



UN-DESA

إدارة الشؤون الاقتصادية والاجتماعية

الندوة التعريفية بحاضنات التقنية
2007/11/18-19 1428/11/8-9

حاضنات التقنية وعمل المرأة

UN- DESA

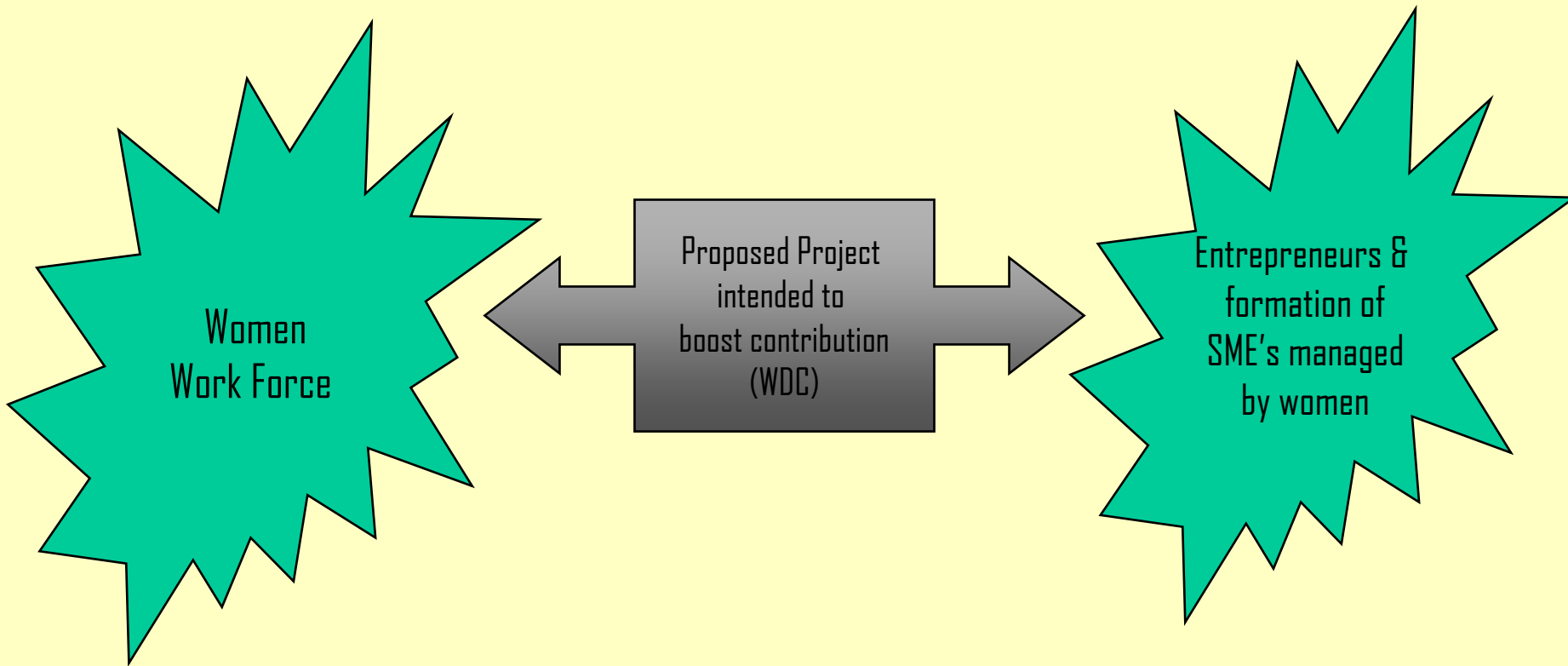
mmrayati@gmail.com

JEDDAH, 18 April 2005 — According to the latest reports from the Ministry of Civil Services, there are 70,500 female applications for jobs in the education sector while the total job openings available in the sector are only 7,710. Which means that 89 percent of those women applying for education jobs will be unemployed.

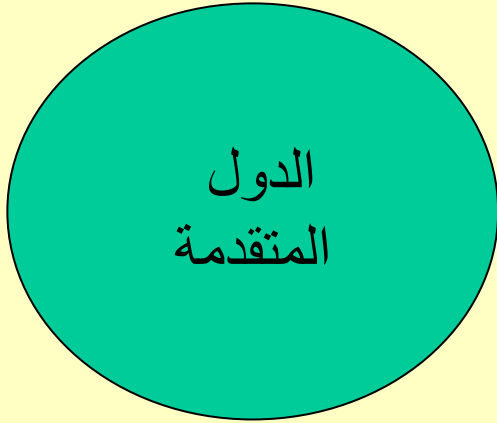
The Human Resource Council statistics indicate that women's participation in the private sector is 2.02 percent. Despite the increase in the number of female university graduates there has not been an equal increase in women's employment. It is estimated that there are twice as many unemployed women as there are men. Women working in the public sector account for 30 percent of the labor force, according to statistics, with 84 percent of them in education.

CURRENT R&D PROGRAMMES

Although Bahraini women account for about 70 percent of Bahrain's University students, they fill only about 20 percent of the country's jobs. This calls for a professional training & development centre to jump start their contribution.



فرص عمل



الدول
المتقدمة

إنتاج وخدمات عبر
عبر

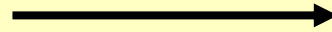
تطوير المنتج

=

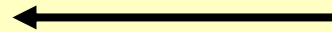
قيمة مضافة عالية

نقل

التكنولوجيا؟؟؟؟



هجرة العقول



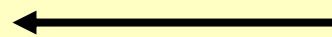
+

هجرة رأس المال

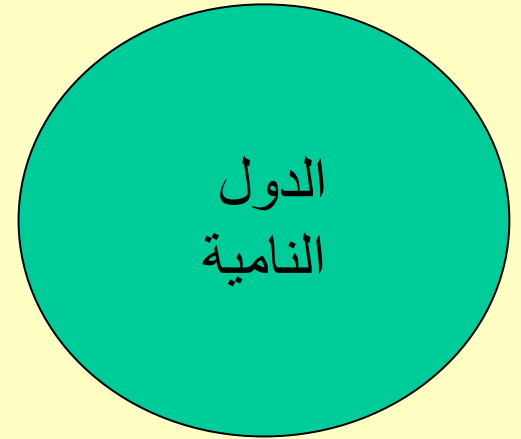


=

هجرة عوامل النمو



بطالة



الدول
النامية

إنتاج وخدمات عبر

امتياز وليس عبر

تطوير المنتج

=

قيمة مضافة منخفضة

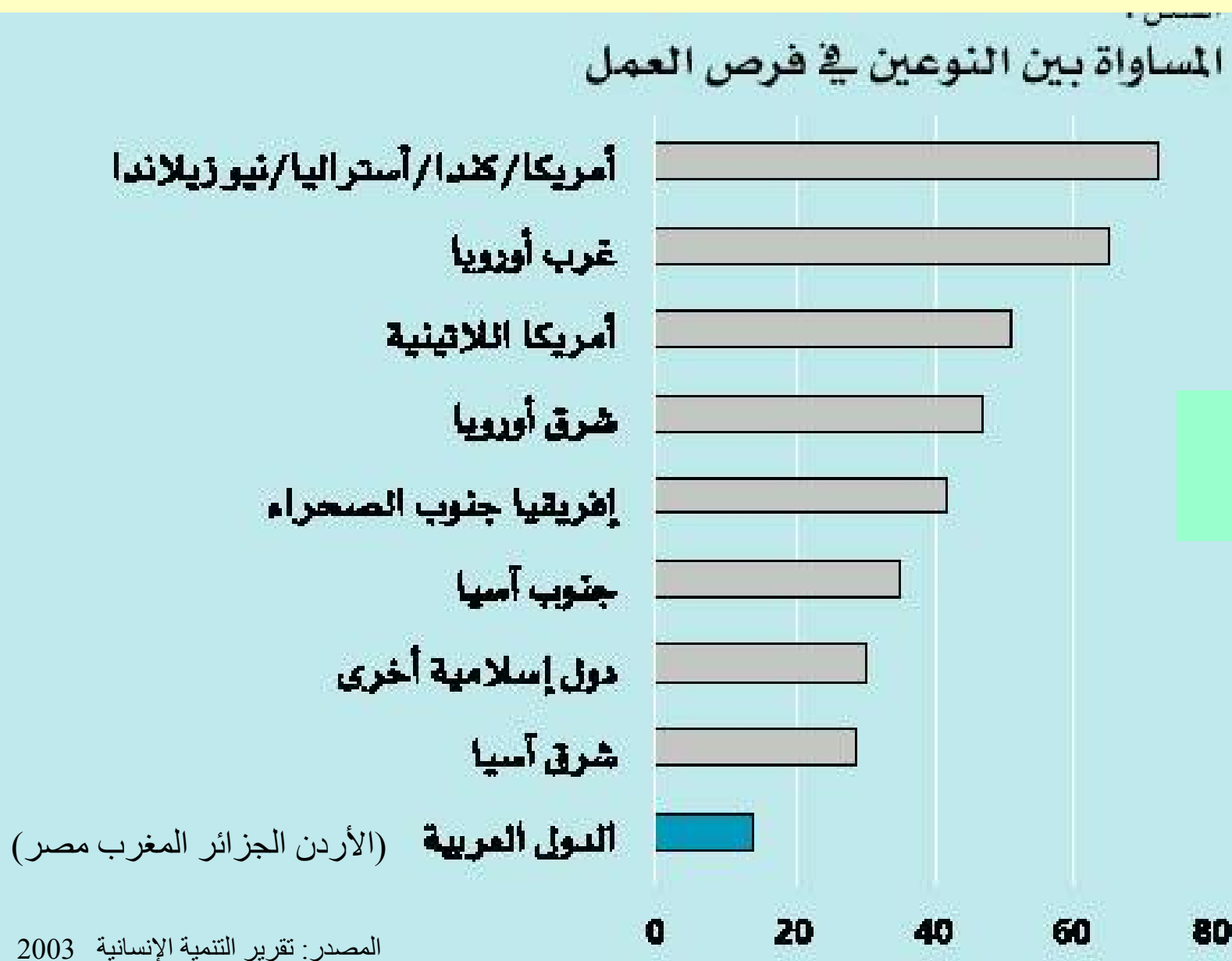
النمو والبطالة

Global Values Survey: 9 cultural regions

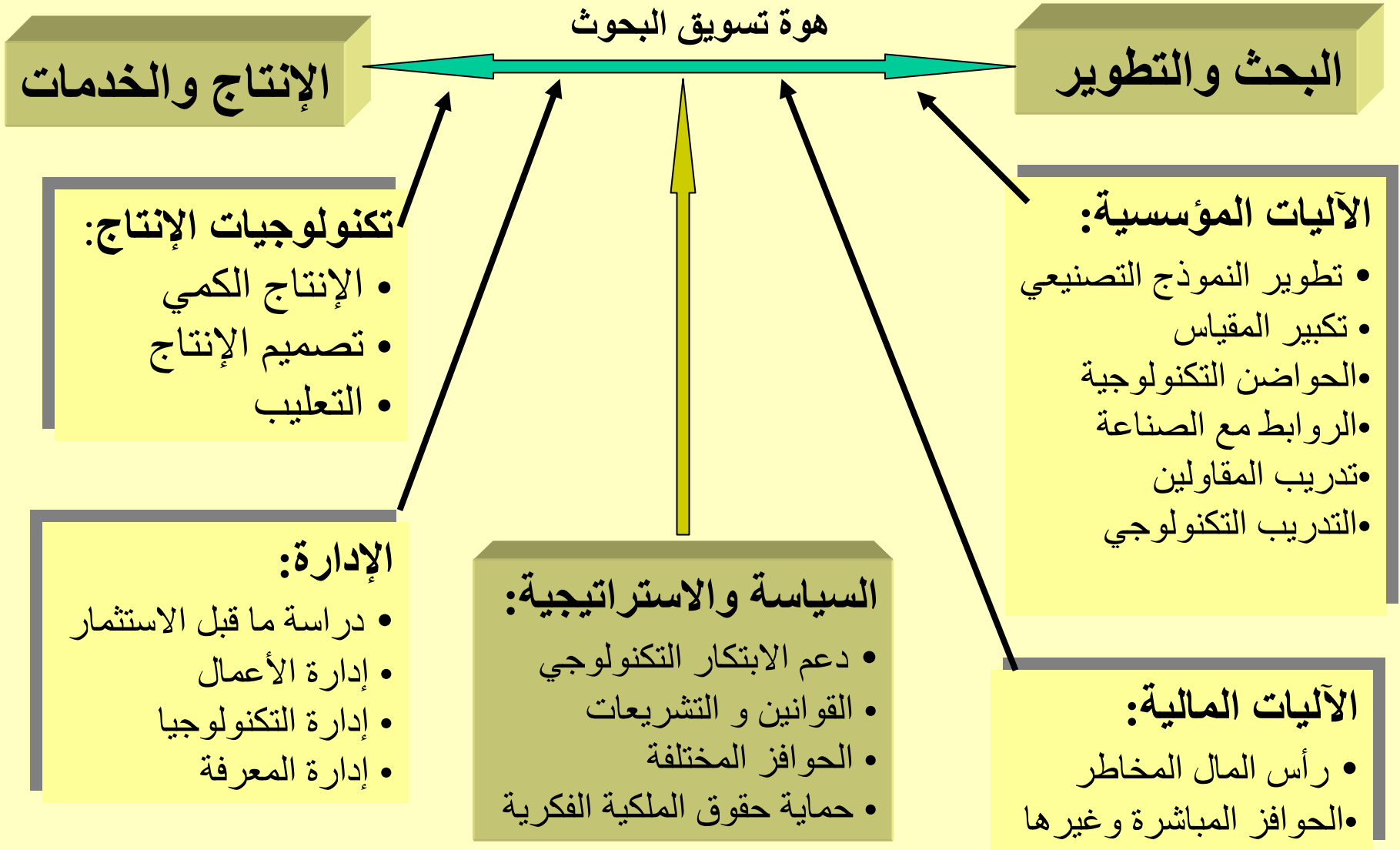
المساواة بين النوعين في التعليم العالي



Global Values Survey: 9 cultural regions



استثمار نتائج البحث: "هوة تسويق البحوث"

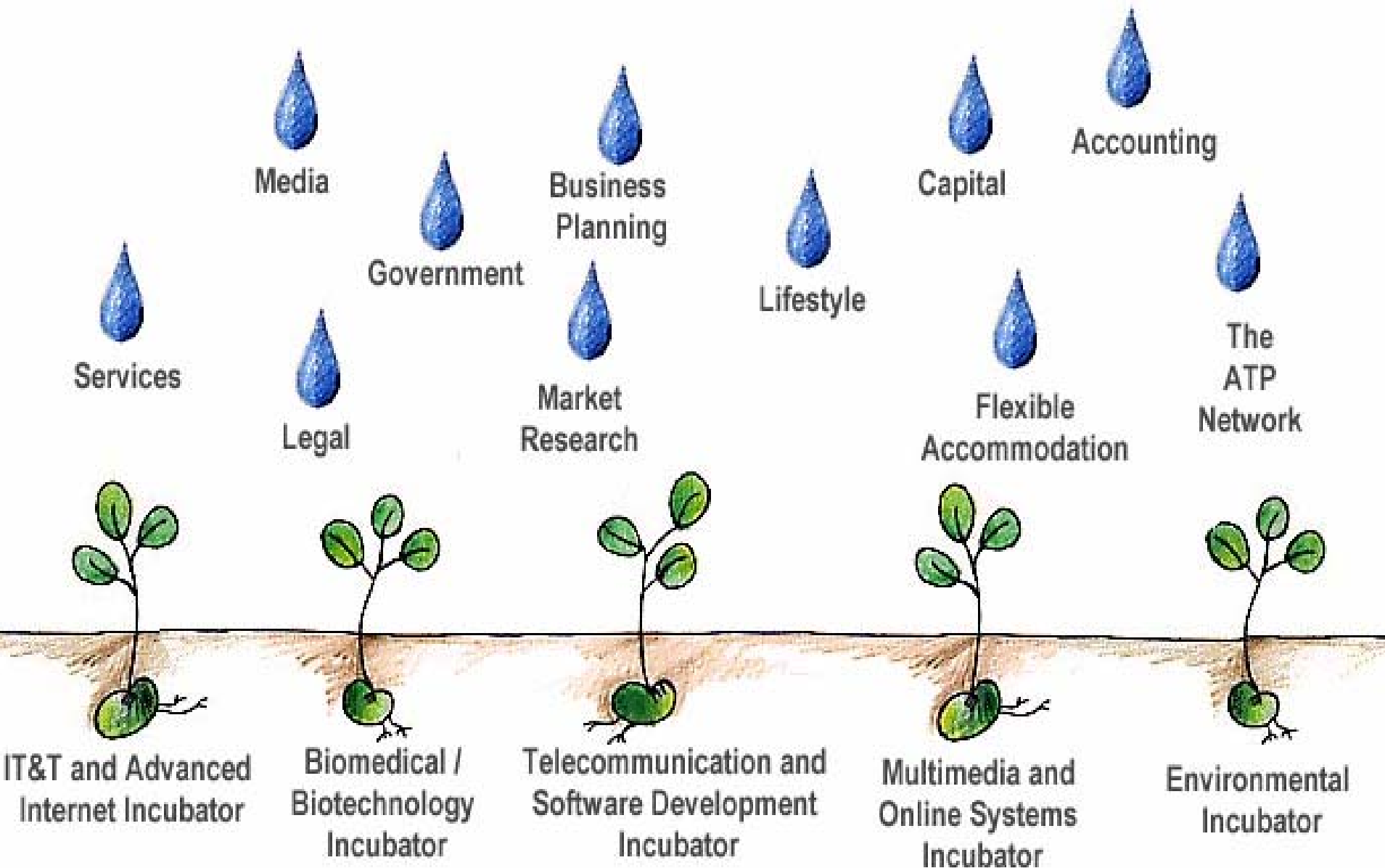


الحاضنات Incubators

- نسبة عالية من رواد الأعمال تخفق لأنهم لا يحصلون على المعلومات والمهارات التقنية والإدارية والمشورة التي يحتاجون إليها للنجاح. إحدى الآليات الهامة لمعالجة هذه القضية هي الحاضنات التقنية وحاضنات الأعمال
- تزود الحاضنات الرواد بالمساعدة الإدارية ، والنفاز إلى التمويل، والمهارات العملية ، وخدمات تقنية وإدارية بتكلفة مقبولة

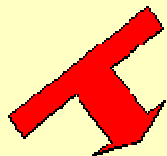
- A large percentage of entrepreneurs fail because they are not able to get the long-term technical and business-related **advice and mentoring** they need to be successful. One important means for addressing this problem is incubation .
- “Incubators provide hands-on *management* assistance, access to *financing*, and orchestrated exposure to critical business or technical *support services*”

آلية عمل حاضنات التقنية

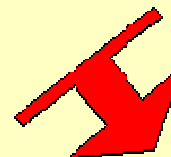


: المدخلات والمخرجات

- رواد أعمال ومبتكرين وباحثين
- ابتكارات وتكنولوجيات
- رأس مال مبادر، قروض،
- خدمات إدارية
- تسهيل الإجراءات
- تسهيلات تقنية
- اسم الحاضنة وسمعتها



الحاضنة
مكان + خدمات مشتركة



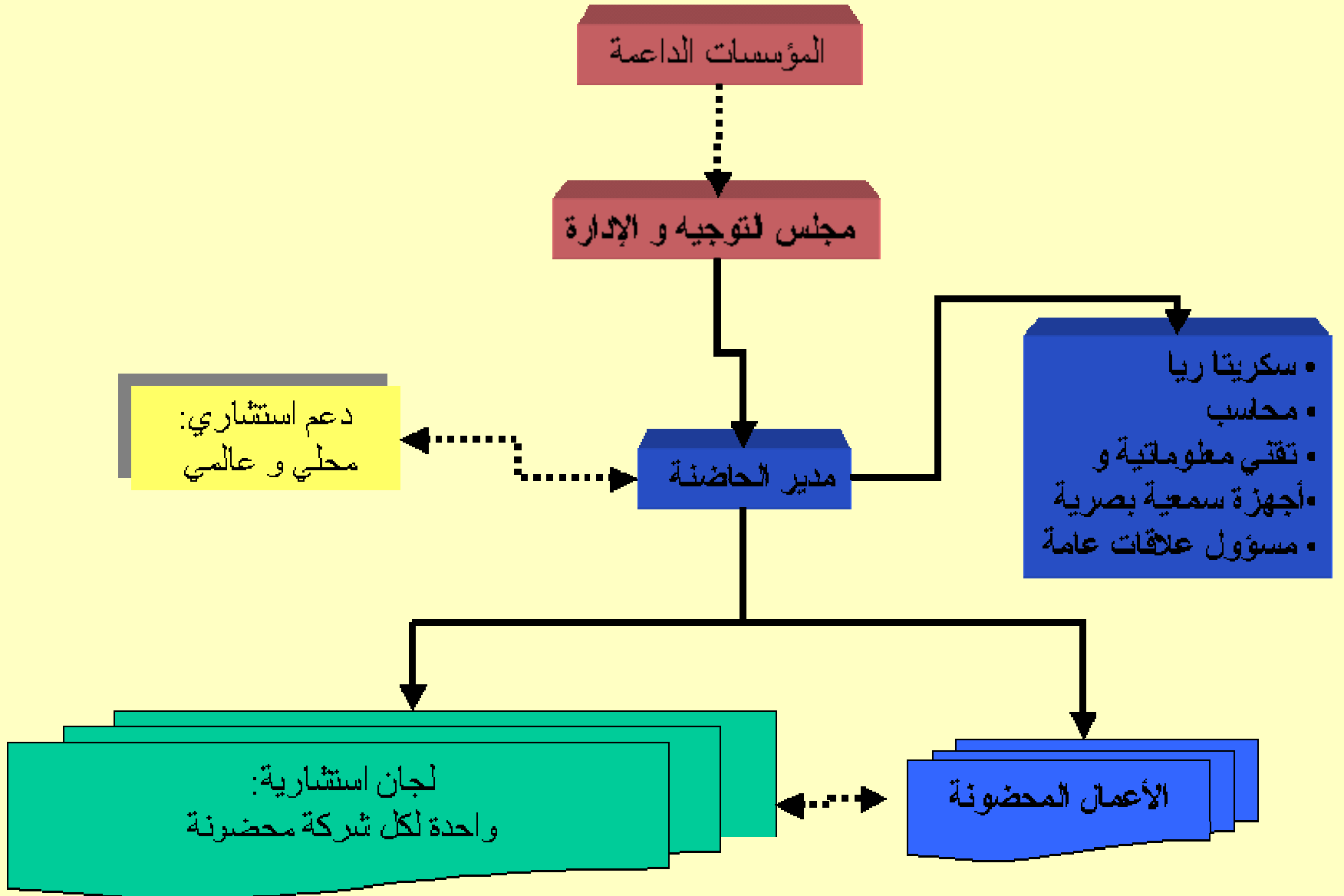
- شركات ناشئة على تكنولوجيا حديثة
- خدمات تكنولوجية
- تسويق نتائج البحوث
- شركات ذات نمو عالي
- فرص عمل مع قيمة مضافة عالية
- تنويع اقتصادي



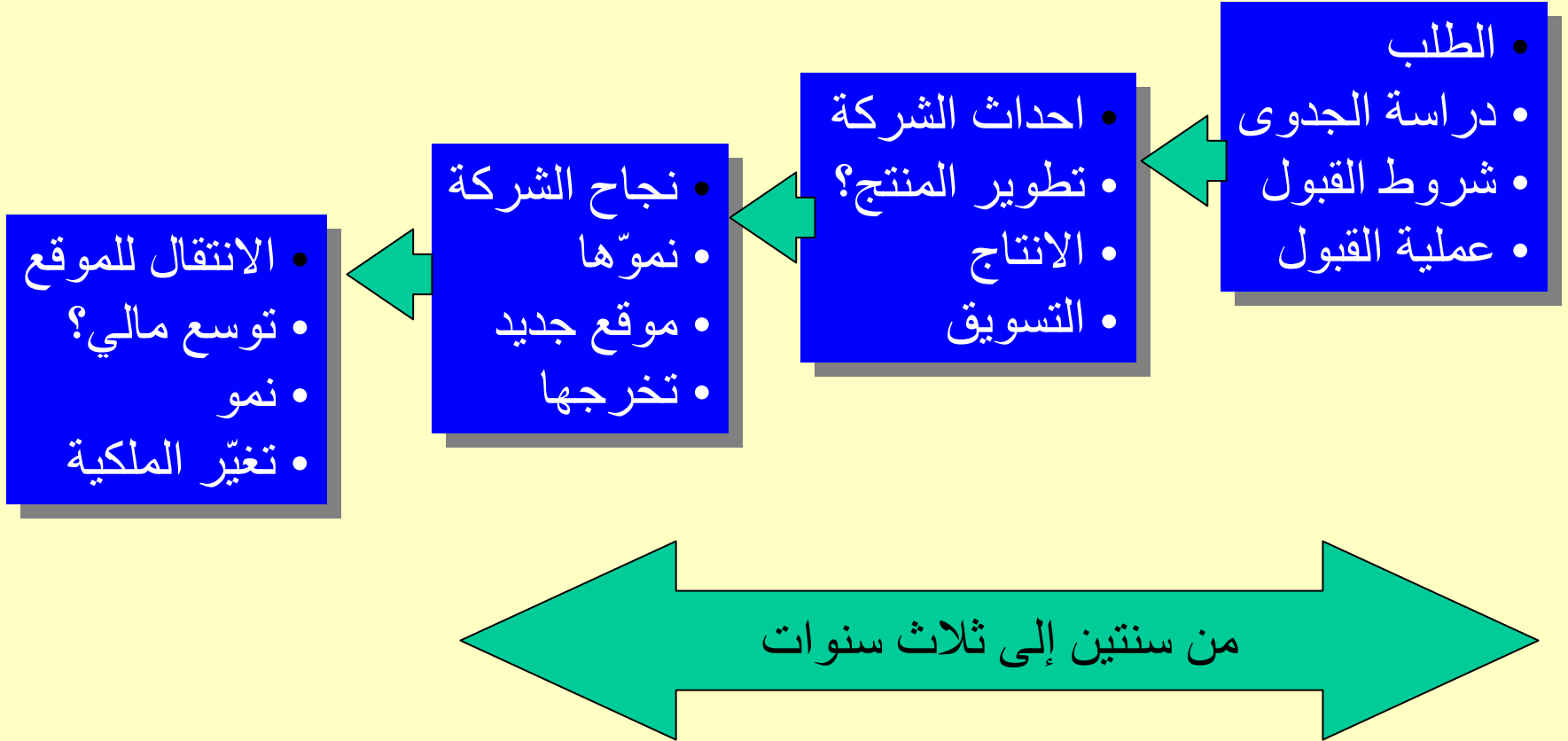
Incubator of ideas



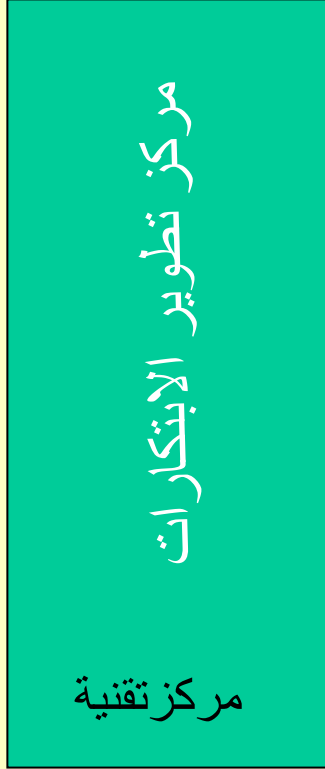
هيكلية الحاضنة وإدارتها



مراحل عملية القبول في الحاضنة والتخرج منها

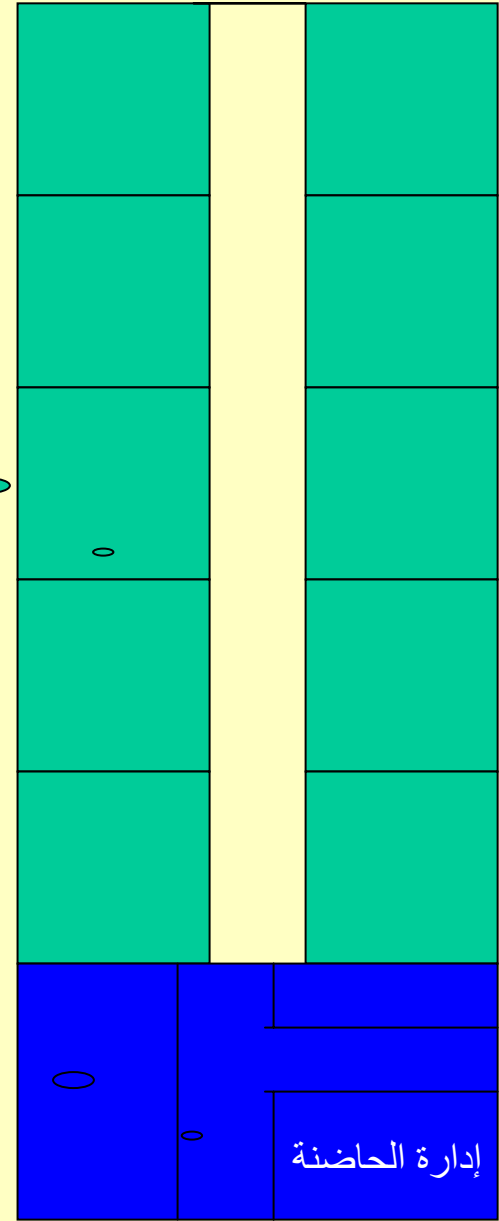


بناء حاضنة بسيط

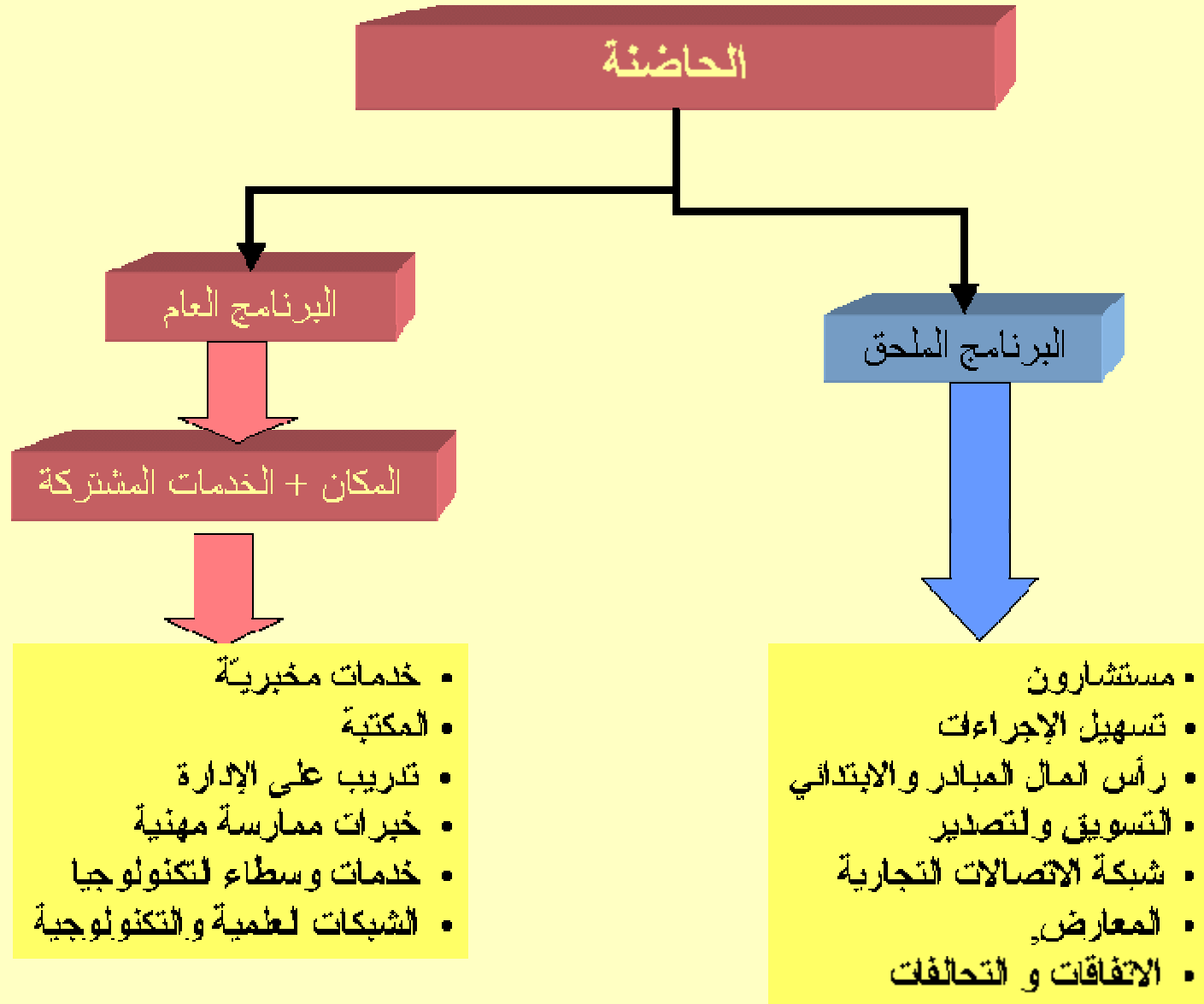


توضع الشركات

توضع الخدمات
المشتركة



برنامج الحاضنة: العام والملحق



Virtual Science Park (VSP) حاضنة افتراضية على الانترنت



There are several reasons why business incubation environments should be examined from a gender perspective:

- Men and women often have different motivations for running their businesses. Women tend to be more focused on the flexibility that self-employment can bring to their lives and they are more likely to be running their businesses part-time, from home or fitting activity around, for example, school terms. Premises or business support need to be able to take into account, and respond to, these needs for flexibility.
- Women may have relatively greater requirements than men to ensure appropriate childcare support. This needs to be recognised in enterprise infrastructure from the availability of childcare provision, to child-friendly premises, to the timings of support services and access.
- Many incubation environments are focused on high-tech businesses but the need for appropriate workspaces and service provision for businesses in other sectors is clear. Women tend to be concentrated in particular sectors (for example, the service industries) with slower business growth rates.
- For some women, cultural and religious reasons require the availability of female-only business support.

- Women often require greater accessibility to public transport for training and where they work, both in order to reduce the need for long travel times and for safety. In rural areas, public transport access is even more important since women are less likely to have access to a car.
- Confidence is a core issue for many women business owners and there is plenty of evidence to suggest that women can benefit from access to women-only networks and services or women business advisers, alongside other more mixed support.
- Women appear to be excluded from certain kinds of business networks and therefore the creation of more places or opportunities for interaction with other business-people is important, given the recognised impact of networking on business success.
- The high number of home-based women workers requires a particular consideration of their support needs and how access to peers and appropriate support services might be created.
- Women take longer relatively to set up in business which therefore affects the length of incubation support required or the way in which 'stepped' or subsidised rents apply to start-up businesses and increase over time.

Interviews with support providers suggest a range of issues that women-focused spaces need to address. These include:

1. **Flexibility of access and services**

2. **Responding to longer incubation periods for women-owned businesses**

3. **Location and accessibility**

4. **Image and environment**

5. **Security**

6. **Styles of interaction and networking**

7. **Learning needs and confidence**

8. **Childcare and child-friendly facilities**

9. **Additional services that save time**

Space for home-based businesses and part-time workers

Many women entrepreneurs are home-workers (in total, women make up 90 per cent of all home-workers)⁸. Others, particularly at the pre-start-up and start-up phase, are often juggling multiple roles and therefore have an associated need for support and premises which can fit around these requirements. Some of the women interviewed by WEETU felt that they would use an incubation centre if it were to provide small meeting rooms that they could hire occasionally whilst still basing their business at home.

The **Women's Electronic Village Hall** in Manchester is a unique Information and Communications Technology (ICT) Training and Resource Centre run by women for women. It was set up in 1992 and is based in Manchester city centre, providing ICT and multimedia facilities for women in the Greater Manchester area. Five micro business units are suitable for two to three workers each. Three of the units are linked with sliding doors so can be expanded into one larger unit, depending on availability. The units are available on variable terms - some are available to lease for a year, one unit has maximum stay of three months and can be rented by the day, week or by the month. The incubator as a whole is designed to be very flexible and allows for hot-desking, or people seeking to hire an office for a meeting, although the daily or weekly lets have not yet been taken up. All the units are designed so that a new business could be up and running in a couple of hours.

Amazon Initiatives is an enterprise support organisation for women aspiring to or already engaged in, enterprise activities. Support includes: the provision of incubator space (premises); specialist business advice; networking support, through AWEN (The Amazon Women Entrepreneurs Network); and seminars for women entrepreneurs.

7. Learning needs and confidence

Access to women business advisers

It is important for incubators to offer the option of a woman business advisor. While the professional skills of an advisor are more important than their gender many incubator managers find that some women entrepreneurs prefer a women business advisor. A female business adviser may be seen to have greater empathy with the particular obstacles and pitfalls that women starting up in business face.

Confidence

Confidence is well established as an issue for many women at all states and sizes of business, consequently incubators have an important role as a space in which to learn and be able to make mistakes.

Many business support and incubator projects report the need for a holistic approach to advising entrepreneurs. Frauenbetriebe, a women-only business incubator based in Germany, takes into consideration a woman's personal and professional circumstances and takes a hard look at whether enterprise is really the right option for her as a potential tenant. The need for nurturing and resolving problems of confidence or other issues can be as important as providing advice on, for example, how to register a company.

8. Childcare and child-friendly facilities

There is a great deal of demand for childcare facilities from women tenants, although some projects said that childcare had not been an issue. The provision of childcare is extremely varied across the sector. Most incubation environments try to create flexible procedures around allowing children into the workplace, within legal or contractual restrictions. Community Action Network noted: " While we don't currently have childcare facilities on the premises, we have a welcoming and supportive attitude towards people bringing children and babies with them when they need to."

Characteristics of women-only, women-focused and women-friendly business incubation environments and work spaces

A Summary: Women-focused, women-only or women-friendly incubation environments and managed workspaces

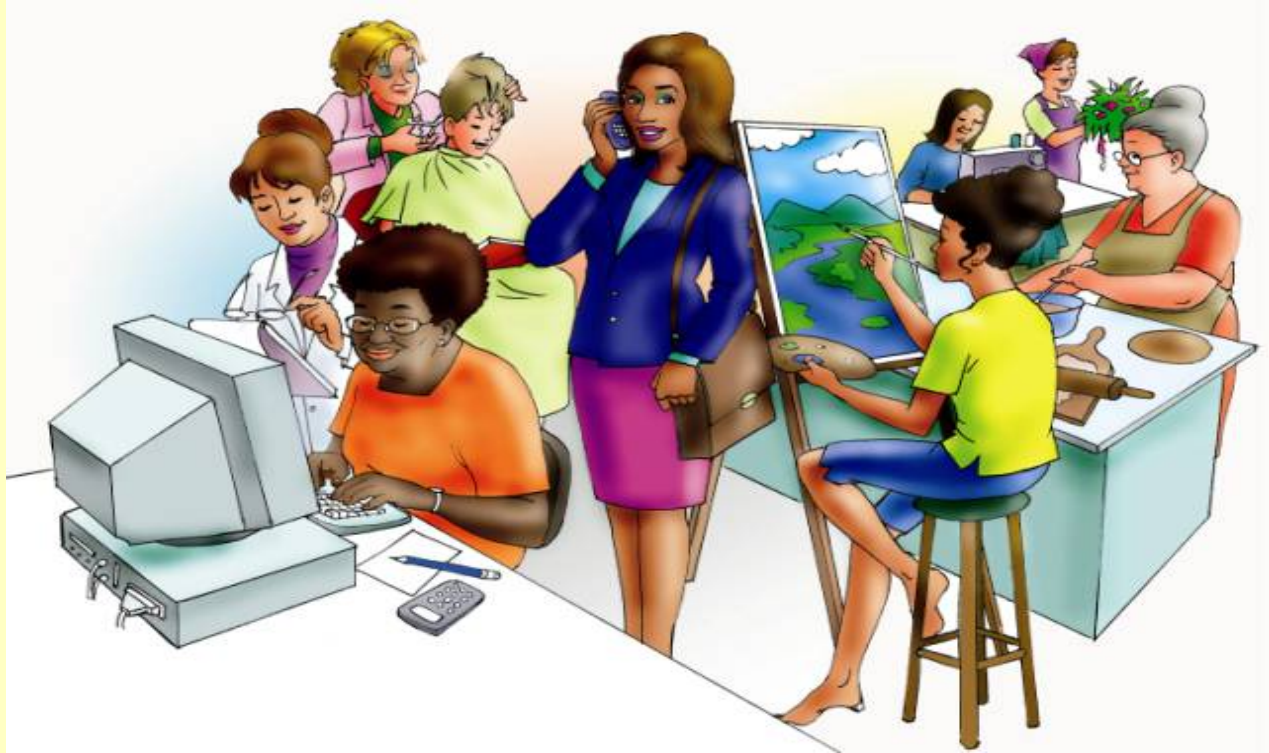
type of space	typical characteristics
women-only	- mostly confined to business incubation environments
	- entry criteria specify business must be owned or co-owned by a woman
	- usually managed and staffed by women
	- majority of business advisers and trainers are women
	- business support and other services are focused on the needs of women
	- apply an awareness of gender issues in their measurement and evaluation of outcomes
	- have as primary objectives for the project, promoting and encouraging women in business and supporting women in a number of ways
	- actively seek to encourage a working environment and culture which is supportive of women entrepreneurs
women-focused	- mixed-gender
	- use targeted outreach to increase the proportion of tenant businesses that are women-owned
	- ensure provision of some female business advisers and trainers
	- business support and other services are focused on the needs of women
	- apply an awareness of gender issues in their measurement and evaluation of outcomes
- actively seek to encourage a working environment and culture which is supportive of women entrepreneurs	
women-friendly	- mixed-gender
	- women-owned businesses probably in the minority, but still represent a sizeable proportion of tenant businesses
	- management have an awareness (if informal) of needs of women entrepreneurs and/or are accepting of women as business owners
	- may provide access to female business advisers and trainers
	- working environment and culture are such that women are accepted into networks and do not feel intimidated
unfriendly to women business	- women-owned businesses make up a small minority of tenants or are absent
	- entrenched attitudes of management, or of other tenant businesses, mean that there is resistance or even hostility to the idea of women as business owners
	- presence of closed networks which women find difficult to break into
	- concentration of businesses from traditionally male-dominated industries can lead to women feeling isolated or unsupported

Home-Based Worker Estimates: 1960-2000

(Numbers in thousands)

Year	Decennial Census ¹		American Housing Survey ²		Characteristics of Business Owners ³		Survey of Income and Program Participation ⁴		Current Population Survey ⁵	
	Workers	Work at home	Workers	Work at home	Small businesses	Home-based businesses	Workers	Work at home	Workers	Work at home
1960.....	64,656	4,663	...	...	...	...	...	...	...	...
1970.....	76,852	2,685	...	...	...	...	...	...	...	...
1980.....	96,617	2,178	...	...	...	...	...	...	...	...
1982.....	...	...	...	...	10,584	5,493	...	...	...	...
1985.....	...	...	...	...	...	...	...	...	106,878	18,082
1987.....	...	...	...	...	12,093	6,156	...	...	...	...
1990.....	115,070	3,406	...	...	...	...	...	...	...	...
1991.....	...	...	...	...	...	...	...	...	109,126	19,967
1992.....	...	...	...	...	17,253	8,557	...	...	...	...
1993.....	...	...	103,741	3,139	...	...	...	...	...	...
1995.....	...	...	107,959	2,963	...	...	125,925	10,886	...	...
1997.....	...	...	116,469	3,611	...	...	132,692	9,260	120,960	21,478
1999.....	...	...	118,041	3,288	...	...	...	...	...	...

تكنولوجيا المعلومات والاتصالات بيئة جديدة للعمل



- التشبيك (وطنياً، عربياً، عالمياً)
- التعليم عن بعد
- الحصول على المعلومات

- التجارة الإلكترونية (العمل من المنزل)
- فرص عمل جديدة
- المواقع النسائية (المحتوى)

Women and ICT

- Women and men should have equal opportunities to *shape, access, use* and *master* ICT
- Men still hold most of the management and *control positions* in ICT
- Substantial differences between men and women in access and *impact* of ICT

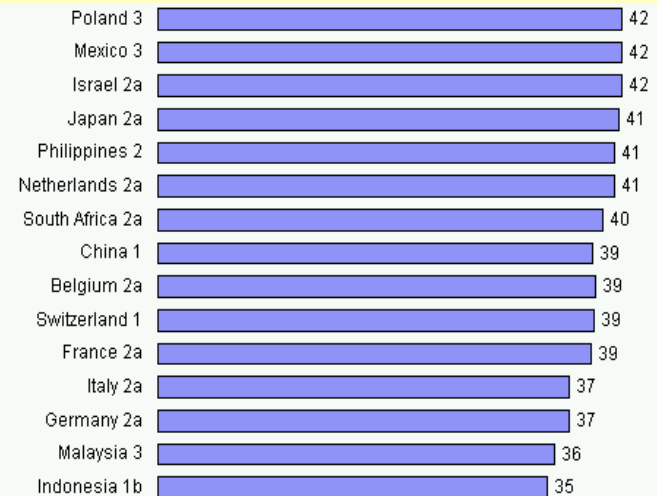
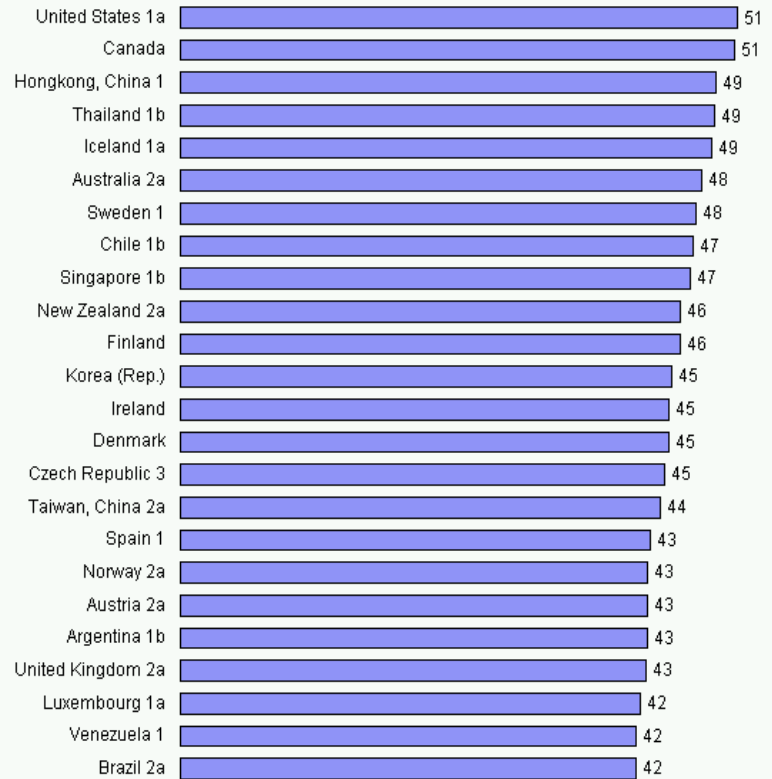
Women and ICT cont.

- Applying gender perspective to policies, programmes and projects
- ICT as a central tool for women's empowerment and gender equality
- Reduction of the “gender divide” within the digital divide

Female Internet users as % of total Internet users, 2002



Female Internet users as % of total Internet users, 2002

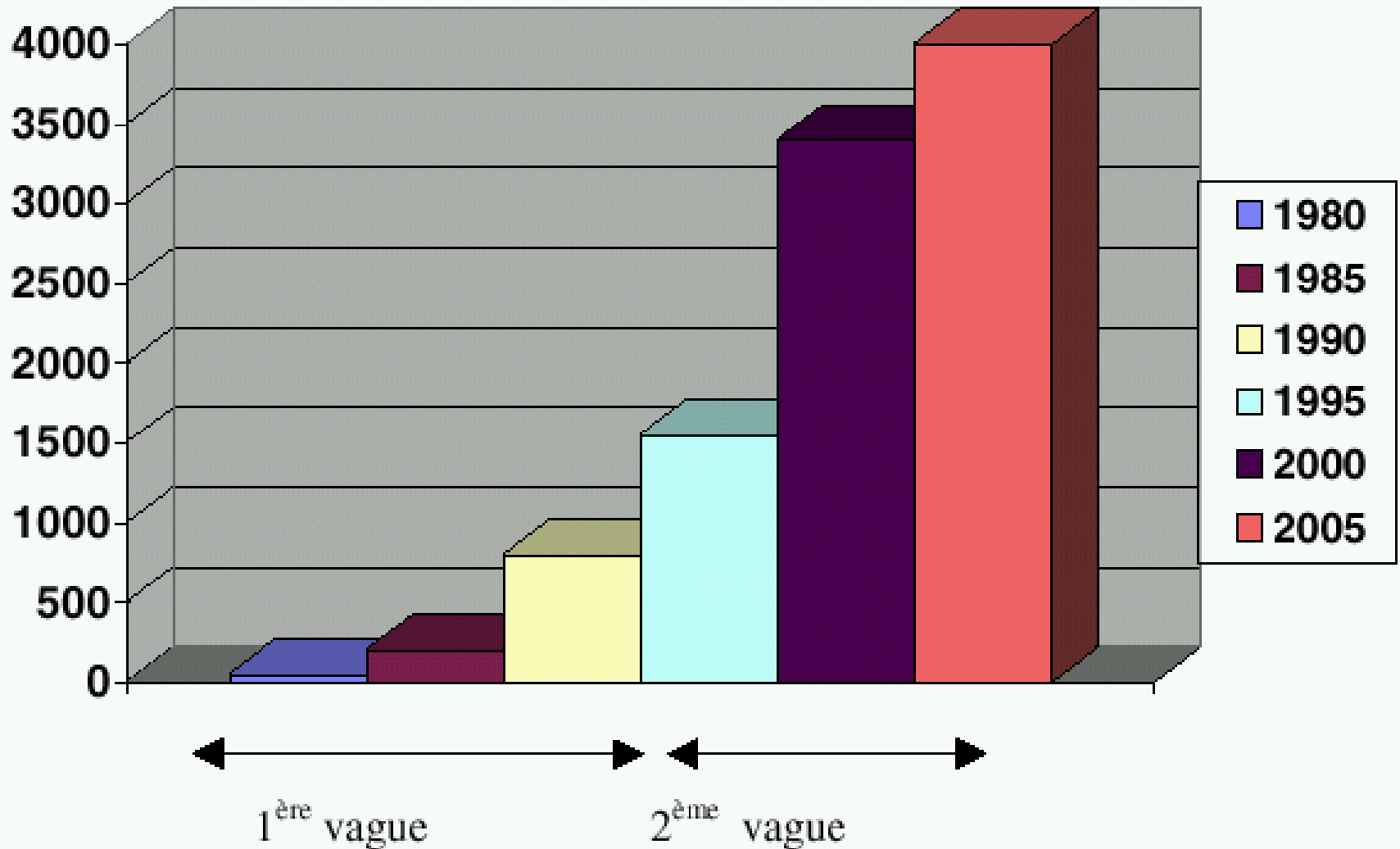


Note: 1=National source. 2=Nielsen/NetRatings. 3=TNS. a=2001. b=2000.
Source: International Telecommunication Union (ITU).

Points for action

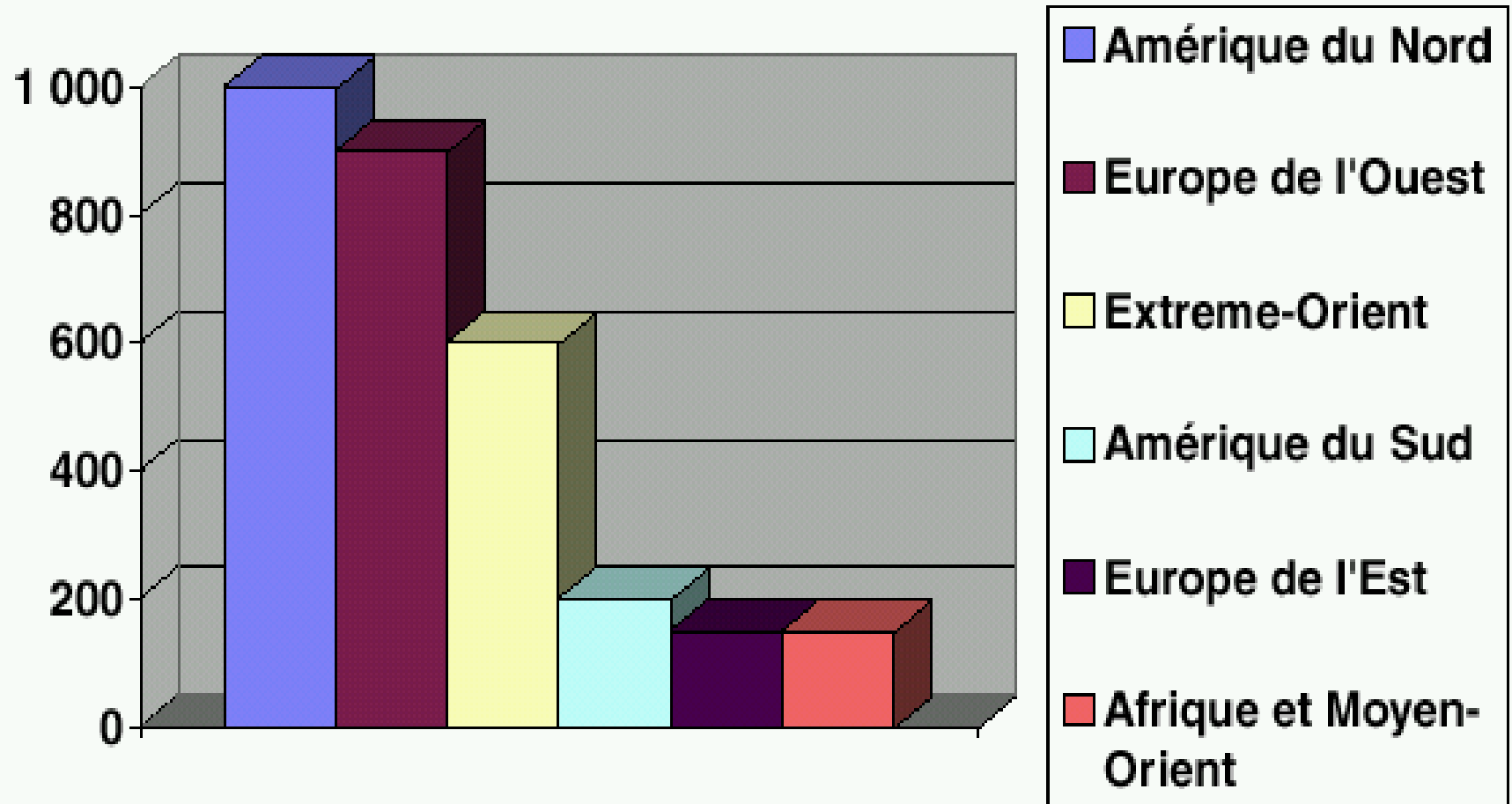
- Integrate gender perspectives in the development and implementation of national ICT policies and strategies
- Creating an enabling environment
- Promoting women's economic participation in the information society
- Promoting partnerships among all stakeholders in ICT, including development partners and investors
- Ensuring inclusiveness and participation in promoting gender equality in the information society (access)
- Monitoring indicators on women and ICT
- Special education and training programs
- Content for women
- Women sat-TV ,: Channels and programs

Growth of Incubators



Croissance de l'industrie mondiale des incubateurs

Distribution of Incubators in the World 2001



Répartition des incubateurs dans le monde (estimation 2001)



مقترح

إقامة شبكة حاضنات أعمال وحاضنات تقنية لعمل المرأة

شكراً