



**IN  
SITU** place-based **innovation** of  
**cultural and creative** industries  
in **non-urban** areas

(GA Project 101061747)

# Supplemental Analysis

## Gender of Cultural and Creative Occupations in IN SITU Lab Areas

Work package **WP1** – Mapping the socioeconomic contributions and resilience  
of CCIs

Version 1.0

---

**Delivery date:** 23/04/2024

**Dissemination level:** PUBLIC

**Nature:** R - Report

**Lead Beneficiary and Coordinator:** Utrecht University (Netherlands)



Funded by  
the European Union

IN SITU project has received funding from the HORIZON Research and Innovation Actions  
under Grant Agreement number 101061747

## Revision History

Author Name, Partner short name	Description	Date
Milene S. Tessarin; Nicola Cortinovis; Carolina Castaldi; Ron Boschma - UU	Draft 1	02.04.2024
Nancy Duxbury; Paola Di Nunzio - CES	Review and comments	16.04.2024
Milene S. Tessarin; Nicola Cortinovis; Carolina Castaldi; Ron Boschma - UU	Draft 2	17.04.2024
Nancy Duxbury; Paola Di Nunzio - CES	Finalisation of report	23.04.2024

## Contact info

Carolina Castaldi – [c.castaldi@uu.nl](mailto:c.castaldi@uu.nl)

Nicola Cortinovis – [n.cortinovis@uu.nl](mailto:n.cortinovis@uu.nl)

Milene S. Tessarin – [m.s.tessarini@uu.nl](mailto:m.s.tessarini@uu.nl)

General contact: [in-situ@ces.uc.pt](mailto:in-situ@ces.uc.pt)

The content of this document represents the views of the authors only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.

## List of contents

<b>1. Case studies for the IN SITU Lab regions.....</b>	<b>4</b>
<b>2. Employment by gender in the IN SITU Lab region .....</b>	<b>4</b>
<b>3. Cultural and Creative Occupations by gender in the IN SITU Lab regions .....</b>	<b>6</b>
<b>4. Female jobs and digital skills in the IN SITU Lab regions.....</b>	<b>6</b>
<b>5. Women in CCOs and digital skills in the IN SITU Lab regions.....</b>	<b>10</b>
<b>6. Resilience of regions during the pandemic in terms of digital occupations .....</b>	<b>11</b>

## List of figures and tables

Figure 1 - Share of employment by gender, per year, by IN SITU Lab region.....	5
Figure 2 - Proportion of CCO by gender (average 2014-2021), for each Lab region .....	6
Figure 3 - Distribution of female occupations by digital skills intensity – Länsi-Suomi (FI19), Finland ..	7
Figure 4 - Distribution of female occupations by digital skills intensity – Jadranska Hrvatska (HR03), Croatia.....	8
Figure 5 - Distribution of female occupations by digital skills intensity – Northern and Western (IE04), Ireland .....	8
Figure 6 - Distribution of female occupations by digital skills intensity – Ísland (IS00), Iceland .....	9
Figure 7 - Distribution of female occupations by digital skills intensity – Latvija (LV00), Latvia .....	9
Figure 8 - Distribution of female occupations by digital skills intensity – Autonomous Region of the Azores (PT20), Portugal.....	10
Figure 9 - Women in CCO by digital skills intensity, for each Lab region.....	11
Figure 10 - Comparative position before and during the pandemic, by digital skills intensity .....	12
Figure 11 - Sensitivity Index for occupations by digital skills intensity, for each Lab region .....	13

## 1. Case studies for the IN SITU Lab regions

With the aim of contributing to elucidate the profile of the IN SITU Lab regions (Rauma and Eurajoki municipalities, Finland; Šibenik-Knin County, Croatia; Western coastal periphery, Ireland; West region, Iceland; Valmiera County, Latvia; and Azores archipelago, Portugal), the IN SITU research team from Utrecht University designed and conducted additional analysis based on labour market information of the regions hosting the IN SITU Labs. This effort relies on formal employment data made available by the Labour Force Survey (LFS) and consolidated in the scope of IN SITU *Work Package 1 - Mapping the socioeconomic contributions and resilience of CCI*s, which aimed to assess opportunities and contributions of Cultural and Creative Industries (CCIs) in non-urban regions across the European Union (see [\*Deliverable 1.1 - Socioeconomic contributions and spillovers of CCI\*s in non-urban regions](#), [\*Deliverable 1.2 - New domains in CCI\*s in non-urban regions](#) and [\*Deliverable 1.3 - Socioeconomic resilience and pathways for growth\*](#)).

With this collection and analysis of information specific to the IN SITU Lab regions, the research team hopes to provide a more detailed overview of cultural and creative employment with an emphasis on women's participation.

The six regions hosting IN SITU Labs from a statistical perspective are: Länsi-Suomi (FI19), Finland; Jadranska Hrvatska (HR03), Croatia; Northern and Western (IE04), Ireland; Ísland (IS00), Iceland; Latvija (LV00), Latvia; and Autonomous Region of the Azores (PT20), Portugal.

## 2. Employment by gender in the IN SITU Lab region

The following graphs show the share of employment by gender (male and female) in each of the regions to which the IN SITU Labs belong.

What catches our eye in Figure 1 is the result for the region of Latvia (LV00), where the female share is the majority in the region's overall labour market. In general, nevertheless, the male share of employment is higher than the female share – both for non-urban and urban regions overall.

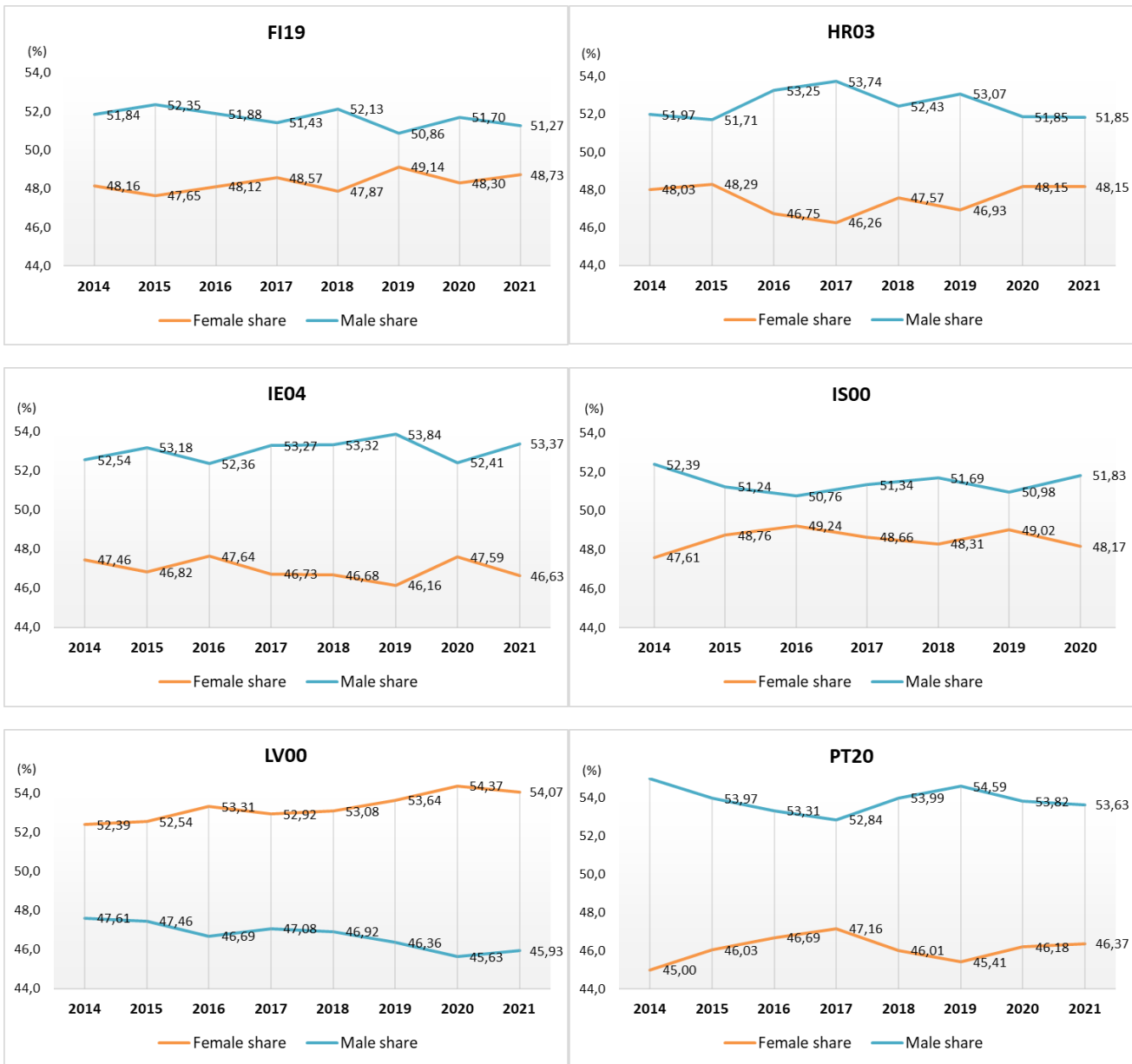


Figure 1 - Share of employment by gender, per year, by IN SITU Lab region

Source: Authors' elaborations based on LFS. Note: There is no data for the year 2021 for IS00.

Statistical region codes for IN SITU Lab regions: FI19 - Länsi-Suomi, Finland; HR03 - Jadranska Hrvatska, Croatia; IE04 - Northern and Western, Ireland; IS00 - Ísland, Iceland; LV00 - Latvija, Latvia; and PT20 - Autonomous Region of the Azores, Portugal.

### 3. Cultural and Creative Occupations by gender in the IN SITU Lab regions

Looking only at the jobs registered in Cultural and Creative Occupations (CCOs) in the IN SITU Labs regions, it is then possible to identify the proportion of jobs held by men and women.

Figure 2 shows that women are the majority in CCOs in the regions of Finland, Ireland, Iceland and Latvia. In the regions of Croatia and Portugal, they account for slightly less than half of CCO jobs.

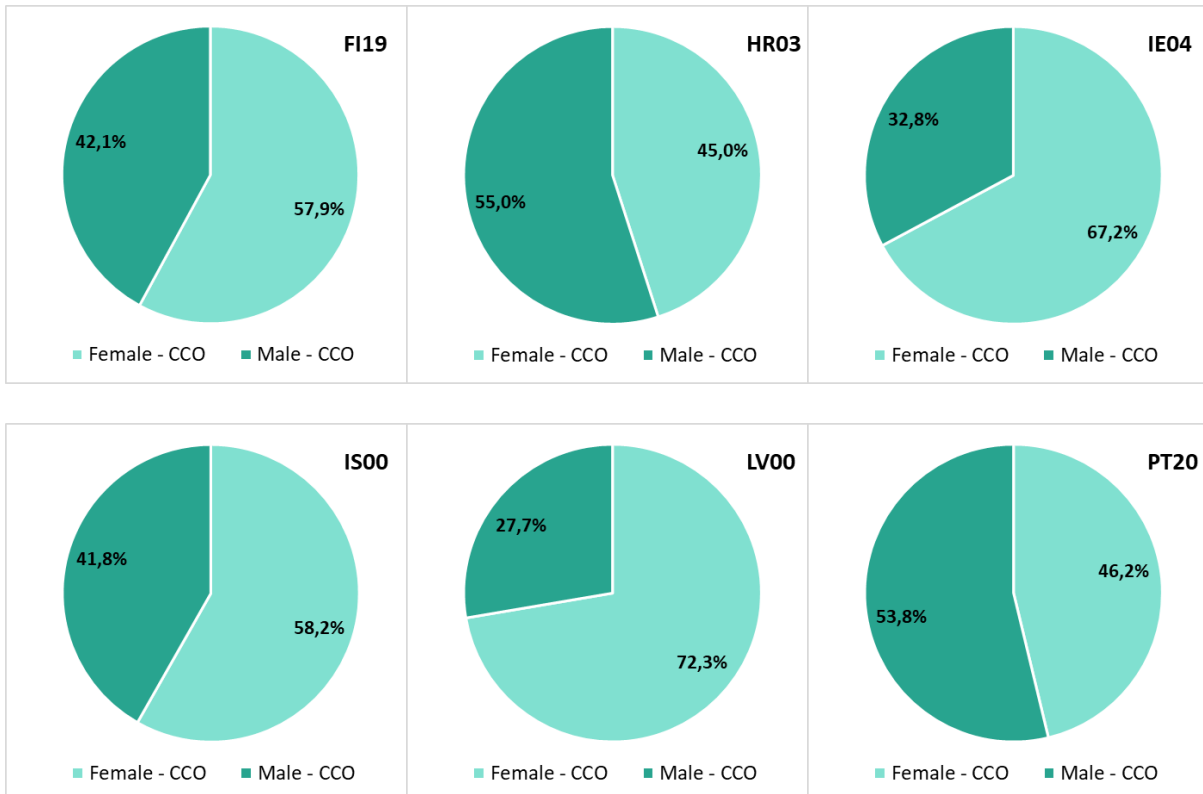


Figure 2 - Proportion of CCO by gender (average 2014-2021), for each Lab region

Source: Authors' elaborations based on LFS. Note: Average value for the period 2014 to 2021, except for IS00, where the period is 2014-2020.

Statistical region codes for IN SITU Lab regions: FI19 - Länsi-Suomi, Finland; HR03 - Jadranska Hrvatska, Croatia; IE04 - Northern and Western, Ireland; IS00 - Ísland, Iceland; LV00 - Latvija, Latvia; and PT20 - Autonomous Region of the Azores, Portugal.

#### 4. Female jobs and digital skills in the IN SITU Lab regions

By looking now only at the female share of employment in the regions of interest, it is possible to identify the type of skills that existing occupations in each region demand. To do this, the research used a methodology to classify the intensity of digital skills that each occupation requires (see [Deliverable 1.3](#)).

The following graphs (Figures 3 to 8) show the results for the regions for the period 2014 to 2021.

In the regions of Finland, Croatia and Ireland, the majority of jobs held by women are made up of occupations with low digital skills intensity (around 50% of jobs in each region).

In the regions of Iceland, Latvia and Portugal, occupations with a medium intensity of digital skills make up the majority of jobs held by women in each region. However, in the case of Portugal, it has to be said that female jobs without digital skills also make up a significant proportion and are similar to medium digital skills occupations.

Over the period analysed, we can see that the share of occupations without any type of digital skill held by women has fallen in all regions, suggesting that jobs requiring some digital skills – at different intensities – are becoming more frequently in demand in these regions.

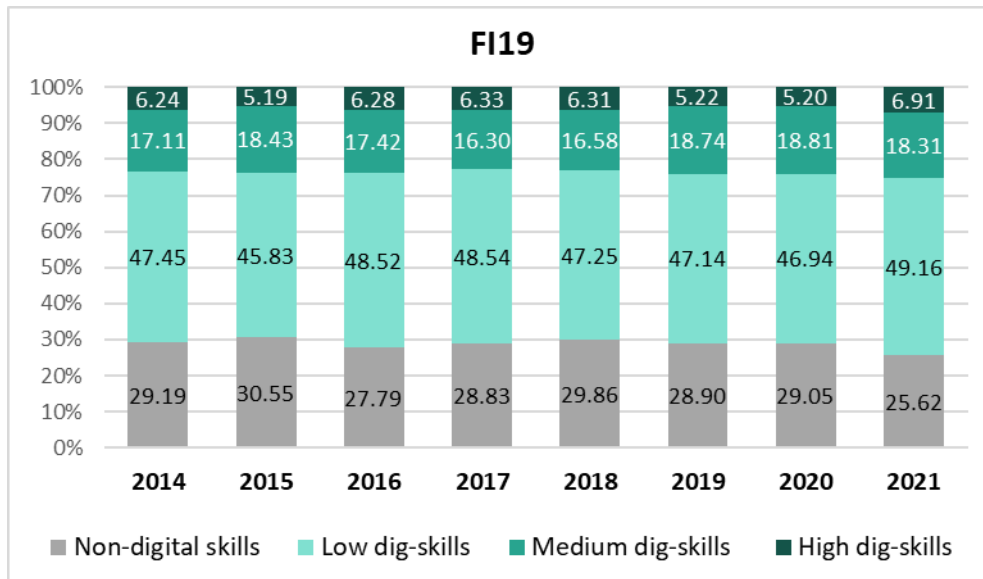


Figure 3 - Distribution of female occupations by digital skills intensity – Länsi-Suomi (FI19), Finland

Source: Authors' elaborations based on LFS and ESCO.

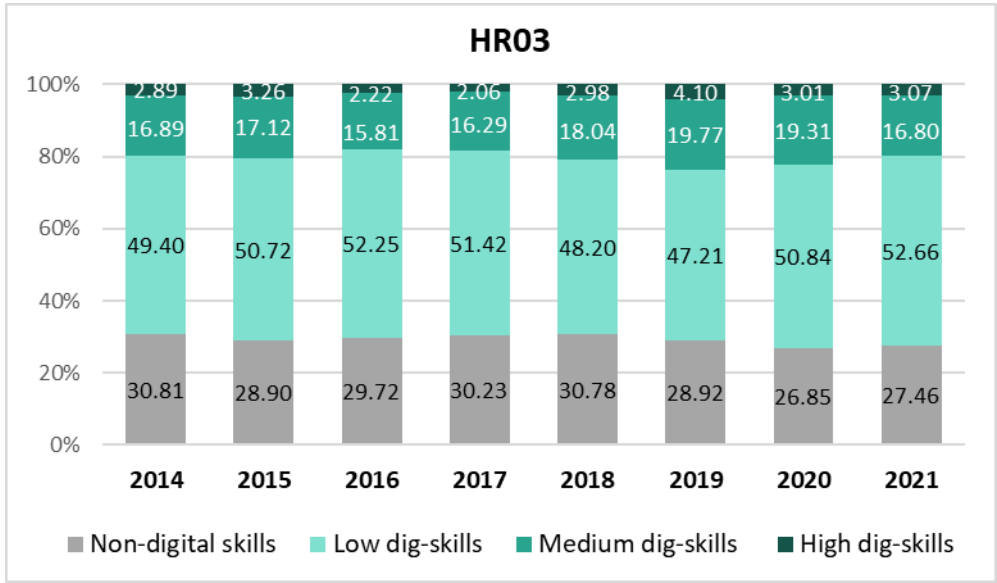


Figure 4 - Distribution of female occupations by digital skills intensity – Jadranska Hrvatska (HR03), Croatia

Source: Authors' elaborations based on LFS and ESCO.

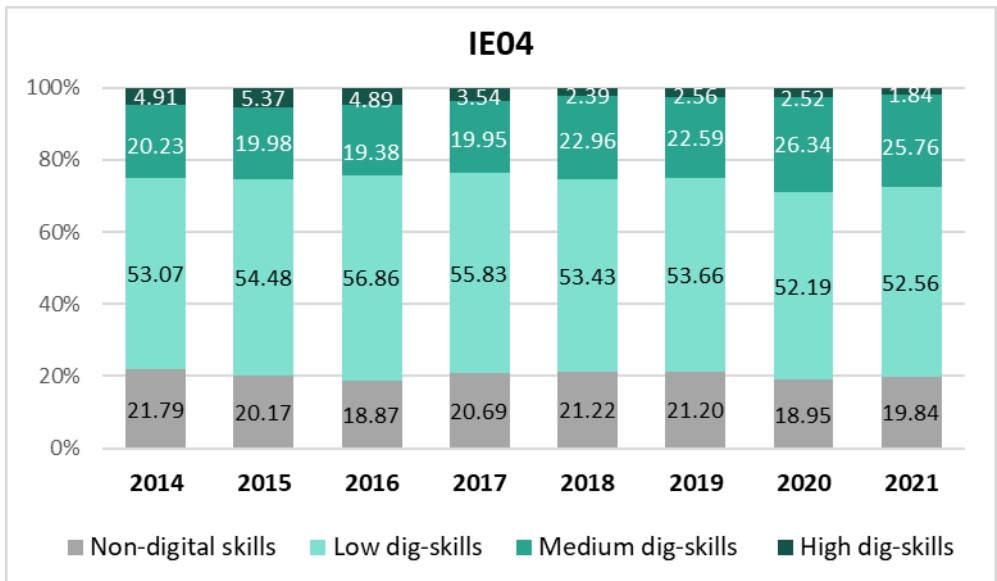


Figure 5 - Distribution of female occupations by digital skills intensity – Northern and Western (IE04), Ireland

Source: Authors' elaborations based on LFS and ESCO.



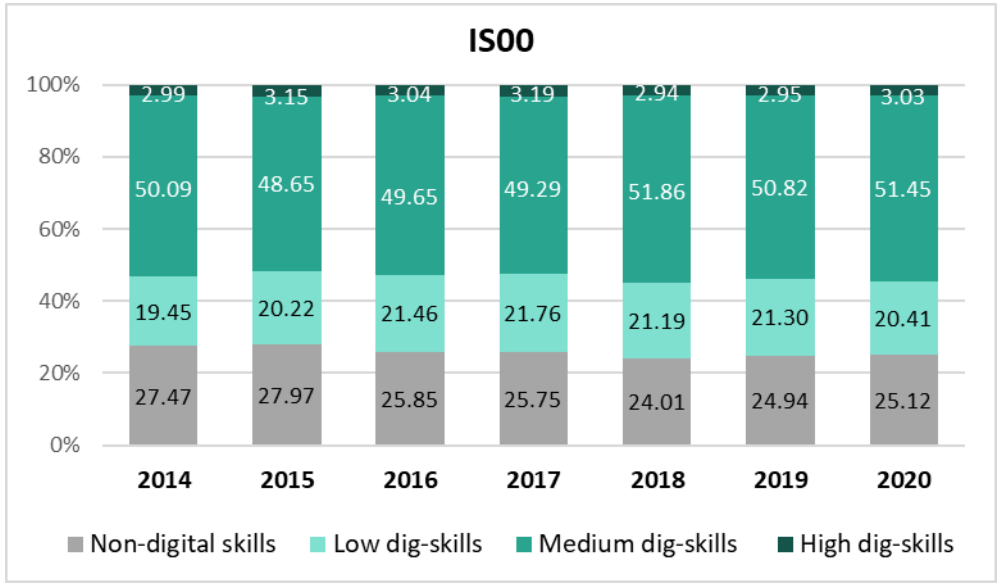


Figure 6 - Distribution of female occupations by digital skills intensity – Ísland (IS00), Iceland

Source: Authors' elaborations based on LFS and ESCO. Note: There is no data for the year 2021 for IS00.

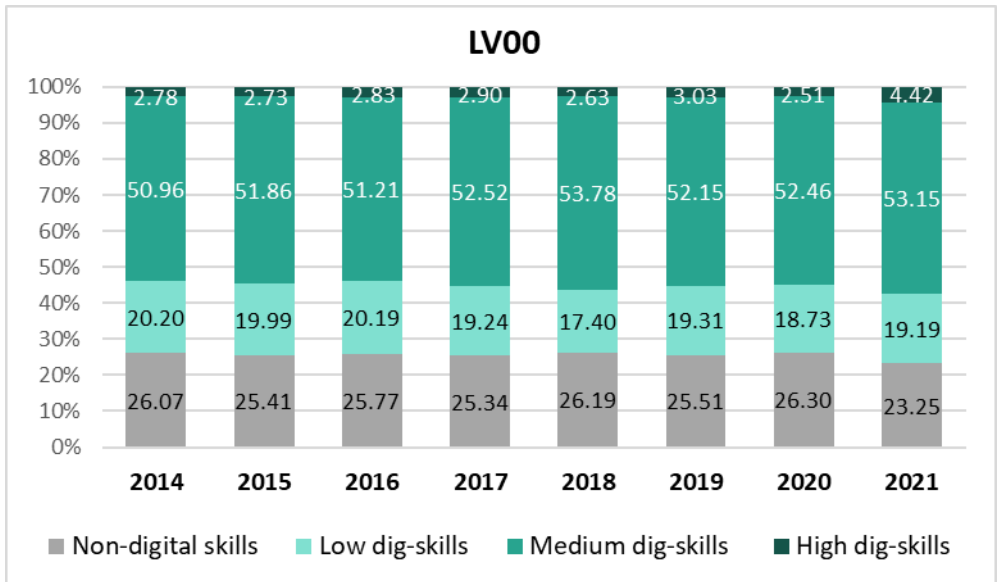


Figure 7 - Distribution of female occupations by digital skills intensity – Latvija (LV00), Latvia

Source: Authors' elaborations based on LFS and ESCO.

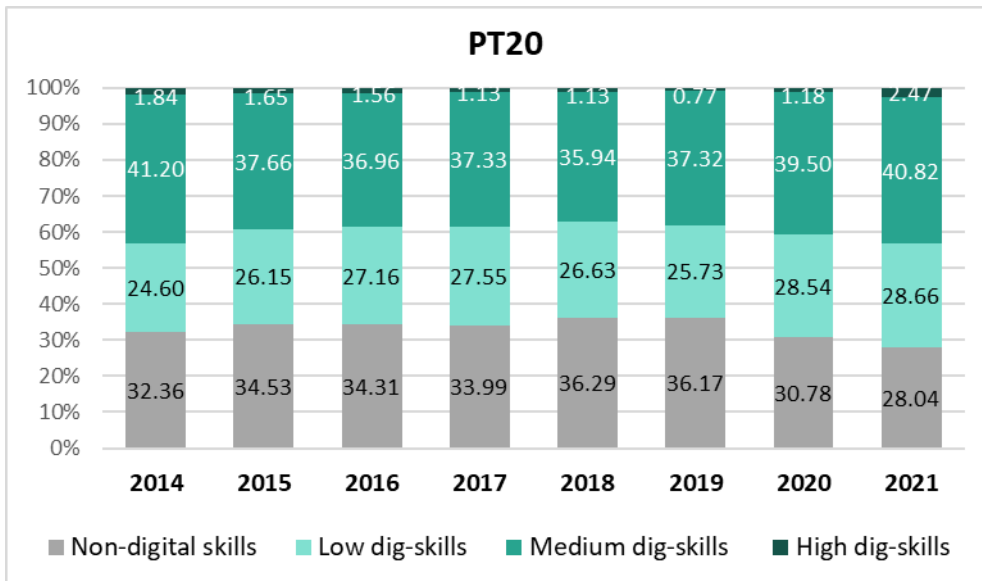


Figure 8 - Distribution of female occupations by digital skills intensity – Autonomous Region of the Azores (PT20), Portugal

Source: Authors’ elaborations based on LFS and ESCO.

## 5. Women in CCOs and digital skills in the IN SITU Lab regions

With a focus on the portion of women working in cultural and creative occupations, the research focused on identifying the different intensities of digital skills in the Lab regions.

The following graphs (Figure 9) show the calculated the average for the period 2014 to 2021 in order to be able to draw up an overall figure. This was necessary because for some years and regions there is no record of employees in the occupation groups.

Among the female CCOs in the IN SITU Lab regions, most of them have a medium intensity of digital skills. Of the 6 regions, in 5 of them more than 95% of the female CCOs have medium dig-skills. The Portuguese region is the only one that differs from the others. In this case, most female CCOs have low dig-skills (around 92%).

As previously seen in Figures 3 to 8, occupations with high dig-skills represent less than 6% of all female jobs in the Lab regions – this is also the case in non-urban regions in general. However, when we look exclusively at CCOs held by women (Figure 9), this percentage drops further. In some regions, such as Finland, Croatia and Latvia, CCOs with high dig-skills represent less than 1% of CCOs held by women, while it is non-existent in the Irish region.

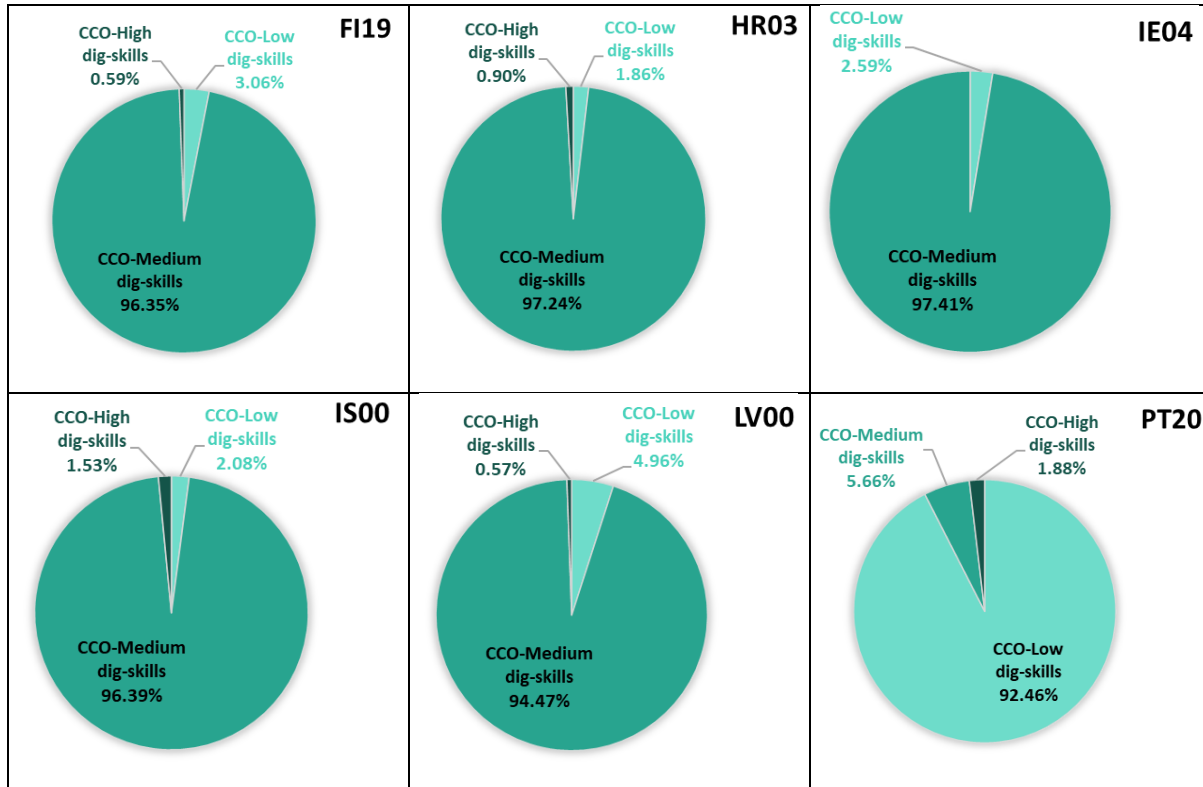


Figure 9 - Women in CCO by digital skills intensity, for each Lab region

Source: Authors' elaborations based on LFS and ESCO. Note: Average value for the period 2014 to 2021, except for IS00, where the period is 2014-2020. There is no CCO with high dig-skills for the IE04 region in the period.

Statistical region codes for IN SITU Lab regions: FI19 – Länsi-Suomi, Finland; HR03 – Jadranska Hrvatska, Croatia; IE04 – Northern and Western, Ireland; IS00 – Ísland, Iceland; LV00 – Latvija, Latvia; and PT20 – Autonomous Region of the Azores, Portugal.

## 6. Resilience of regions during the pandemic in terms of digital occupations

To analyse the socio-economic resilience of regions during the pandemic, the performance of the IN SITU Lab regions was evaluated compared to the years immediately before (2018 and 2019) and the years of the pandemic (2020 and 2021).

Figure 10 shows the position of each region in those periods, where the x-axis displays the average share of occupations in 2018 and 2019 (pre-pandemic) and the y-axis shows the average share for 2020-2021 (pandemic). Occupations were divided by digital skills intensity (high and medium digital skills; and low and non-digital skills) to understand whether the group of occupations with higher digital skills intensity adapted more quickly to the shock and were more resilient during the pandemic years.

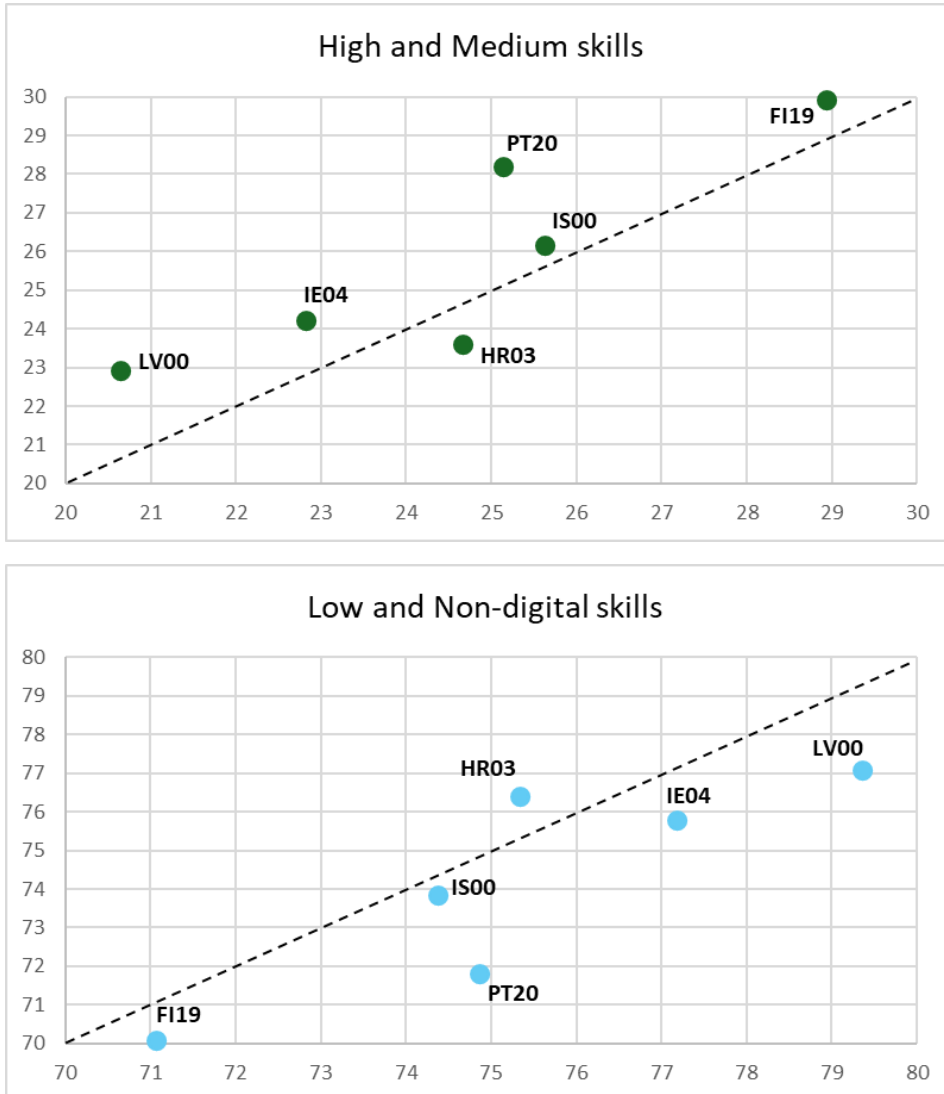


Figure 10 - Comparative position before and during the pandemic, by digital skills intensity

Source: Authors' elaborations based on LFS and ESCO.

Statistical region codes for IN SITU Lab regions: FI19 - Länsi-Suomi, Finland; HR03 - Jadranska Hrvatska, Croatia; IE04 - Northern and Western, Ireland; IS00 - Ísland, Iceland; LV00 - Latvija, Latvia; and PT20 - Autonomous Region of the Azores, Portugal.

Positions above the 45-degree line mean that the regions managed to increase the share of that occupation group during the years of the pandemic (in relation to the immediately previous years).

The results in Figure 10 show therefore that the share of occupations with high and medium intensity digital skills performed better during the pandemic in the Lab regions, as opposed to the share of

occupations with low intensity or non-digital skills. As we can see, in the first graph there are more points above the 45-degree line than in the second graph.

The only exception was in the Croatian region (HR03), where the share of high and medium digital skills occupations fell during the pandemic compared to the previous period, while the share of low and non-digital skills occupations increased.

To better qualify the regions and their resilience, we calculated the Sensitivity Indicator (SI) during the pandemic only for the IN SITU Lab regions by digital skills intensity (Figure 11) and compared the score of each region.

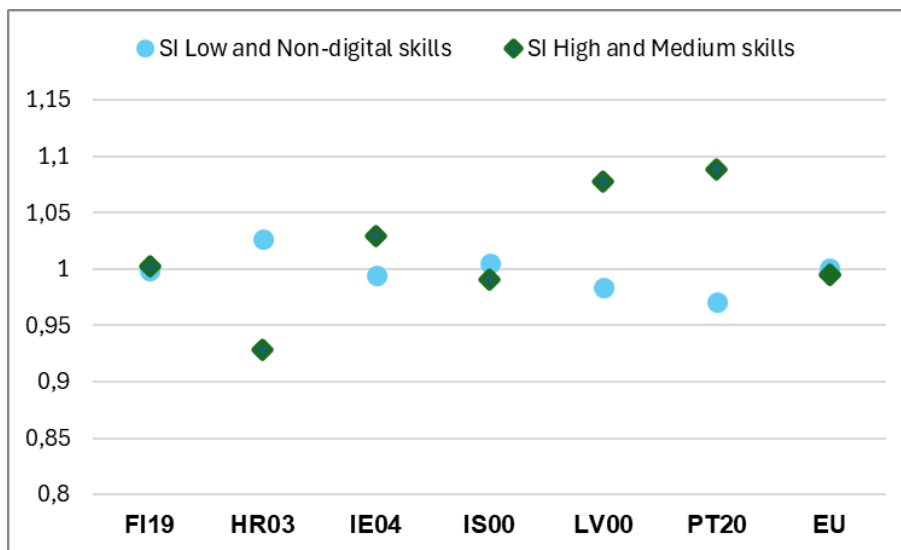


Figure 11 - Sensitivity Index for occupations by digital skills intensity, for each Lab region

Source: Authors' elaborations based on LFS and ESCO.

Statistical region codes for IN SITU Lab regions: FI19 - Länsi-Suomi, Finland; HR03 - Jadranska Hrvatska, Croatia; IE04 - Northern and Western, Ireland; IS00 - Ísland, Iceland; LV00 - Latvija, Latvia; and PT20 - Autonomous Region of the Azores, Portugal.

The SI reflects the ability of a region to perform relatively better (or worse) compared to the average of the European Union during a recession. The regions of Portugal (PT20), Latvia (LV00) and Ireland (IE04) showed a higher SI score, which means better resilience for high and medium digital skills intensity occupations. In the regions of Finland (FI19) and Iceland (IS00), the SI score was very similar for the two groups of occupations by digital skills intensity, close to the European Union (EU) average as well. In the region of Croatia (HR03), low and non-digital skills occupations behaved in the opposite way. In this case, the SI score for this group of occupations was higher.