	Total (%)
Styria	0,91	3,95	2,38
Austria	5,32	9,39	7,33

Source: ESS9 – 2018. Weighted results

Table 14. Share of respondents who were engaged in paid work in another country, period more than 6 months last 10 years, by sex (2018). Comparison between Great Britain and Wales (2018)

Region	Females (%)	Males (%)	Total (%)
Wales	11,39	2,37	6,94
Great Britain	7,02	8,74	7,87

Source: ESS9 – 2018. Weighted results

Table 15. Share of females and males engaged in internal population movements in 2019-2020 (percentage out of total population engaged in population movements). Comparison between Neath Port Talbot and Wales

Region	Population movement	Females	Males
Neath Port Talbot	Outward migration	45,42% (2068)	54,56 (2484)
	Inward migration	46,34% (2703)	53,66 (3130)
	Net migration	49,61% (635)	50,39 (645)
Wales	Net migration	49,96% (6428)	50,03 (6437)

Source: own calculations based on Stats Wales - Migration between Wales and the rest of the GB by local authority, flow, gender and age

Annex 2 - Regional economic activities tables

Table 1. Employment in Silesia in 2019 by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population).

Economic activities	Females (%)	Males (%)
Agriculture, forestry and fishing	1,73	2,67
Industry (except construction)	19,27	42,73
Construction	1,18	11,58
Wholesale and retail trade, transport, accommodation and food service activities	25,61	21,01
Information and communication	1,90	3,62
Financial and insurance activities	2,56	1,44
Real estate activities	...	...
Professional, scientific and technical activities; administrative and support service activities	6,95	5,49
Public administration, defence, education, human health and social work activities	34,19	8,24
Arts, entertainment and recreation; other service activities	4,50	1,33
Total (%)	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 2. Employment in Lusatia in 2019 by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population).

	Brandenburg		Dresden	
Economic activities	Females (%)	Males (%)	Females (%)	Males (%)
Agriculture, forestry and fishing	1,11	2,73	0,00	0,00
Industry (except construction)	6,42	19,36	11,01	28,90
Construction	2,45	15,50	1,75	13,89
Wholesale and retail trade, transport, accommodation and food service activities	21,36	24,40	20,72	20,02
Information and communication	1,40	2,53	2,00	3,16
Financial and insurance activities	3,06	1,67	1,84	1,43
Real estate activities	0,00	0,00	0,00	0,00
Professional, scientific and technical activities; administrative and support service activities	11,37	11,06	11,60	10,93
Public administration, defence, education, human health and social work activities	46,17	19,21	44,30	16,76
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	6,03	2,92	5,39	3,09
Total (%)	100,00	100,00	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 3. Employment in Rhineland in 2019 by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population).

	Düsseldorf		Köln	
Economic activities	Females (%)	Males (%)	Females (%)	Males (%)
Agriculture, forestry and fishing	0,35	0,56	0,32	0,61
Industry (except construction)	10,23	24,45	8,74	22,56
Construction	1,70	9,87	2,00	9,05
Wholesale and retail trade, transport, accommodation and food service activities	21,68	27,37	19,58	24,30
Information and communication	1,84	3,82	2,92	5,36
Financial and insurance activities	3,40	3,05	3,86	3,37
Real estate activities	0,50	0,47	...	...
Professional, scientific and technical activities; administrative and support service activities	13,66	12,03	12,90	12,60
Public administration, defence, education, human health and social work activities	39,76	15,25	42,54	18,26
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	6,87	3,14	6,68	3,53
Total (%)	100,00	100,00	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 4. Employment in Central Germany in 2019 by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population).

Economic activities DED 4	Chemnitz		Leipzig		Saxony-Anhalt	
	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)
Agriculture, forestry and fishing	0,78	1,58	...	...	1,18	2,28
Industry (except construction)	15,12	35,32	8,42	19,73	8,68	26,09
Construction	2,33	15,55	2,79	13,84	1,98	15,86
Wholesale and retail trade, transport, accommodation and food service activities	20,83	19,68	21,66	25,50	22,67	23,86
Information and communication	1,20	1,80	2,63	4,96	1,37	1,66
Financial and insurance activities	2,36	1,49	2,63	1,86	2,59	1,64
Real estate activities	...	...	...	...	...	...
Professional, scientific and technical activities; administrative and support service activities	9,98	8,42	13,97	13,64	11,90	10,26
Public administration, defence, education, human health and social work activities	41,41	12,95	41,30	15,35	42,45	14,81
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	5,23	2,49	6,48	3,10	6,49	2,98
Total (%)	100,00	100,00	100,00	100,00	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 5. Employment in Hunedoara County by economic activity (NACE Rev. 2) for females and males aged 15-64 (year 2020).

Economic activities	Females (%)	Males (%)
Agriculture, forestry and fishing	1,59	4,07
Mining and quarrying	1,29	5,26
Manufacturing	24,82	24,57
Electricity, gas, steam and air conditioning supply	0,77	3,11
Water supply; sewerage, waste management and remediation activities	1,93	4,46
Construction	2,06	15,86
Wholesale and retail trade; repair of motor vehicles and motorcycles	26,24	15,08
Transportation and storage	2,06	5,27
Accommodation and food service activities	4,38	2,15
Information and communication	0,54	0,84
Financial and insurance activities	1,46	0,50
Real estate activities	0,21	0,29
Professional, scientific and technical activities	1,50	2,39
Administrative and support service activities	1,71	5,22
Public administration and defence; compulsory social security	4,46	2,97
Education	9,20	3,49
Human health and social work activities	13,71	3,38
Arts, entertainment and recreation	0,92	0,61
Other service activities		
Total (%)	100,00	100,00

Source: own calculations based on INSSE data

Table 6. Employment in Upper Nitra in 2019 by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population).

	Region of Trenčín		District of Partizánske		District of Prievidza	
Economic activities	Females (%)	Males (%)	Females (%)	Males (%)	Females (%)	Males (%)
Agriculture, forestry and fishing	1,46	3,28	4,04	10,33	1,14	1,96
Mining and quarrying	0,51	2,64	...	...	2,57	11,81
Manufacturing	34,13	47,00	39,01	48,61	28,84	38,44
Electricity, gas, steam and air conditioning supply	0,25	1,16	0,53	3,13	0,30	1,35
Water supply; sewerage, waste management and remediation activities	0,75	2,21	...	...	0,37	1,50
Construction	1,18	5,92	...	...	1,55	8,78

Wholesale and retail trade; repair of motor vehicles and motorcykles	14,40	10,04	13,15	13,81	14,71	9,99
Transportation and storage	2,56	7,19	2,15	4,49	2,57	5,94
Accomodation and food service activities	1,65	0,57	...	...	1,44	0,24
Information and communication	0,39	1,43	...	...	0,56	2,06
Financial and insurance activities	0,95	0,15	0,88	0,14	1,12	0,09
Real estate activities	0,75	0,90	0,61	0,58	0,51	0,32
Professional, scientific and technical activities	2,79	2,67	0,44	1,95	2,66	2,85
Administrative and support service activities	3,11	3,58	0,34	0,88	3,15	4,47
Public administration and defence; compulsory social security	8,87	5,55	17,97	6,81	12,26	4,27
Education	13,74	2,58	11,68	3,94	12,37	2,02
Human health and social work activities	10,51	2,15	8,37	2,18	12,08	2,00
Arts, entertainment and recreation	1,68	0,75	0,36	0,16	1,63	1,57
Other service activitieas	0,31	0,22	...	...	0,19	0,33
Total	100,00	100,00	100,00	100,00	100,00	100,00

Source : Statistics Slovakia [pr3113rr]

Table 7. Recruitments by economic sector in the Cagliari province, 2018-2020

	2018		2019		2020	
Economic sector	Females	Males	Females	Males	Females	Males
Food industries	320	260	200	210	180	260
Engineering and electronics industries	70	1150	100	1350	40	870
Public utilities	40	330	50	360	50	270
Other industries	270	540	150	440	50	340
Construction	150	4040	100	4000	110	3420
Trade	2130	1300	2240	1340	1470	1150
Tourism and catering	3010	2740	3080	2950	1950	1480
Information technology and telecommunications	110	120	150	180	140	130
Advanced business services	330	290	370	270	120	260
Operational services	1590	1060	1430	910	1080	730
Transport and logistics	250	3010	150	2510	120	1490
Health and social work	1290	310	1250	220	960	140
Leisure and other personal services	450	350	510	540	300	300
Other services	390	110	410	60	360	60

Source: Unioncamere - ANPAL, Sistema informativo Excelsior 2021

Table 8. Recruitments by economic sector in the Brindisi province, 2018-2020

	2018		2019		2020	
Economic sector	Females	Males	Females	Males	Females	Males
Engineering and electronic industries	40	940	40	1180	20	710
Other industries	390	920	220	840	190	610
Construction	60	1960	50	1930	10	1690
Commerce	1190	1110	1280	1070	860	670
Tourism and catering	1340	1430	1460	1380	800	740
Advanced business services	70	50	120	80	30	40
Transport and logistics	10	560	20	460	20	510
Health and social work	350	40	470	40	430	20
Leisure time and other personal services	300	240	290	140	130	160
Other services	550	420	610	660	320	370

Source: Unioncamere - ANPAL, Sistema informativo Excelsior 2021

Table 9. Employment in Lesser Poland by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population), year 2020

Economic activities	Females (%)	Males (%)
Agriculture, forestry and fishing	8,99	9,32
Mining and quarrying		
Manufacturing	13,44	27,19
Electricity, gas, steam and air conditioning supply		
Water supply; sewerage, waste management and remediation activities		
Construction	1,38	16,52
Wholesale and retail trade; repair of motor vehicles and motorcycles		
Transportation and storage	23,10	21,29
Accommodation and food service activities		
Information and communication	1,64	5,82
Financial and insurance activities	3,41	2,30
Real estate activities	...	...
Professional, scientific and technical activities	7,84	5,96
Administrative and support service activities		
Public administration and defence; compulsory social security		
Education	31,11	8,35
Human health and social work activities		
Arts, entertainment and recreation	7,52	1,84
Other service activities		

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 10. Recruitment by economic sector in the A Coruña province (percentage of total hires), year 2020.

Economic activities	Females (%)	Males (%)
Agriculture, forestry and fishing	1,31	5,40
Mining and quarrying	0,00	0,05
Manufacturing	11,20	14,24
Electricity, gas, steam and air conditioning supply	0,03	0,08
Water supply; sewerage, waste management and remediation activities	0,56	1,42
Construction	0,73	10,22
Wholesale and retail trade; repair of motor vehicles and motorcycles	16,83	12,03
Transportation and storage	3,36	15,81
Accommodation and food service activities	15,14	10,82
Information and communication	2,94	4,50
Financial and insurance activities	0,67	0,38
Real estate activities	0,18	0,09

Professional, scientific and technical activities	4,02	2,86
Administrative and support service activities	11,74	8,09
Public administration and defence; compulsory social security	2,97	1,66
Education	4,51	2,24
Human health and social work activities	12,52	2,06
Arts, entertainment and recreation	5,19	6,69
Other service activities	2,90	1,19
Household activities as domestic workers; producers of goods and services for own use	3,18	0,17
Activities of extraterritorial organizations and agencies	0,01	0,02
Total	100,00	100,00

Source: own calculations based on data in Observatorio de las ocupaciones (2021), p.40-41

Table 11. Employment in Styria by economic activity (NACE Rev. 2) for females and males aged 15-64, year 2020.

Economic activities	Females (%)	Males (%)	Total (%)
Agriculture, forestry and fishing	4,85	5,59	5,24
Industry (except construction)	10,68	27,46	19,68
Construction	2,17	14,72	8,89
Wholesale and retail trade, transport, accommodation and food service activities	27,01	20,68	23,62
Information and communication	1,23	2,92	2,15
Financial and insurance activities	2,64	2,45	2,54
Real estate activities	0,87	0,47	0,62
Professional, scientific and technical activities; administrative and support service activities	8,73	8,28	8,49
Public administration, defence, education, human health and social work activities	36,42	15,06	24,98
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	5,39	2,38	3,78
Total	100,00	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 12. Employment in Agder og Rogaland by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population), year 2020.

Economic activities	Females (%)	Males (%)
Agriculture, forestry and fishing	...	...
Industry (except construction)	8,0	28,5
Construction	1,2	13,4
Wholesale and retail trade, transport, accommodation and food service activities	19,0	22,6
Information and communication	1,5	4,2
Financial and insurance activities	...	...
Real estate activities	...	...
Professional, scientific and technical activities; administrative and support service activities	7,8	7,2
Public administration, defence, education, human health and social work activities	55,1	16,4
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	4,5	2,9
Total (%)	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Table 13. Employment in West Wales and The Valleys by economic activity (NACE Rev. 2) for females and males aged 15-64 (percentage of employed population), year 2019.

Economic activities	Females (%)	Males (%)
Agriculture, forestry and fishing	0,79	3,04
Industry (except construction)	5,73	17,09
Construction	1,35	13,33
Wholesale and retail trade, transport, accommodation and food service activities	20,16	24,78
Information and communication	1,73	2,18
Financial and insurance activities	1,68	2,32
Real estate activities	1,44	1,73
Professional, scientific and technical activities; administrative and support service activities	7,84	7,87
Public administration, defence, education, human health and social work activities	53,38	21,99
Arts, entertainment and recreation; other service activities; activities of household and extra-territorial organizations and bodies	5,39	4,74
Total (%)	100,00	100,00

Source: own calculations based on Eurostat [lfst_r_lfe2en2]

Annex 3 – Employment rates and incidence of part-time employment

Table 1. Incidence of part-time employment, Silesia and countrywide (2018-2020)

	% of women in part-time employment			% of men in part-time employment			Gender gap (p.p.)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Silesia	10,4	11,5	10,6	3,3	3,7	3,0	-7,1	-7,8	-7,6
Poland	9,5	9,1	8,8	3,6	3,3	3,2	-5,9	-5,8	-5,6

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 2. Incidence of part-time employment, Lusatia regions and country wide (2018-2020)

	% of women in part-time employment			% of men in part-time employment			Gender gap (p.p.)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Brandenburg	35,9	36,6	34,8	8,1	8,5	10,4	-27,9	-28,1	-24,3
Dresden	42,9	44,1	40,1	11,4	12,5	12,1	-31,6	-31,6	-28,0
Germany	46,7	47,1	47,4	9,3	9,5	9,8	-37,4	-37,5	-37,7

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 3. Incidence of part-time employment, Rhineland regions and country wide (2018-2020)

	% of women in part-time employment			% of men in part-time employment			Gender gap (p.p.)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Düsseldorf	46,3	45,9	45,5	8,9	9,4	10,9	-37,4	-36,5	-34,5
Köln	45,7	46,9	48,4	9,9	10,6	12,0	-35,8	-36,3	-36,3
Germany	46,7	47,1	47,4	9,3	9,5	9,8	-37,4	-37,5	-37,7

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 4. Incidence of part-time employment, Central Germany regions and country wide (2018-2020)

	% of women in part-time employment			% of men in part-time employment			Gender gap (p.p.)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Chemnitz	41,8	40,8	35,9	7,6	7,9	...	-34,2	-32,9	...
Leipzig	37,9	39,5	36,7	12,8	13,9	13,7	-25,1	-25,5	-22,9
Saxony-Anhalt	35,9	36,3	35,6	8,0	8,7	8,2	-27,9	-27,6	-27,4
Germany	46,7	47,1	47,4	9,3	9,5	9,8	-37,4	-37,5	-37,7

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 5. Incidence of part-time employment by sex, West Romania and country wide (2018-2020)

	% of women in part-time employment			% of men in part-time employment			Gender gap (p.p.)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
West Romania	0,89	0,50	1,23	1,45	1,37	1,53	0,56	0,87	0,30
Romania	6,60	5,97	5,73	5,99	5,73	5,52	-0,61	-0,24	-0,21

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 6. Incidence of part-time employment by sex, West Slovakia and country wide (2018-2020)

	Females			Males			Gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
West Slovakia	6,5	6,3	6,8	1,9	1,8	2,0	-4,6	-4,5	-4,7
Slovakia	6,9	6,4	6,7	3,1	2,9	2,6	-3,8	-3,6	-4,0

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 7. Employment rates by sex and gender employment gap, in the provinces of Cagliari, South Sardinia, in Sardinia Region and countrywide (2018-2020)

	Females (%)			Males (%)			Gender gap (pp)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Cagliari	50,25	55,68	56,62	64,02	62,64	65,80	13,77	6,95	9,18
South Sardinia	43,04	44,67	43,67	65,14	63,60	60,93	22,10	18,92	17,26
Sardinia	47,86	50,40	48,09	64,33	64,22	62,96	16,47	13,82	14,87
Italy	53,10	53,80	52,70	72,90	73,40	72,60	19,80	19,60	19,90

Source: ISTAT; employment gap calculated by author

Table 8. Incidence of part-time employment, Sardinia and countrywide (2018-2020)

	Females (%)			Males (%)			Gender gap (pp)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Sardinia	36,7	36,2	36,5	10,5	11,0	10,6	-26,2	-25,2	-25,9
Italy	32,4	32,9	32,0	7,9	8,1	8,0	-24,5	-24,8	-24,0

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 9. Employment rate by sex and gender employment gap, in Brindisi, Puglia Region, and countrywide (2018-2020)

	Females (%)			Males (%)			Gender gap (pp)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Brindisi	41,00	41,80	38,10	64,00	64,90	62,70	23,00	23,10	24,60
Puglia	35,60	35,60	35,50	63,70	65,20	64,80	28,10	29,60	29,30
Italy	53,10	53,80	52,70	72,90	73,40	72,60	19,80	19,60	19,90

Source: ISTAT; employment gap calculated by author

Table 10. Incidence of part-time employment, Puglia and countrywide (2018-2020)

	Females (%)			Males (%)			Gender gap (percentage points)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Puglia	31,6	31,8	30,5	9,6	8,9	9,6	-22,0	-22,9	-20,9
Italy	32,4	32,9	32,0	7,9	8,1	8,0	-24,5	-24,8	-24,0

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 11. Incidence of part-time employment, Lesser Poland and countrywide (2018-2020)

	Females			Males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Lesser Poland	6,3	4,8	5,3	3,5	2,3	2,9	-2,8	-2,5	-2,4
Poland	9,5	9,1	8,8	3,6	3,3	3,2	- 5,9	-5,8	-5,6

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 12. Incidence of part-time employment, Galicia and countrywide (2018-2020)

	Females			Males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Galicia	21,68	22,10	21,35	5,45	6,36	5,29	-16,23	-15,74	-16,06
Spain	23,61	23,38	22,46	6,41	6,46	6,20	-17,20	-16,93	-16,26

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 13. Incidence of part-time employment by sex, Styria and countrywide (2018-2020)

	Females (%)			Males (%)			Gender gap (pp)		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Styria	48,51	49,21	50,43	9,35	9,15	8,76	-39,16	-40,06	-41,67
Austria	47,59	47,75	47,51	9,89	9,43	9,67	-37,69	-38,32	-37,84

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Table 14. Incidence of part-time employment (2017-2019)

	Females			Males			Gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Sandnes	39,8	38,9	37,7	12,7	12,4	12,3	-27,1	-26,5	-25,4
Stavanger	32,9	32,9	32,1	14,3	14,6	14,2	-18,6	-18,3	-17,9
Sola	36,5	35,0	33,2	10,8	10,7	10,2	-25,7	-24,3	-23,0
Randaberg	39,5	38,0	36,9	12,9	13,6	12,4	-26,6	-24,4	-24,5
Norway	39,3	38,5	37,3	15,0	15,0	14,7	-24,3	-23,5	-22,6

Source: Statistics Norway. Indicators for gender equality in municipalities

Table 15. Employment rates and employment gaps in the LMA

	Female employment rate		Male employment rate		Gender Employment Gap	
Region	2019	2020	2019	2020	2019	2020
Neath Port Talbot	71,8	70,0	77,2	71,5	5,4	1,5
Bridgend	69,8	67,7	77,3	78,3	7,5	10,6
Swansea	65,1	68,1	74,8	71,9	9,7	3,8

Source: Stats Wales, Employment rates by Welsch area, year and gender.

Table 16. Incidence of part-time employment (2018-2020)

	Females			Males			Gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
West Wales and The Valleys	76,2	78,4	...	23,8	21,6	...	-52,5	-56,7	...
GB	78,2	78,5	...	21,8	21,5	...	-56,5	-57,0	...

Source: own calculations based on Eurostat [lfst_r_lfe2eftpt]

Annex 4 – Employment by education

Table 1. Employment rates by sex and educational attainment level in Silesia (2020)

Employment rate	Females (%)	Males (%)	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	30,3	56,7	26,4
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	54,3	73,0	18,7
Employment rate of persons with tertiary education (ISCED 5-8)	84,4	92,8	8,4

Source: Eurostat [lfst_r_lfe2emprc]

Table 2. Employment rates by sex and educational attainment level in Lusatia (2019)

Employment rate	Brandenburg			Dresden		
	Females (%)	Males (%)	Gap (pp)	Female (%)	Males (%)	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	51,1	65,0	13,9	49,8	60,2	10,4
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	81,0	83,3	2,3	80,0	83,9	3,9
Employment rate of persons with tertiary education (ISCED 5-8)	86,6	90,0	3,4	88,4	93,4	5,0

Source: Eurostat [lfst_r_lfe2emprc]

Table 3. Employment rates by sex and educational attainment level in Rhineland (2019)

Employment rate	Düsseldorf			Köln		
	Females (%)	Males (%)	Gap (pp)	Females (%)	Males (%)	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	45,5	66,6	21,1	48,6	67,9	19,3
Employment rate of persons with upper secondary & post-secondary non-tertiary education (ISCED 3-4)	75,4	82,9	7,5	76,5	81,6	5,1
Employment rate of persons with tertiary education (ISCED 5-8)	83,6	90,9	14,4	85,4	90,8	5,4

Source: Eurostat [lfst_r_lfe2emprc]

Table 4. Employment rates by sex and educational attainment level in Central Germany (2019)

Employment rate	Chemnitz			Leipzig			Saxony-Anhalt		
	Females (%)	Male (%)	Gap (pp)	Females (%)	Male (%)	Gap (pp)	Females (%)	Male (%)	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	48,3	53,9	5,6	48,2	61,5	13,3	50,1	61,9	11,8
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	80,9	84,9	4,0	78,4	82,2	3,8	77,4	81,2	3,8
Employment rate of persons with tertiary education (ISCED 5-8)	86,8	91,2	4,4	87,3	89,3	2,0	88,2	90,3	2,1

Source: Eurostat [lfst_r_lfe2emprc]

Table 5. Employment rates by sex and educational attainment level in West Romania and country-wide (2019)

West Romania	Females (%)	Males (%)	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	25,3	70,5	45,2
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	53,0	73,9	20,9
Employment rate of persons with tertiary education (ISCED 5-8)	81,8	87,7	5,9

Source: Eurostat [lfst_r_lfe2emprc]

Table 6. Employment rates by sex and educational attainment level in West Slovakia (2019)

Employment rate	Females (%)	Males (%)	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	40,0	53,7	13,7
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	70,3	82,3	12,0
Employment rate of persons with tertiary education (ISCED 5-8)	71,5	85,8	15,5

Source: Eurostat [lfst_r_lfe2emprc]

Table 7. Employment rates by sex and educational attainment level in Sardinia (2018-2020)

	Females%			Males%			Gap (pp)		
Employment rate	2018	2019	2020	2018	2019	2020	2018	2019	2020
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	34,6	35,2	29,3	58,7	60,1	58,8	24,1	24,9	29,5
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	51,4	52,0	52,0	67,9	65,5	62,4	16,5	13,5	10,4
Employment rate of persons with tertiary education (ISCED 5-8)	70,4	76,9	75,8	78,0	75,8	80,1	7,6	-1,1	4,3

Source: Eurostat [lfst_r_lfe2emprc]

Table 8. Employment rates by sex and educational attainment level in Puglia (2018-2020)

	Females%			Males%			Gap (pp)		
Employment rate	2018	2019	2020	2018	2019	2020	2018	2019	2020
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	22,4	21,6	20,8	58,1	59,6	59,6	35,7	38,0	38,8
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	39,2	38,8	39,6	66,6	67,8	66,7	27,4	29,0	27,1
Employment rate of persons with tertiary education (ISCED 5-8)	64,7	66,4	63,9	76,0	77,9	78,2	11,3	11,5	14,3

Source: Eurostat [lfst_r_lfe2emprc]

Table 9. Employment rates by sex and educational attainment level in Lesser Poland

	Females%			Males%			Gap (pp)		
Employment rate	2018	2019	2020	2018	2019	2020	2018	2019	2020
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	29,2	30,9	35,9	42,0	58,5	63,5	12,8	27,6	27,6
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	55,8	55,2	56,6	77,4	79,2	81,0	21,6	24,0	24,4
Employment rate of persons with tertiary education (ISCED 5-8)	83,9	83,8	81,9	91,9	91,5	89,8	8,0	7,7	7,9

Source: Eurostat [lfst_r_lfe2emprc]

Table 10. Employment rates by sex and educational attainment level in Galicia

Employment rate	Females%			Males%			Gap (pp)		
	2019	2020	2018	2019	2020	2018	2019	2020	2020
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	48,7	50,4	49,3	61,6	63,8	64,6	12,9	13,4	15,3
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	61,5	60,3	56,3	68,6	70,0	68,4	7,1	9,7	12,1
Employment rate of persons with tertiary education (ISCED 5-8)	78,1	78,9	76,0	82,5	82,5	80,7	4,4	3,6	4,7

Source: Eurostat [lfst_r_lfe2emprc]

Table 11. Employment rates by sex and educational attainment level for persons aged 20-64 in Styria

Employment rate	Females%			Males%			Gap (pp)		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	52,00	50,50	52,10	55,30	61,80	55,20	3,30	11,30	3,10
Employment rate of persons with secondary education (ISCED 3-4)	71,30	72,00	72,60	79,90	82,30	81,00	8,60	10,30	8,40
Employment rate of persons with tertiary education (ISCED 5-8)	84,00	85,40	81,10	87,90	87,80	90,30	3,90	2,40	9,20

Source: Eurostat [lfst_r_lfe2emprc]

Table 12. Employment rates by sex and educational attainment level for persons aged 20-64 in Agder og Rogaland (2019)

Employment rate	Females%	Males%	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	52,70	66,10	13,40
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	73,30	81,70	8,40
Employment rate of persons with tertiary education (ISCED 5-8)	86,80	89,60	2,80

Source: Eurostat [lfst_r_lfe2emprc]

Table 4. Employment rates by sex and educational attainment level in 2019, West Wales and The Valleys

Employment rate	Females%	Males%	Gap (pp)
Employment rate of persons with less than primary, primary & lower secondary education (ISCED 0-2)	51,1	65,5	14,4
Employment rate of persons with upper secondary & post-secondary non-tertiary education (levels 3 and 4)	71,5	83,3	11,8
Employment rate of persons with tertiary education (ISCED 5-8)	83,8	85,8	2,0

Source: Eurostat [lfst_r_lfe2emprc]

Annex 5 – Productive and reproductive roles

Table 1. Weekly hours spent in main job (in hours), comparison between Silesia and Poland

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Silesia	38,5	38,3	38,3	42,0	41,6	41,3	3,5	3,3	3,0
Poland	38,8	38,8	38,7	42,1	42,0	41,7	3,3	3,2	3,3

Source: Eurostat [lfst_r_lfe2ehour]

Table 2. Weekly hours spent in main job (in hours), comparison among Brandenburg, Dresden, and Germany

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Brandenburg	34,4	34,3	34,4	39,8	39,5	38,9	5,4	5,2	4,5
Dresden	33,9	33,6	34,4	39,3	39,0	39,0	5,4	5,4	4,6
Germany	30,9	30,9	30,8	39,5	39,4	39,2	8,6	8,5	8,4

Source: Eurostat [lfst_r_lfe2ehour]

Table 3. Weekly hours spent in main job (in hours), comparison among Düsseldorf, Köln, and Germany

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Düsseldorf	30,6	30,8	31,0	39,5	39,3	38,8	8,9	8,5	7,8
Köln	30,8	30,6	30,1	39,2	39,1	38,6	8,4	8,5	8,5
Germany	30,9	30,9	30,8	39,5	39,4	39,2	8,6	8,5	8,4

Source: Eurostat [lfst_r_lfe2ehour]

Table 4. Weekly hours spent in main job (in hours), comparison among Chemnitz, Leipzig, Saxony-Anhalt, and Germany

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Chemnitz	33,8	33,8	34,5	39,8	39,8	39,9	6,0	6,0	5,4
Leipzig	34,2	34,0	34,7	39,0	38,8	38,4	4,8	4,8	3,7
Saxony-Anhalt	34,4	34,4	34,7	39,3	39,2	39,5	4,9	4,8	4,8
Germany	30,9	30,9	30,8	39,5	39,4	39,2	8,6	8,5	8,4

Source: Eurostat [lfst_r_lfe2ehour]

Table 5. Weekly hours spent in main job (in hours), comparison between West Romania and Romania

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
West Romania							0,0	0,0	0,3
Romania	40,0	40,1	39,8	40,0	40,1	40,1			
Romania	39,4	39,6	39,5	40,2	40,4	40,3	0,8	0,8	0,8

Source: Eurostat [lfst_r_lfe2ehour]

Table 6. Weekly hours spent in main job (in hours), comparison between West Slovakia and Slovakia

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
West Slovakia	38,9	38,9	38,7	41,2	41,1	40,9	2,3	2,2	2,2
Slovakia	38,9	39,0	38,8	41,1	41,2	41,0	2,2	2,2	2,2

Source: Eurostat [lfst_r_lfe2ehour]

Table 7. Weekly hours spent in main job (in hours), comparison between Lesser Poland and Poland

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Lesser Poland	38,6	38,9	38,8	41,5	41,4	40,8	2,9	2,5	2,0
Poland	38,8	38,8	38,7	42,1	42,0	41,7	3,3	3,2	3,0

Source: Eurostat [lfst_r_lfe2ehour]

Table 8. Weekly hours spent in main job (in hours), comparison between Galicia and Spain

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Galicia	36,2	36,0	36,1	40,9	40,6	40,6	4,7	4,6	4,5
Spain	34,8	34,7	34,9	40,3	40,0	39,9	5,5	5,3	5,0

Source: Eurostat [lfst_r_lfe2ehour]

Table 9. Weekly hours spent in main job (in hours), comparison between Styria and Austria

	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
Region	2018	2019	2020	2018	2019	2020	2018	2019	2020
Styria	31,9	31,8	31,6	40,8	40,4	41,0	8,9	8,6	9,4
Austria	32,1	32,0	32,1	41,0	41,0	40,7	8,9	9,0	8,6

Source: Eurostat [lfst_r_lfe2ehour]

Table 10. Weekly hours spent in main job (in hours), comparison between Agder og Rogaland and Norway

Region	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Agder og Rogaland	31,5	31,0	31,4	36,9	36,6	35,8	5,4	5,6	4,4
Norway	32,2	32,2	32,4	36,7	36,6	36,4	4,5	4,4	4,0

Source: Eurostat [lfst_r_lfe2ehour]

Table 11. Weekly hours spent in main job (in hours), comparison between West Wales and The Valleys and Great Britain

Region	Weekly hours in job, females			Weekly hours in job, males			Gender gap		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
West Wales and The Valleys	32,4	33,1	...	42,2	41,8	...	9,8	8,7	...
GB	32,7	33,0	...	41,6	41,6	...	8,9	8,6	...

Source: Eurostat [lfst_r_lfe2ehour]

Annex 6 – Education

Table 1. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
Silesia	36,20	25,50
Poland	36,57	25,18

Source: Eurostat - EU LFS (edat_lfse_04)

Table 2. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
Brandenburg	29,50	28,10
Dresden	31,30	31,70
Germany	26,33	31,48

Source: Eurostat - EU LFS (edat_lfse_04)

Table 3. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
Düsseldorf	23,60	29,40
Köln	28,90	33,00
Germany	26,33	31,48

Source: Eurostat - EU LFS (edat_lfse_04)

Table 4. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
Chemnitz	25,50	25,10
Leipzig	36,20	32,30
Saxony-Anhalt	24,50	21,80
Germany	26,33	31,48

Source: Eurostat - EU LFS (edat_lfse_04)

Table 5. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

	Females (%)	Males (%)
West Romania	16,60	16,00
Romania	19,46	17,44

Source: Eurostat - EU LFS (edat_lfse_04)

Table 6. Percentage of graduates of tertiary education (ISCED 5-8) out of the economically active population, in 2020.

Region	Females (%)	Males (%)
Region of Trenčín	28,84	18,73
Slovak Republic	33,19	22,58

Source: own calculations Statistics Slovakia [pr2823rs]

Table 7. Tertiary education diplomas obtained by individuals with residence in the province of South Sardinia, awarded by Italian Universities (2018-2020)

Gender	2018	2019	2020
Male	522 (36,63%)	529 (36,33%)	537 (37,34%)
Female	903 (63,37%)	927 (63,67%)	901 (62,66%)
Total	1425 (100%)	1456 (100%)	1438 (100%)

Source: MIUR (2021); percentages calculated by author

Table 8. Tertiary education diplomas obtained by individuals with residence in the province of Brindisi, awarded by Italian Universities (2018-2020)

Gender	2018	2019	2020
Male	916 (42%)	940 (42%)	866 (40%)
Female	1280 (58%)	1319 (58%)	1266 (60%)
Total	2196 (100%)	2259 (100%)	2132 (100%)

Source: MIUR (2021); percentages calculated by author

Table 9. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
Lesser Poland	39,40	27,90
Poland	36,57	25,18

Source: Eurostat - EU LFS (edat_lfse_04)

Table 10. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
Galicia	41,30	34,50
Spain	40,07	33,91

Source: Eurostat - EU LFS (edat_lfse_04)

Table 11. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

	Females (%)	Males (%)
Styria	29,20	31,10
Austria	31,52	32,89

Source: Eurostat - EU LFS (edat_lfse_04)

Table 12. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2020.

Region	Females (%)	Males (%)
Sandnes	38,6	29,7
Stavanger	46,8	40,6
Sola	41,5	32,7
Randaberg	36,9	25,5
Norway	38,8	30,1

Source: Statistics Norway - Indicators for gender equality in municipalities

Table 13. Percentage of graduates of tertiary education (ISCED 5-8) aged 25-64, in 2019.

Region	Females (%)	Males (%)
West Wales and The Valleys	43,5	32,3
GB	47,0	42,4

Source: Eurostat - EU LFS (edat_lfse_04)

Annex 7 – Young people neither in employment nor in education and training

Table 1. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Silesia and Poland

Region	Females (%)	Males (%)
Silesia	14,10	5,30
Poland	17,53	8,20

Source: Eurostat [edat_ifse_22]

Table 2. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison among Brandenburg, Dresden, and Germany

Region	Females (%)	Males (%)
Brandenburg	8,50	7,50
Dresden	6,30	5,60
Germany	9,48	5,98

Source: Eurostat [edat_ifse_22]

Table 3. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison among Düsseldorf, Köln, and Germany

Region	Females (%)	Males (%)
Düsseldorf	13,10	8,00
Köln	9,30	6,20
Germany	9,48	5,98

Source: Eurostat [edat_ifse_22]

Table 4. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison among Chemnitz, Leipzig, Saxony-Anhalt, and Germany

Region	Females (%)	Males (%)
Chemnitz	8,10	7,60
Leipzig	8,70	7,30
Saxony-Anhalt	11,40	7,20
Germany	9,48	5,98

Source: Eurostat [edat_ifse_22]

Table 5. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between West Romania and Romania

Region	Females (%)	Males (%)
West Romania	23,60	12,00

Romania	22,45	12,24
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Source: Eurostat [edat_ifse_22]

Table 6. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Trenčín Region and Slovakia

Region	Females (%)	Males (%)
Region of Trenčín	16,00	6,50
Slovak Republic	17,45	9,13

Source: Eurostat [edat_ifse_22]

Table 7. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Sardinia and Italy

Region	Females (%)	Males (%)
Sardinia	28,40	27,10
Italy	22,58	19,05

Source: Eurostat [edat_ifse_22]

Table 8. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Puglia and Italy

Region	Females (%)	Males (%)
Puglia	30,40	29,10
Italy	22,58	19,05

Source: Eurostat [edat_ifse_22]

Table 9. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Lesser Poland and Poland

Region	Females (%)	Males (%)
Lesser Poland	13,80	6,20
Poland	17,53	8,20

Source: Eurostat [edat_ifse_22]

Table 10. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Galicia and Spain

Region	Females (%)	Males (%)
Galicia	12,30	12,30
Spain	15,79	14,84

Source: Eurostat [edat_ifse_22]

Table 11. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Styria and Austria

	Females (%)	Males (%)
Styria	8,80	5,90
Austria	9,59	6,68

Source: Eurostat [edat_ifse_22]

Table 12. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between Agder og Rogaland and Norway

Region	Females (%)	Males (%)
Agder og Rogaland	7,1	6,7
Norway	6,7	6,6

Source: Eurostat [edat_ifse_22]

Table 13. Percentage of young people neither in employment nor in education and training aged 15-29 in 2019. Comparison between West Wales and The Valleys and Great Britain

Region	Females (%)	Males (%)
West Wales and The Valleys	14,7	14,1
GB	13,1	9,8

Source: Eurostat [edat_ifse_22]

Annex 8 – Access to management positions

Table 1. Share of people who declared being responsible for supervising other employees, by sex

Region	Females (%)	Males (%)
Silesia	9,39	16,24
Poland	12,24	23,83

Source: ESS9 – 2018. Weighted results

Table 2. Share of people who declared being responsible for supervising other employees, by sex

Region	Females (%)	Males (%)
Brandenburg and Saxony	24,67	37,56
Germany	27,90	43,06

Source: ESS9 – 2018. Weighted results

Table 3. Share of people who declared being responsible for supervising other employees, by sex

Region	Females (%)	Males (%)
North Rhine-Westphalia	28,62	43,02
Germany	27,90	43,06

Source: ESS9 – 2018. Weighted results

Table 4. Share of people who declared being responsible for supervising other employees, by sex

Region	Females (%)	Males (%)
Saxony and Saxony-Anhalt	34,14	40,07
Germany	27,90	43,06

Source: ESS9 – 2018. Weighted results

Table 5. Share of female managers out of total number of managers, comparison among the CCT regions, Region of Trenčín, and Slovakia (2019)

Region	Females (%)
District of Prievidza	38,75
District of Partizánske	49,20
Region of Trenčín	36,21

Slovakia	37,61
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Source: Statistics Slovakia [pr3113rr]

Table 6. Share of people who declared being responsible for supervising other employees, by sex

Region	Females (%)	Males (%)
Lesser Poland	10,67	27,63
Poland	12,24	23,83

Source: ESS9 – 2018. Weighted results

Table 7. Share of people who declared being responsible for supervising other employees, by sex

Region	Females (%)	Males (%)
Styria	10,60	34,31
Austria	15.13	32.77

Source: ESS9 – 2018. Weighted results

Annex 9 – Influence in organisation

Table 1. Share of people allowed to influence policy decisions in their organization in Silesia

Gender	No influence (%)	Some influence (%)	Total control (%)	Total (%)
Males	32,76	62,89	4,35	100.00
Females	32,86	63,99	3,15	100.00

Source: ESS9 – 2018. Weighted results

Table 2. Share of people allowed to influence policy decisions about activities of organization in Saxony and Brandenburg

Gender	No influence (%)	Some influence (%)	Total control (%)	Total (%)
Males	37,58	49,65	12,77	100.00
Females	35,85	55,00	9,15	100.00

Source: ESS9 – 2018. Weighted results

Table 3. Share of people allowed to influence policy decisions about activities of organization in North Rhine-Westphalia

Gender	No influence (%)	Some influence (%)	Total control (%)	Total (%)
Males	26,66	58,78	14,56	100.00
Females	34,79	57,83	7,37	100.00

Source: ESS9 – 2018. Weighted results

Table 4. Share of people allowed to influence policy decisions about activities of organization in Saxony and Saxony-Anhalt

Gender	No influence (%)	Some influence (%)	Total control (%)	Total (%)
Males	32,78	53,86	13,36	100.00
Females	34,90	57,36	7,75	100.00

Source: ESS9 – 2018. Weighted results

Table 5. Share of people allowed to influence policy decisions about activities of organization in Lesser Poland

Gender	No influence (%)	Some influence (%)	Total control (%)	Total (%)
Males	31,01	39,64	29,35	100.00
Females	39,34	44,49	16,16	100.00

Source: ESS9 – 2018. Weighted results

Table 6. Share of people allowed to influence policy decisions about activities of organization by sex in Styria

Gender	No influence (%)	Some influence (%)	Total control (%)	Total (%)
Males	33,04	45,91	21,05	100.00
Females	48,90	43,88	7,22	100.00

Source: ESS9 – 2018. Weighted results

Annex 10 – Internet use

Table 1. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Silesia	Male	21,31	23,25	55,45	100.00
	Female	24,11	25,09	50,80	100.00
Poland	Male	20,95	23,82	55,23	100.00
	Female	26,41	20,42	53,17	100.00

Source: ESS9 – 2018. Weighted results

Table 2. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Brandenburg and Saxony	Male	22,62	15,62	61,76	100.00
	Female	15,53	20,92	63,56	100.00
Germany	Male	12,12	15,40	72,48	100.00
	Female	14,54	18,77	66,70	100.00

Source: ESS9 – 2018. Weighted results

Table 3. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
North Rhine-Westphalia	Male	13,85	10,83	75,32	100.00
	Female	14,80	16,39	68,81	100.00
Germany	Male	12,12	15,40	72,48	100.00
	Female	14,54	18,77	66,70	100.00

Source: ESS9 – 2018. Weighted results

Table 4. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Saxony and Saxony Anhalt	Male	16,65	17,63	65,72	100.00
	Female	18,87	23,65	57,48	100.00
Germany	Male	12,12	15,40	72,48	100.00
	Female	14,54	18,77	66,70	100.00

Source: ESS9 – 2018. Weighted results

Table 5. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Region of Trenčín	Male	9,78	52,87	37,35	100.00
	Female	34,26	33,27	32,47	100.00
Slovakia	Male	17,95	34,27	47,78	100.00
	Female	25,36	31,82	42,83	100.00

Source: ESS9 – 2018. Weighted results

Table 6. Frequency of internet use

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Lesser Poland	Male	21,38	24,45	54,18	100.00
	Female	24,52	10,51	64,97	100.00
Poland	Male	20,95	23,82	55,23	100.00
	Female	26,41	20,42	53,17	100.00

Source: ESS9 – 2018. Weighted results

Table 7. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Styria	Male	14,99	22,51	62,49	100.00
	Female	24,34	16,33	59,33	100.00
Austria	Male	12.44	17.07	70.49	100.00
	Female	18.48	18.61	62.91	100.00

Source: ESS9 – 2018. Weighted results

Table 8. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Agder og Rogaland	Male	1,03	10,36	88,61	100.00
	Female	0,00	9,16	90,84	100.00
Norway	Male	1,72	10,77	87,51	100.00
	Female	2,54	13,49	83,97	100.00

Source: ESS9 – 2018. Weighted results

Table 9. Frequency of internet use among men and women

Region	Gender	Never (%)	Sometimes (%)	Every day (%)	Total (%)
Wales	Male	7,79	15,59	76,62	100.00
	Female	5,44	21,75	72,81	100.00
GB	Male	7,12	16,89	75,99	100.00
	Female	9,09	15,57	75,34	100.00

Source: ESS9 – 2018. Weighted results

Annex 11 – Health

Table 1. Total number (per hundred thousand inhabitants) of discharges related to use of alcohol and of psychoactive substances (inpatients) in 2018

	Saxony		Brandenburg		Germany	
	Females	Males	Females	Males	Females	Males
Inpatients, mental and behavioural disorders due to use of alcohol	164,0	546,4	210,0	658,5	173,0	487,4
Inpatients, alcoholic liver disease	34,8	108,5	30,7	92,1	25,3	65,2
Inpatients, mental and behavioural disorders due to psychoactive substance use	64,3	176,7	54,6	149,4	60,7	185,0

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 2. Total number (per hundred thousand inhabitants) of discharges related to use of alcohol and of psychoactive substances (inpatients) in 2018

	North Rhine-Westphalia		Germany	
	Females	Males	Females	Males
Inpatients, mental and behavioural disorders due to use of alcohol	190,0	521,1	173,0	487,4
Inpatients, alcoholic liver disease	27,1	56,1	25,3	65,2
Inpatients, mental and behavioural disorders due to psychoactive substance use	74,7	247,3	60,7	185,0

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 3. Total number (per hundred thousand inhabitants) of discharges related to use of alcohol and of psychoactive substances (inpatients) in 2018

	Saxony		Saxony-Anhalt		Germany	
	Females	Males	Females	Males	Females	Males
Inpatients, mental and behavioural disorders due to use of alcohol	164,0	546,4	174,8	639,7	173,0	487,4
Inpatients, alcoholic liver disease	34,8	108,5	29,0	107,2	25,3	65,2
Inpatients, mental and behavioural disorders due to psychoactive substance use	64,3	176,7	65,4	190,1	60,7	185,0

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 4. Total number (per hundred thousand inhabitants) of discharges related to mental and behavioural disorders due to use of alcohol and due to psychoactive substance use, by sex (inpatients)

	Females			Males		
West Romania	2018	2019	2020	2018	2019	2 020
Inpatients, mental and behavioural disorders due to use of alcohol	7,1	3,2	5,0	85,5	76,6	66,4
Inpatients, mental and behavioural disorders due to psychoactive substance use	0,7	0,9	1,7	5,0	6,1	9,2
Romania	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	11,5	10,6	11,8	108,5	101,2	105,7
Inpatients, mental and behavioural disorders due to psychoactive substance use	2,7	2,2	2,1	11,1	10,8	11,2

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 5. Total number (per hundred thousand inhabitants) of discharges related to use of alcohol and of psychoactive substances (inpatients)

	Females			Males		
Sardinia	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	7,9	7,7	6,6	31,9	26,7	26,6
Inpatients, alcoholic liver disease	6,2	4,2	8,3	52,8	57,8	46,8
Inpatients, mental and behavioural disorders due to psychoactive substance use	11,5	9,6	9,2	14,1	16,8	16,0
Italy	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	8,8	8,5	8,0	23,1	22,0	21,1
Inpatients, alcoholic liver disease	7,3	7,2	7,0	32,4	31,4	30,8
Inpatients, mental and behavioural disorders due to psychoactive substance use	8,9	9,0	8,8	16,9	17,5	17,1

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 6. Total number (per hundred thousand inhabitants) of discharges related to use of alcohol and of psychoactive substances (inpatients)

	Females			Males		
Apulia	2018	2019	2020	2018	2019	2020

Inpatients, mental and behavioural disorders due to use of alcohol	3,6	3,9	2,3	14,3	13,3	11,8
Inpatients, alcoholic liver disease	5,9	6,1	5,5	29,8	30,6	30,1
Inpatients, mental and behavioural disorders due to psychoactive substance use	3,2	3,4	2,7	9,1	9,6	9,0
Italy	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	8,8	8,5	8,0	23,1	22,0	21,1
Inpatients, alcoholic liver disease	7,3	7,2	7,0	32,4	31,4	30,8
Inpatients, mental and behavioural disorders due to psychoactive substance use	8,9	9,0	8,8	16,9	17,5	17,1

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 7. Total number (per hundred thousand inhabitants) of discharges related to use of alcohol and of psychoactive substances (inpatients)

	Females			Males		
Galicia	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	8,1	7,9	6,4	28,5	27,4	27,3
Inpatients, alcoholic liver disease	15,4	13,6	16,9	70,6	69,8	66,9
Inpatients, mental and behavioural disorders due to psychoactive substance use	4,4	4,2	5,7	18,5	17,3	19,3
Spain	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	9,7	9,5	10,3	29,3	27,9	27,7
Inpatients, alcoholic liver disease	8,0	7,5	8,5	43,1	42,4	42,1
Inpatients, mental and behavioural disorders due to psychoactive substance use	7,7	8,5	9,7	27,5	28,2	29,2

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Table 8. Total number (per hundred thousand inhabitants) of discharges related to the use of alcohol and of psychoactive substance use, by sex (inpatients)

	Females			Males		
Styria	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	124,9	128,8	151,1	270,0	251,7	283,4
Alcoholic liver disease	9,2	8,6	9,4	31,3	35,4	32,4
Inpatients, mental and behavioural disorders due to psychoactive substance use	37,3	36,1	28,7	93,3	91,5	90,0
Austria	2018	2019	2020	2018	2019	2020
Inpatients, mental and behavioural disorders due to use of alcohol	124,8	123,4	123,7	280,9	266,9	262,2
Alcoholic liver disease	11,6	11,0	10,8	40,4	39,4	35,0
Inpatients, mental and behavioural disorders due to psychoactive substance use	43,4	42,5	41,5	98,3	87,2	86,3

Source: Eurostat [hlth_co_disch2f], [hlth_co_disch2m]

Annex 12 – Voting

Table 1. Share of respondents that voted last national election

Region	Females (%)	Males (%)
Silesia	65,60	64,32
Poland	64,31	66,26

Source: ESS9 – 2018. Weighted results

Table 2. Share of respondents that voted last national election

Region	Females (%)	Males (%)
Brandenburg and Saxony	86,11	73,25
Germany	76,71	72,55

Source: ESS9 – 2018. Weighted results

Table 3. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
North Rhine-Westphalia	73,47	69,14
Germany	76,71	72,55

Source: ESS9 – 2018. Weighted results

Table 4. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
Saxony and Saxony-Anhalt	82,41	78,13
Germany	76,71	72,55

Source: ESS9 – 2018. Weighted results

Table 5. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
Region of Trenčín	55,88	52,57
Slovakia	62,45	65,32

Source: ESS9 – 2018. Weighted results

Table 6. Share of adult respondents who voted in the last national election

Region	Females (%)	Males (%)
Lesser Poland	70,24	70,87
Poland	64,31	66,26

Source: ESS9 – 2018. Weighted results

Table 7. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
Galicia	74,36	71,67
Spain	73,07	70,70

Source: ESS9 – 2018. Weighted results

Table 8. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
Styria	70,58	85,93
Austria	77.00	77.66

Source: ESS9 – 2018. Weighted results

Table 9. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
Agder og Rogaland	76,63	80,31
Norway	79,99	76,11

Source: ESS9 – 2018. Weighted results

Table 10. Share of adult respondents that voted last national election

Region	Females (%)	Males (%)
Wales	87,71	86,43
GB	69,99	73,26

Source: ESS9 – 2018. Weighted results

Annex 13 – Political ideology

Table 1. Left-right political identification in Silesia and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Silesia	Male	37,83	23,37	38,80	100.00
	Female	20,47	30,06	49,47	100.00
Poland	Male	25,08	29,66	45,26	100.00
	Female	22,56	32,13	45,31	100.00

Source: ESS9 – 2018. Weighted results

Table 2. Left-right political identification in Brandenburg and Saxony and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Brandenburg and Saxony	Male	50,31	30,46	19,24	100.00
	Female	45,23	40,12	14,65	100.00
Germany	Male	41,29	34,21	24,50	100.00
	Female	43,73	41,36	14,91	100.00

Source: ESS9 – 2018. Weighted results

Table 3. Left-right political identification in North Rhine Westphalia and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
North Rhine-Westphalia	Male	39,67	38,47	21,87	100.00
	Female	35,61	50,35	14,04	100.00
Germany	Male	41,29	34,21	24,50	100.00
	Female	43,73	41,36	14,91	100.00

Source: ESS9 – 2018. Weighted results

Table 4. Left-right political identification in Saxony and Saxony-Anhalt and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Saxony and Saxony-Anhalt	Male	48,06	30,63	21,31	100.00
	Female	40,72	47,72	11,57	100.00
Germany	Male	41,29	34,21	24,50	100.00
	Female	43,73	41,36	14,91	100.00

Source: ESS9 – 2018. Weighted results

Table 5. Left-right political identification in Trenčín Region and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Region of Trenčín	Male	46,04	33,30	20,66	100.00
	Female	38,57	30,15	31,28	100.00
Slovakia	Male	29,21	35,75	35,05	100.00
	Female	31,77	29,95	38,28	100.00

Source: ESS9 – 2018. Weighted results

Table 6. Left-right political identification in Lesser Poland and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Lesser Poland	Male	9,69	38,36.	51,95	100.00
	Female	13,06	29,66	57,29	100.00
Poland	Male	25,08	29,66	45,26	100.00
	Female	22,56	32,13	45,31	100.00

Source: ESS9 – 2018. Weighted results

Table 7. Left-right political identification in Galicia and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Galicia	Male	55,34	19,93	24,74	100.00
	Female	55,39	14,29	30,31	100.00
Spain	Male	47,46	25,58	26,96	100.00
	Female	50,07	24,51	25,42	100.00

Source: ESS9 – 2018. Weighted results

Table 8. Left-right political identification of men and women, in Styria and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Styria	Male	31,73	36,50	31,77	100.00
	Female	35,76	37,37	26,88	100.00
Austria	Male	37.01	33.50	29.50	100.00
	Female	40.16	37.99	21.86	100.00

Source: ESS9 – 2018. Weighted results

Table 9. Left-right political identification, Agder og Rogaland and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Agder og Rogaland	Male	33.50	18.71	47.80	100.00
	Female	37.09	26.03	36.88	100.00
Norway	Male	36.81	19.63	43.57	100.00
	Female	43.32	22.18	34.50	100.00

Source: ESS9 – 2018. Weighted results

Table 10. Left-right political identification, Wales and countrywide

Region	Gender	Left (%)	Centre (%)	Right (%)	Total (%)
Wales	Male	30,95	36,89	32,15	100.00
	Female	39,38	38,85	21,77	100.00
GB	Male	34,53	35,27	30,21	100.00
	Female	30,61	43,00	26,38	100.00

Source: ESS9 – 2018. Weighted results

Annex 14 – Political representation of women

Table 1. Representation of women in the public sector. Comparison between Silesia (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies (%)	Share of women in regional executives (%)	Share of women in municipal councils (%)
Silesia	40,00	40,00	30,08
Poland	26,75	21,47	29,97

Source: EIGE Gender Statistics DB

Table 2. Representation of women in the public sector. Comparison among Brandenburg, Dresden (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies (%)	Share of women in regional executives (%)	Share of women in municipal councils (%)
Brandenburg	34,09	54,55	22,81
Dresden	27,73	42,86	20,24
Germany	29,50	39,16	22,23

Source: EIGE Gender Statistics DB

Table 3. Representation of women in the public sector. Comparison between North Rhine-Westphalia (NUTS 1) and national aggregates (2020)

Region	Share of women in regional assemblies (%)	Share of women in regional executives (%)	Share of women in municipal councils (%)
North Rhine-Westphalia	27,64	30,77	24,85
Germany	29,50	39,16	22,23

Source: EIGE Gender Statistics DB

Table 4. Representation of women in the public sector. Comparison among Saxony, Saxony-Anhalt (NUTS 1) and national aggregates (2020)

Region	Share of women in regional assemblies (%)	Share of women in regional executives (%)	Share of women in municipal councils (%)
Saxony	27,73	42,86	20,24
Saxony-Anhalt	21,84	33,33	21,70
Germany	29,50	39,16	22,23

Source: EIGE Gender Statistics DB

Table 5. Representation of women in the public sector. Comparison between Hunedoara (NUTS 3) and national aggregates (2020)

Region	Share of women in regional assemblies (%)	Share of women in regional executives (%)	Share of women in municipal councils (%)
Hunedoara	26,66	0,00	23,00
Romania	19,73	16,67	12,80

Source: EIGE Gender Statistics DB for national figures; own computations for Hunedoara County¹³

Table 6. Representation of women in the public sector, comparison between Western Slovakia (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies	Share of women in regional executives	Share of women in municipal councils
Western Slovakia	14,48	21,95	27,56
Slovakia	16,18	21,95	26,90

Source: EIGE Gender Statistics DB

Table 7. Representation of women in the public sector, comparison among South Sardinia (NUTS 3), Sardinia (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies	Share of women in regional executives	Share of women in municipal councils
South Sardinia	N/A	N/A	34,18
Sardinia	15,00	30,77	31,50
Italy	21,85	24,45	31,50

Source: EIGE Gender Statistics DB and Italian Ministry of Internal Affairs

Table 8. Representation of women in the public sector, comparison among Brindisi Province (NUTS 3), Apulia (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies	Share of women in regional executives	Share of women in municipal councils
Brindisi	N/A	N/A	34,70
Apulia	13,73	20,00	31,50
Italy	21,85	24,45	31,50

Source: EIGE Gender Statistics DB and Italian Ministry of Internal Affairs

Table 9. Representation of women in the public sector, comparison between Lesser (NUTS 2) and national aggregates (2020)

¹³ Based on the data available on the websites of Hunedoara County, and the cities of Brad, Deva, Hunedoara, Lupeni, Orăștie, Petroșani, Vulcan

Region	Share of women in regional assemblies	Share of women in regional executives	Share of women in municipal councils
Lesser Poland	23,08	25,00	25,81
Poland	26,75	21,47	29,97

Source: EIGE Gender Statistics DB

Table 10. Representation of women in the public sector, comparison between Galicia (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies	Share of women in regional executives	Share of women in municipal councils
Galicia	50,67	41,67	40,77
Spain	46,89	42,04	41,70

Source: EIGE Gender Statistics DB

Table 11. Representation of women in the public sector, comparison between Styria (NUTS 2) and national aggregates (2020)

Region	Share of women in regional assemblies	Share of women in regional executives	Share of women in municipal councils
Styria	37,50	50,00	26,00
Austria	34,53	41,06	24,00

Source: EIGE Gender Statistics DB and Städtebund-SORA Gleichstellungsindex

Table 12. Representation of women in the public sector, comparison among the CCT municipalities (LAUs), Styria (NUTS 2) and national aggregates (2019)

Region	Share of women in municipal councils
Sandnes	40,8
Stavanger	38,8
Sola	41,5
Randaberg	55,6
Norway	39,0

Source: Statistics Norway. Indicators for gender equality in municipalities

Annex 15 – Union membership

Table 1. Members of trade union or similar organization, by sex. Comparison between Silesia and Poland

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Silesia	Male	9,00	13,80	77,20	100,00
	Female	2,70	2,63	94,67	100,00
Poland	Male	5,96	13,61	80,43	100,00
	Female	5,35	10,95	83,70	100,00

Source: ESS9 – 2018. Weighted results

Table 2. Members of trade union or similar organization, by sex. Comparison between the regions of Brandenburg and Saxony combined and Germany.

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Brandenburg and Saxony	Male	14,44	33,96	51,60	100,00
	Female	9,05	35,68	55,27	100,00
Germany	Male	14,56	20,25	65,19	100,00
	Female	8,10	18,93	72,97	100,00

Source: ESS9 – 2018. Weighted results

Table 3. Members of trade union or similar organization, by sex. Comparison between North Rhine-Westphalia and Germany.

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
North Rhine-Westphalia	Male	17,16	18,01	64,83	100,00
	Female	9,52	15,01	75,47	100,00
Germany	Male	14,56	20,25	65,19	100,00
	Female	8,10	18,93	72,97	100,00

Source: ESS9 – 2018. Weighted results

Table 4. Members of trade union or similar organization, by sex. Comparison between the regions of Saxony and Saxony-Anhalt combined and Germany.

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Saxony and Saxony-Anhalt	Male	12,22	37,49	50,29	100,00
	Female	4,95	49,43	45,63	100,00
Germany	Male	14,56	20,25	65,19	100,00
	Female	8,10	18,93	72,97	100,00

Source: ESS9 – 2018. Weighted results

Table 5. Members of trade union or similar organization, by sex. Comparison between the Region of Trenčín and Slovakia.

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Region of Trenčín	Male	7,58	5,08	87,34	100,00
	Female	2,84	16,81	80,35	100,00
Slovakia	Male	2,75	22,74	74,51	100,00
	Female	3,92	25,53	70,55	100,00

Source: ESS9 – 2018. Weighted results

Table 6. Members of trade union or similar organization, by sex. Comparison between Lesser Poland and Poland

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Lesser Poland	Male	11,45	17,04	71,51	100,00
	Female	7,96	9,70	82,34	100,00
Poland	Male	5,96	13,61	80,43	100,00
	Female	5,35	10,95	83,70	100,00

Source: ESS9 – 2018. Weighted results

Table 7. Member of trade union or similar organization, by sex. Comparison between Galicia and Spain

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Galicia	Male	9,57	15,87	74,57	100,00
	Female	13,91	2,90	83,19	100,00
Spain	Male	10,87	14,73	74,40	100,00
	Female	8,98	7,19	83,83	100,00

Source: ESS9 – 2018. Weighted results

Table 8. Member of trade union or similar organization, by sex. Comparison between Styria and Austria

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Styria	Male	23,94	29,61	46,45	100,00
	Female	13,66	12,46	73,88	100,00
Austria	Male	22,69	19,34	57,97	100,00
	Female	17,69	14,79	67,52	100,00

Source: ESS9 – 2018. Weighted results

Table 9. Member of trade union or similar organization, by sex. Comparison between Agder og Rogaland and Norway

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Agder og Rogaland	Male	41,00	20,26	38,74	100,00
	Female	53,77	16,02	30,21	100,00
Norway	Male	41,21	19,67	39,13	100,00
	Female	48,92	16,98	34,10	100,00

Source: ESS9 – 2018. Weighted results

Table 10. Members of trade union or similar organization

Region	Gender	Yes, currently (%)	Yes, previously (%)	No (%)	Total (%)
Wales	Male	15,46	37,82	46,72	100,00
	Female	25,50	34,02	40,48	100,00
GB	Male	11,54	25,61	62,85	100,00
	Female	13,78	21,18	65,04	100,00

Source: ESS9 – 2018. Weighted results

Annex 16 – Teenage mothers

Table 1. Live births to teenage mothers (percentage out of total number of births). Comparison among Katowice (CCT/ NUTS 3), Silesia (NUTS 2) and Poland (NUTS 0)

Region	Live births to women aged 10-14 (%)			Live births to women aged 15-19 (%)		
	2017	2018	2019	2017	2018	2019
Katowice	0,00	0,04	0,01	3,17	2,88	2,75
Silesia	0,01	0,01	0,01	2,51	2,36	2,23
Poland	0,01	0,01	0,01	2,50	2,37	2,20

Source: Eurostat [demo_r_fagec3]

Table 2. Live births to teenage mothers (percentage out of total number of births) in 2017. Comparison among the CCT regions (NUTS 3) in Lusatia and Germany (NUTS 0)

Region	Live births to women aged 10-14 (%)	Live births to women aged 15-19 (%)
Cottbus	0,00	4,40
Oberspreewald-Lausitz	0,00	2,15
Spree-Neiße, Landkreis	0,00	2,41
Görlitz, Landkreis	0,00	3,62
Germany	0,02	2,01

Source: Eurostat [demo_r_fagec3]

Table 3. Live births to teenage mothers (percentage out of total number of births) in 2017. Comparison among the CCT regions (NUTS 3) in Rhineland and Germany (NUTS 0)

Region	Live births to women aged 10-14 (%)	Live births to women aged 15-19 (%)
Rhein-Kreis Neuss	0,00	1,54
Köln	0,03	1,81
Düren	0,00	2,40
Rhein-Erft-Kreis	0,02	2,11
Heinsberg	0,00	2,11
Aachen	0,00	2,02
Germany	0,02	2,01

Source: Eurostat [demo_r_fagec3]

Table 4. Live births to teenage mothers (percentage out of total number of births) in 2017. Comparison among the CCT regions (NUTS 3) in Central Germany, and Germany (NUTS 0)

Region	Live births to women aged 10-14 (%)	Live births to women aged 15-19 (%)
Chemnitz, Kreisfreie Stadt	0,08	3,38
Leipzig	0,00	2,13
Burgenlandkreis	0,00	3,39
Mansfeld-Südharz	0,11	5,72
Saalekreis	0,20	2,86
Germany	0,02	2,01

Source: Eurostat [demo_r_fagec3]

Table 5. Live births to teenage mothers (percentage out of total number of births) in 2017. Comparison between Hunedoara County LMA (NUTS 3) and Romania (NUTS 0)

	Live births to women aged 10-14 (%)		Live births to women aged 15-19 (%)			
	2017	2018	2017	2018	2018	2019
Hunedoara	0,43	0,17	0,46	8,11	8,63	8,91
Romania	0,36	0,36	0,38	9,30	9,12	8,98

Source: Eurostat [demo_r_fagec3]

Table 6. Live births to teenage mothers (percentage out of total number of births) in 2019. Comparison between Region of Trenčín (NUTS 3) and Slovakia (NUTS 0)

Region	Aged 10-14	Aged 15-19
Region of Trenčín	0,04	1,67
Slovakia	0,07	6,05

Source: Eurostat [demo_r_fagec3]

Table 7. Live births to teenage mothers (percentage out of total number of births) in 2017-2019. Comparison among Carbonia-Iglesias Province (NUTS 3), Sardinia (NUTS 2), and Italy (NUTS 0)

Region	Live births to women aged 10-14			Live births to women aged 15-20		
	2017	2018	2019	2017	2018	2019
Carbonia-Iglesias	0,00	0,00	0,00	1,18	0,97	0,55
Sardinia	0,00	0,01	0,00	1,09	1,30	1,14
Italy	0,00	0,00	0,00	1,32	1,30	1,21

Source: Eurostat [demo_r_fagec3]

Table 8. Live births to teenage mothers (percentage out of total number of births) in 2017-2019. Comparison among Brindisi Province (NUTS 3), Apulia (NUTS 2), and Italy (NUTS 0)

Region	Live births to women aged 10-14			Live births to women aged 15-20		
	2017	2018	2019	2017	2018	2019
Brindisi	0,00	0,00	0,00	2,19	1,75	1,56
Apulia	0,00	0,01	0,00	1,75	1,90	1,84
Italy	0,00	0,00	0,00	1,32	1,30	1,21

Source: Eurostat [demo_r_fagec3]

Table 9. Live births to teenage mothers (percentage out of total number of births) in 2017-2019. Comparison among Krakow (NUTS 3), Lesser Poland (NUTS 2) and Poland (NUTS 0)

Region	Live births to women aged 10-14			Live births to women aged 15-20		
	2017	2018	2019	2017	2018	2019
Krakow	0,00	0,00	0,01	0,86	0,90	0,89
Lesser Poland	0,00	0,01	0,01	1,61	1,65	1,45
Poland	0,01	0,01	0,01	2,50	2,37	2,20

Source: Eurostat [demo_r_fagec3]

Table 10. Live births to teenage mothers (percentage out of total number of births) in 2017-2019. Comparison among A Coruña (NUTS 3), Galicia (NUTS 2) and Spain (NUTS 0)

Region	Live births to women aged 10-14			Live births to women aged 15-20		
	2017	2018	2019	2017	2018	2019
A Coruña	0,05	0,00	0,00	1,10	1,21	1,21
Galicia	0,02	0,01	0,00	1,28	1,41	1,22
Spain	0,03	0,02	0,02	1,95	1,87	1,90

Source: Eurostat

Table 11. Live births to teenage mothers (percentage out of total number of births) in 2017-2019. Comparison among Eastern Upper Styria, Western Upper Styria (NUTS 3), and Austria (NUTS 0)

Region	aged 10-14	aged 15-19
Eastern Upper Styria	0,00	2,35
Western Upper Styria	0,00	1,40
Austria	0,00	1,31

Source: Eurostat [demo_r_fagec3]

Table 12. Live births to teenage mothers (percentage out of total number of births) in 2018. Comparison between Rogaland (NUTS 3), and Norway (NUTS 0)

Region	Aged 10-14	Aged 15-19
Rogaland	0	1
Norway	0	1

Source: Eurostat [demo_r_fagec3]

Table 13. Live births to mothers less than 18 years old (maternity rate per 1,000 women in age group) in 2020. Comparison among the CCT municipalities and Wales (NUTS 1)

Region	2018	2019
Neath Port Talbot	12,3	8,7
Bridgend	7,6	9,5
Swansea	9,9	6,6
Wales	9,4	8,6

Source: Welsh Government, Maternity and Birth Statistics 2020

Annex 17 – Gender discrimination, recruitment

Table 1. Share of respondents who feel that gender influences the decision to recruit

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	13,27	47,32	36,45	2,97	100.00
Female	18,91	32,16	46,17	2,77	100.00

Source: ESS9 – 2018. Weighted results

Table 2. Share of respondents who feel that gender influences the decision to recruit in Brandenburg and Saxony

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	28,28	43,23	24,08	4,41	100.00
Female	21,72	43,16	29,40	5,72	100.00

Source: ESS9 – 2018. Weighted results

Table 3. Share of respondents who feel that gender influences the decision to recruit in North Rhine-Westphalia

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	33,70	43,11	18,19	5,00	100.00
Female	20,88	52,06	22,62	4,43	100.00

Source: ESS9 – 2018. Weighted results

Table 4. Share of respondents who feel that gender influences the decision to recruit in Central Germany

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	27,01	37,70	30,94	4,35	100.00
Female	26,01	46,75	22,06	5,18	100.00

Source: ESS9 – 2018. Weighted results

Table 5. Share of respondents who feel that gender influences the decision to recruit in the Trenčín Region

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	2,34	28,97	42,83	25,86	100.00
Female	11,7	37,53	40,48	10,29	100.00

Source: ESS9 – 2018. Weighted results

Table 6. Share of respondents from Lesser Poland who feel that gender influences the decision to recruit, by sex

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	13,77	42,01	36,12	8,10	100.00
Female	13,12	39,58	32,92	14,38	100.00

Source: ESS9 – 2018. Weighted results

Table 7. Share of respondents who feel that gender influences the decision to recruit

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	36,71	23,95	32,64	6,70	100.00
Female	14,09	35,37	36,56	13,98	100.00

Source: ESS9 – 2018. Weighted results

Table 8. Share of respondents who feel that gender influences the decision to recruit in Styria

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	37,82	35,57	20,25	6,36	100.00
Female	33,21	39,63	19,55	7,61	100.00

Source: ESS9 – 2018. Weighted results

Table 9. Share of respondents who feel that gender influences the decision to recruit in Agder og Rogaland

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	46,59	43,84	5,89	3,67	100.00
Female	34,74	49,21	15,24	0,82	100.00

Source: ESS9 – 2018. Weighted results

Table 10. Share of respondents who feel that gender influences the decision to recruit in Wales

Gender	Not much (%)	Some influence (%)	Quite a lot (%)	A great deal (%)	Total (%)
Male	38,53	51,15	8,32	2,01	100.00
Female	41,94	44,44	13,62	0,00	100.00

Source: ESS9 – 2018. Weighted results

Annex 18 – Gender discrimination, pay

Table 1. Share of respondents in Silesia who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	64,35	32,20	3,44	100.00
Female	73,86	26,14	0,00	100.00

Source: ESS9 – 2018. Weighted results

Table 2. Share of respondents in Brandenburg and Saxony who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	67,33	28,80	3,87	100.00
Female	66,47	28,37	5,16	100.00

Source: ESS9 – 2018. Weighted results

Table 3. Share of respondents in North Rhine-Westphalia who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	50,11	42,49	7,40	100.00
Female	49,84	48,18	1,98	100.00

Source: ESS9 – 2018. Weighted results

Table 4. Share of respondents in Saxony and Saxony-Anhalt who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	65,13	31,81	3,06	100.00
Female	71,05	25,48	3,47	100.00

Source: ESS9 – 2018. Weighted results

Table 5. Share of respondents who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	49,58	49,00	1,42	100.00
Female	81,27	15,80	2,93	100.00

Source: ESS9 – 2018. Weighted results

Table 6. Share of respondents in Lesser Poland who feel their net pay, pensions, social benefits are unfairly low

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	64,64	33,91	1,45	100.00
Female	86,35	13,65	0,00	100.00

Source: ESS9 – 2018. Weighted results

Table 7. Share of respondents who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	90,46	4,73	4,80	100.00
Female	93,50	1,72	4,78	100.00

Source: ESS9 – 2018. Weighted results

Table 8. Share of respondents in Styria who feel their net pay, pensions, social benefits are unfairly low (ESS, 2018)

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	31,92	62,03	6,05	100.00
Female	45,53	50,50	3,97	100.00

Source: ESS9 – 2018. Weighted results

Table 9. Share of respondents in Agder og Rogaland who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	28,59	60,87	10,54	100.00
Female	44,81	51,15	4,05	100.00

Source: ESS9 – 2018. Weighted results

Table 10. Share of respondents in Wales who feel their net pay, pensions, social benefits are unfairly low, by sex

Gender	Unfairly low (%)	Fair (%)	Unfairly high (%)	Total (%)
Male	46,77	51,18	2,05	100.00
Female	34,55	63,08	2,38	100.00

Source: ESS9 – 2018. Weighted results