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### Comparative analysis

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## FOREWORD

The main purpose of the innovation and labor market comparative analysis is to present a common approach and main indicators in order to analyze “innovation” and “labor market” topics.

As a preliminary step for this analysis, a summary of the key points from all other studies conducted within COWORKMED project is being presented, focusing on the following topics:

- ❖ Legal framework concerning coworking theme at EU, MED, national and regional level
- ❖ Quantitative data on coworking in MED area
- ❖ New business and innovation models
- ❖ Social benefits due to coworking process
- ❖ Territorial benefits due to coworking process
- ❖ SWOT analysis on coworking in MED area

Regarding the labor market comparative analysis, in order to facilitate our analysis, herein we are going to focus on the following key labor market indicators (per country):

- Labor Force Participation Rate (number of people in the labor force / the total civilian population of those 16 years old and older)
- Unemployment Rate & youth unemployment rate (number of unemployed / number of people in the labor force)
- Employment/Population Ratio (number of job-holding civilians who are at least 16 years old / total number of people in the civilian population within the same age group).
- Aggregate Hours Worked (total hours worked by all employees)
- GDP growth rate and GDP per capita
- National minimum wage

Regarding the innovation comparative analysis, a thorough analysis on the following key innovation indicators will take place:

- Illustration of the innovation types, by business size, as a percentage of all businesses in each category
- New-to-market product innovators, by size, as a percentage of all businesses in each size category

- New-to-market product innovators in manufacturing and services sector, as percentage of all businesses in each sector
- The innovative businesses in ICT manufacturing and IT services, as a percentage of businesses in the relevant category
- Categorization of SMEs and large businesses participating either in international markets or in public sector markets by innovational status
- Businesses collaborating on innovation with higher education or research institutions
- Businesses collaborating on innovation with suppliers and clients
- Businesses engaged in international collaboration for innovation
- Businesses receiving public support for innovation

## 1. COMPARATIVE MARKET ANALYSIS ON COWORKING IN MED AREA

### 1.1. Legal framework concerning coworking theme at EU, MED, national & regional level

The legal framework data collection was the first activity to be realized within COWORKMED project. At the beginning of 2017 the partners shared two tools:

- the form for collecting information on the legal framework (each partner has carried out the research on its territory and then completed the form);
- the interview grid to be administered (by e-mail, face-to-face or by telephone) to at least three stakeholders per territory.

In total, there were 16 interviews conducted with coworking managers in the months of January, February and March 2017. The main findings from the data collection can be summarized in the following table.

Coworking definition and legal framework	<ul style="list-style-type: none"><li>• A clear legal definition is still lacking in all countries/regions: regulation does not play a relevant role (a ‘soft regulation’ model prevails), and activities are mostly the effect of self-entrepreneurial organization.</li><li>• The “soft regulation” in Tuscany and the definition within “LivingPacaLabs” program can be considered as exceptions for the lack of a definition.</li><li>• Bureaucratic steps needed to set up a coworking activity are not clear in some countries (Greece, Catalunya), while according to other sources there is not such a problem in PACA and Croatia (with some exceptions)</li><li>• The main issue is that some activities related to coworking spaces services are not adequately regulated (i.e., food and drink services: see references in interviewees from Croatia and Tuscany)</li><li>• Interviewees do not share a common point of view about the role of regulation and the legal definition of coworking activities: some argue that a clearer framework would be preferable, some others strongly assume that soft regulation or even no regulation is better</li></ul>
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<p>Typologies and connections</p>	<ul style="list-style-type: none"> <li>• Coworking spaces are located mainly in areas with a high density of business activity (especially in Catalunya), while it doesn't look to be any relevant clustering process in Croatia. In Greece coworking spaces are mainly located in Athens and Thessaloniki.</li> <li>• Coworking is connected with a wide range of stakeholders (startups, universities, public development agencies, accelerators, innovation hubs); some resistances to consider coworking spaces as legitimated players are registered in Tuscany in the interaction with Universities</li> <li>• The majority of coworking spaces is set up by local entrepreneurs, but there is an increasing interest from international brands and networks</li> <li>• The degree of specialization varies depending on the context, but it is worthy to notice a higher degree of specialization in Catalunya, and a lower in Croatia</li> </ul>
<p>Public policies</p>	<ul style="list-style-type: none"> <li>• Public policies are evaluated differently in the COWORKMED territories, but the overall trend seems to be critical (no kind of support is recorded in Catalunya and Greece)</li> <li>• Due to the almost total absence of incentives of any kind in all countries/regions, interviewees cannot express a specific and deep evaluation on this topic</li> <li>• Where existing (Tuscany), a clear preference is attributed to the idea to address resources to beneficiaries and not to structures</li> <li>• In Croatia, PACA and Tuscany there are regional policies linked to strategic regional economic development</li> <li>• Moreover, in PACA In Croatia, PACA and Tuscany regional policies linked to strategic regional economic development</li> <li>• In Tuscany, two administrative deliberations in 2014: recognition of coworking spaces according to specific requirements and vouchers for users.</li> <li>• In Catalunya, the local government maintains the website "Barcelona Startup Map" which offers the possibility to all coworking spaces in Barcelona to sign in an upload their information.</li> </ul>

<p>Existence of incentives and grants</p>	<ul style="list-style-type: none"> <li>• Croatia: some incentives in public coworking spaces for the target groups related to the strategic goals (e.g., the unemployed youth); they may pay a lower price, or even get a free access to a working space for a certain amount of time</li> <li>• Greece: The State does not provide any incentives or grants to those who use coworking spaces. Nevertheless, there are some private institutions (banks, etc.) that support coworking spaces by giving grants to startups or other incentives such as free use of facilities in the coworking spaces, facilities in order to take a business loan, business mentoring and coaching</li> <li>• PACA: depends on local and regional situations. But all coworkers can be generally granted by pitching opportunities / facilities</li> <li>• Tuscany: vouchers. A specific study committed by the Presidency of Tuscany Region is going to be published on the evaluation of this action</li> </ul>
<p>Demand and potentiality evaluation</p>	<ul style="list-style-type: none"> <li>• Cooperative culture, networking, communities, and the physical dimension itself of the spaces are the most appreciated features of coworking activities</li> <li>• Some stakeholders highlight the fact that an overall framework for measuring the impact of coworking activities is still lacking</li> <li>• The potential is large, since coworking can have an impact on innovation and employment, but “the most of coworking centers probably lack a definition of what a success is and a proper evaluation system”</li> </ul>
<p>Final comments and personal remarks</p>	<ul style="list-style-type: none"> <li>• More public/private collaboration is needed to foster coworking activities</li> <li>• Measures to ease the setting up bureaucratic procedures</li> <li>• Measures to simplify the operation of coworking spaces and to provide incentives to freelancers, remote workers and small business.</li> </ul>

## 1.2. Quantitative data on coworking in MED area

Within the quantitative analysis, in each territory and country, a census of coworking spaces and coworkers was studied in order to identify their geographical and urban localization. Within the context of the census, each partner identified coworking sites located in each territory, innovator’s hub and actors that orbit



around them in order to create a fruitful context supporting new connections and clusterization processes involving universities, research institutes, SMEs, local authorities and civil society.

The census focused on the following three main aspects:

- ❖ Typologies of connection among coworking spaces
- ❖ Kind of sectors and professional profiles
- ❖ Number of services offered

The main results of the census can be summarized to the following points:

- The number of coworking spaces resulting from the census (320) in Coworkmed territories can be compared with the most recent results of Deskmag Global Coworking Survey (Deskmag 2017). According to Deskmag, the overall number of coworking spaces in the world is around 13.800 (+2.500 with respect to the previous year), while members have peaked to almost 1,2 million (see figures 3 and 4). These data show that coworking spaces in the Coworkmed area represent around 2,3% out of total estimated coworking spaces in the world.
- Coworking spaces in Coworkmed area began their activities before 2012 mainly in Catalunya (10 out of 40 of the Catalan spaces). In terms of year of foundation, the outcome is quite balanced: there is a peak in 2015, but overall variability is low. 2017 should be interpreted more cautiously, since it is the year of the survey and some new space could have been more difficult to reach.

<i>Year</i>	<i>Catalunya</i>	<i>Croatia</i>	<i>PACA</i>	<i>Greece</i>	<i>Tuscany</i>	<i>Total</i>	<i>%</i>
2012 or before	10	-	2	3	2	17	17,7
2013	7	1	-	4	-	12	12,5
2014	4	1	3	3	3	14	14,6
2015	8	2	9	1	5	25	26,0
2016	8	3	2	-	3	16	16,7
2017	3	2	4	2	1	12	12,5
<b>Total</b>	<b>40</b>	<b>9</b>	<b>20</b>	<b>13</b>	<b>14</b>	<b>96</b>	<b>100,0</b>

- Coworking spaces responding to the survey are mainly led by societies (54 out of 81, 66,7%). When specified, these societies are mainly limited companies; if public institutions are involved (9 spaces), as direct owners or partners, they are mostly local administrations or municipalities.

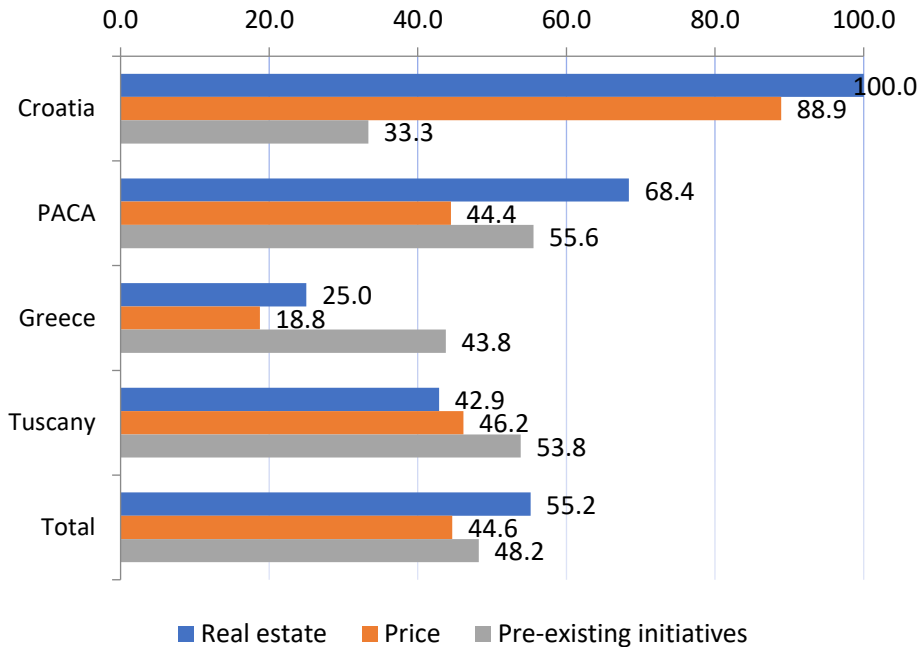
	<i>Legal status</i>	<i>a.v.</i>	<i>%</i>
Society	54	66,7	

Association/Cooperative	14	17,3
Public (local institutions)	8	9,9
Individual society	4	4,9
Public/private partnership	1	1,2
<b>Total</b>	<b>81</b>	<b>100,0</b>

- Regarding the frequency of activities set up with connections extending beyond the localized social or economic initiatives taken by the founders, one out of four coworking spaces are connected to a platform with linkage to a major network with other coworking spaces.
- In Coworkmed census 81% of spaces are located in an urban area. The percentages of urban coworking spaces vary: 81,2% in Greece, 90% in Catalunya, 100% (all nine respondents) in Croatia, 70% in PACA (where five spaces are located in a rural area) and 65,2% in Tuscany (where non-urban spaces are located almost exclusively in peri urban areas).

<i>Area</i>	<i>Catalunya</i>	<i>Croatia</i>	<i>PACA</i>	<i>Greece</i>	<i>Tuscany</i>	<i>Total</i>
Periurban area	-	-	5	2	5	12
Rural area	4	-	1	1	-	6
Urban/metrop. area	36	9	14	13	9	81
<b>Total</b>	<b>40</b>	<b>9</b>	<b>20</b>	<b>16</b>	<b>14</b>	<b>99</b>

- A categorization of the main reasons of the localization of the coworking spaces can be shown in the following graph:



- It is well known that coworkers are highly educated. According to the Global Coworking Survey “around 85% of them have finished an academic education. 41% currently hold a bachelor’s, another 41% have a master’s and 4% have already received their doctorate”, with small differences between coworkers according to their professional status (Foertsch 2017). Our census confirms this feature: the percentage of users with at least the first stage of tertiary education (ISCED 5-8) is in all territories at least around 60% (like in Catalunya) or higher (even much higher, like in Tuscany, where the corresponding percentage is almost 84%). It is worthy to notice, moreover, the high percentage of users with a PhD in Catalunya (18%), Greece (17,5%) and PACA (13,2%).
- In all Coworkmed territories freelancers are the most frequent professional group, even if the size of their prevalence is quite differentiated: they are a strong majority in Tuscany (68,5%) and PACA (54%), while in Greece they are followed not very far from the start uppers (23,4%). Croatian coworking spaces are characterized by a significant percentage of SMEs (22%).
- Regarding the top three professions attending the coworking spaces, the prevalence of programmers, developers and all professions related to the ICT sector is evident (they are mentioned in twenty cases in first place, and in 29 cases among the first three places). Media and Communication professionals follow at distance, being mentioned only in four cases in first place, and in 19 between the first three.

### 1.3. New business & innovation models

The main purpose of the analysis of new business & innovation models is oriented to analyze the economic and entrepreneurial dimension of coworking spaces. The main parts of the report is the results of the desk research conducted on the topic and the results of the online surveys carried out among coworking spaces in each regional territory / country of the COWORKMED project.

The main results of the **desk research** can be summarized to the following points:

- The primary rationale of coworking was not, in principle, business-oriented. On the contrary, a significant element that seems to characterize coworking practices is an **‘open source community approach’** to work, intended as a collaborative practice that seeks to establish communitarian social relations among the member-workers (Leforestier, 2009).
- Shift to knowledge economy with its emphasis on creativity and innovation; the transformation in the employment and organizational regimes within the knowledge economy; and the digitization of both processes and organizations (work virtualization) are the main reasons behind coworking rise.
- Coworking spaces seem to function, not just as hubs, but mostly as relational milieus providing workers with an intermediate territory to enact distributed organisational practices made of continuously negotiated relationships in a context where professional social interaction is simultaneously physical and digital.
- Coworking can create an extra revenue stream in unused pockets of space, leading to develop business-models based on exploiting underutilized real estate portfolios
- Although business approaches to co-working vary widely, the goals that drive a co-working strategy are primarily focused on several common ideals (JLL; 2015):
  - Attract and retain talent
  - Drive innovation
  - Build community
  - Optimize productivity
  - Use space more efficiently
  - Cost reduction

The main results of the **online surveys** can be summarized to the following points:

- Creative industries, social innovation, ICT-digital commerce are the most recurrent specializations of coworking spaces, with territorial peculiarities: in the case of Tuscany 2/3 of specialized coworking are in areas related to creative industries, whereas in the case of PACA, 60% of them are focused on ICT-Digital commerce.
- If we focus on the main reasons behind specialization, we can see how in most cases these are linked to the nature itself of the coworking spaces, meaning, these were originally born as a focus oriented or specialized space.
- Other reasons which explain the specialized focus of coworking space regard changes occurred in the labor or business environment: this is in particular the case of Greece, which not surprisingly can be explained if considering the Greek government debt crisis and the bailout process experienced by the country since 2010.
- When comparing the main kind of facilities which are present in the surveyed coworking spaces, the most recurrent ones are: conference rooms (67,1%); bar/café (56,1%); recreational spaces (45,9%). There are significant differences among the surveyed regions: in Catalonia and Croatia, in particular, recreational spaces (respectively: 15% and 11,1%) are far less likely to be met in coworking spaces, if compared with Greece (93,8%), PACA (73,7%) and to a less extent, Tuscany region (64,3%). In the case of Tuscany, also, it is interesting to note how more than 40% of interviewed coworking spaces have childcare facilities.
- Informational, training and educational activities are the most recurrent forms for engaging with coworking members. These data are in line and confirm the function and the interest of coworking spaces for offering added value services to its members, creating a community beyond the simple location and renting of a workplace. Despite that, under a business model perspective the most important revenue streams for coworking spaces come also from renting meetings, events & class spaces.
- There are various spill-over effects which have emerged during the surveys, which regard the kind of benefits coworking gain from cooperating with local stakeholders, and which have been introduced as open questions. The most recurrent benefits include:
  - Involvement in educational, local community and business (SME) sectors;
  - Creation of spin-off companies from collaboration between coworkers and external agents (incubators, universities);
  - Joint European projects presented with external stakeholders;

- Taking advantage from external talent (universities);
- Creating common events within the coworking space.

#### 1.4. Social benefits due to coworking processes

The main purpose of this study is to analyze the relations among coworking and social benefits and, in particular, to analyze how coworking processes could strengthen and support social inclusion by facilitating social capital to the labor market access and supporting the networking between human resources having different skills. A special focus is made on:

- coworkers' profiles involved in coworking spaces
- the positive and negative externalities of proximity
- the effects on competitiveness of the economic activities carried out by the coworkers

The results of the study can be summarized to the following points.

- ✚ 67 interviews (e-mail, telephone, face-to-face) were conducted in total (25 in Catalonia, 13 in Croatia, 10 in Greece, 9 in France and 10 in Italy)
- ✚ Regarding the gender of the interviewees, 36 were female and 31 males
- ✚ The average age of the participants was 37,5 years old
- ✚ Regarding the education level of the participants, relevant results are shown in the table below:

<i>Education</i>	<i>Catalunya</i>	<i>Croatia</i>	<i>Greece</i>	<i>Tuscany</i>	<i>PACA</i>	<i>Total</i>
ISCED 0-2	-	-	-	1		1
ISCED 3-4	12	-	-	5	2	19
ISCED 5-7	13	12	8	3	6	42
ISCED 8	-	1	2	1	1	5
Total	25	13	10	10	9	67

- ✚ Regarding the professional condition of the participants, relevant results are shown in the table below:

<i>Professional condition</i>	<i>Catalunya</i>	<i>Croatia</i>	<i>Greece</i>	<i>Tuscany</i>	<i>PACA</i>	<i>Total</i>
Freelancer	15	9	8	7	5	44
Employee	6	2	1	2	1	12
Entrepreneur	4	1	-	-	2	7
Retired	-	-	-	1	-	1
Startupper	-	-	1	-	-	1
Student	-	1	-	-	-	1
Manager	-	-	-	-	1	1
<b>Total</b>	<b>25</b>	<b>13</b>	<b>10</b>	<b>10</b>	<b>9</b>	<b>67</b>

✚ Regarding the sectoral specialization of the participants, relevant results are shown in the table below:

<i>Sectoral specialization</i>	<i>Females</i>	<i>Males</i>	<i>Total</i>
ICT	3	12	15
Marketing, Business	8	3	11
Architects, Urbanists	4	2	6
Media (photographers, journalists)	1	3	4
Art and Culture	2	-	2
Events organizers	2	1	3
Design	1	2	3
Trainers, teachers	2	3	5
Other consultants	1	1	2
Care professions (therapists, psychologists)	3	1	4
Other professions	3	-	3
Not identified	6	3	9
<b>Total</b>	<b>36</b>	<b>31</b>	<b>67</b>

✚ According to the responses, the main reasons for deciding to work at a coworking space are:

- Networking and meeting other people
- Inspiring and pleasant working atmosphere

- Useful services provided by the coworking spaces
- Reduction of operational costs
- ✚ Attending a coworking space seem to have affected positively the job career and the professional condition of the respondents. The main reason for this is networking, while other reasons are: a) acquiring new projects and clients; b) acquiring new skills and c) receiving informal advices.
- ✚ The majority of the respondents declared that attending a coworking space affected also their personal life positively for the following main reasons: a) better organization of worktime, b) new colleagues / friends, c) better social life and experiences in general.

### 1.5. Territorial benefits due to coworking processes

The territorial study on coworking assets for urban and rural areas provides insights into the territorial impacts of coworking spaces and third places. While most third places have a measurable effect on their territory, they remain limited in number and fragile precisely because of their fragile business model, their size and the fact that many are not truly open (Giordani - Caffet, 2013).

Third places are still seeking models. At present, third places adopt a wide variety of different practices, have multiple origins (communities, non-profits or the private sector), and involve arrange of different people, organizations, functions and interests. In other words, nothing is yet set in stone –from how these spaces are designed to how they function, from a sustainable business model to how to embed these spaces in the local society and economy.

If third places are to fulfil their role in territorial regeneration, local authorities need to rethink their approach – at least in part. The evidence suggests that “third places under local authority control, where a council officer holds the key, and that follow standard office opening hours, have limited long-term prospects”. The challenge, therefore, is for public authorities to exert just the right amount of influence. Local authorities still have an essential role to play, especially when it comes to funding new third places in sparsely populated areas. The public sector therefore has to accept a significant element of financial risk when supporting projects with as-yet unstable business models. The authorities also need to recognize the importance of embedding a culture of experimentation and trial-and error.



Bringing about this change will form the main thrust of the final phase of the COWORKMed project, which will involve identifying suitable public policies to support, maximize and scale up the impact of third places in territories, with a strong emphasis on sustainable development.

### **Summary of responses to the interviews conducted in Croatia, France, Greece, Italy and Spain**

Concrete actions are proposed to develop coworking. On one side, public policies could develop a coworking offer by supporting the creation of coworking spaces through grants or aids for the renting of a building. On the other side, public policies could develop a coworking demand by supporting innovative business creation, entrepreneurship and self-employment. As coworking is still unknown or unfamiliar to the general public and to the decision-makers, coworking could be promoted and made more visible through an awareness campaign. A broad territorial coordination conducted by public and private stakeholders could help to better understand coworking and the links between coworking externalities and territorial strategies and thus to develop an appropriate public policy.

Coworking spaces are considered as an asset to revitalize urban and rural territories. The territorial interest is clearly to develop new economic opportunities, retain talent or attract new businesses. Coworking spaces not only offer a space to self-companies but also give access to a community with a variety of competencies and business connections. Finally, territorial authorities can consider coworking spaces as a way to promote their territory and address mobility issues.

Most of coworking spaces are located in urban areas where existing communities, self-companies of the service sector and means of transport are concentrated. However, the settlement of coworking spaces in urban or rural areas depends on territorial specificities and strategies. In rural areas, coworking could be developed to address specific sectorial issues, for example bring innovation and skills closer to agricultural activities, attract new businesses, diversify the offer of services, develop a community of workers and of inhabitants in the area. A rural/urban connection could be implemented with the necessary help of public authorities. Connections between urban and rural areas and economic sectors can be based on and developed through coworking networks or platforms. Urban and rural coworking could thus help promoting diversity across a territory.

## 1.6. SWOT analysis on coworking in MED area

As well-known, SWOT is an acronym, standing for strengths (S) and weaknesses (W) on one side (internal factors), and opportunities (O) and threats (T) on the other (external factors). Internal factors (both harmful and helpful) are those in respect of which the project can play a role or determine some effects; external factors are those in respect of which partners’ activities cannot have any influence, even if those factors can affect (positively or negatively) the context in which the project intervenes.

More in details, the purposes of the transnational SWOT are:

- to highlight the dominant and determining factors, both within and outside of the involved organizations/partners, affecting the success of the project and its related activities;
- to produce relevant and effective strategic guidelines;
- to reduce the areas of uncertainty related to the possible implementation of future steps and actions.

In the following table, a comparative analysis including all main points from the national SWOT analyses is being presented (for more details, see 3.4.1. deliverables).

		Helpful	Harmful
		<b>STRENGTHS</b>	<b>WEAKNESSES</b>
CAT	<b>INTERNAL FACTORS</b>	<ul style="list-style-type: none"> <li>• Impact of the coworking concept on the labor market</li> <li>• Presence of relevant stakeholder for the region of Catalonia - Cowocat</li> <li>• Coworking spaces like hub of knowledge</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of action in recognition of the coworking concept on the part of the Administration</li> <li>• Lacking in an on-line tool to encourage the communication of the values of the associative community - Cowocat</li> <li>• To encourage the coworking collaborative format, to strengthen the community of communities</li> </ul>
CRO		<ul style="list-style-type: none"> <li>• Concentration of business entities / entrepreneurs</li> <li>• Increasing number of professional individuals</li> <li>• Welcoming startup ecosystem</li> <li>• Strong civil sector</li> <li>• Developed modern business infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of strategy and implementing measures for the development of the economy</li> <li>• Insufficient cooperation with other counties in the preparation of joint development economic projects</li> <li>• Low visibility of freelancers at market</li> <li>• High taxes and slow administration procedure</li> </ul>
GR		<ul style="list-style-type: none"> <li>• The variety of quality services offered</li> <li>• Active engagement and support from public bodies, policymakers and other stakeholders</li> <li>• Relatively low-cost services</li> </ul>	<ul style="list-style-type: none"> <li>• Unclear and not well defined bureaucratic steps for setting up a coworking space</li> <li>• Concentration of the vast majority of coworking spaces in the two biggest cities of Greece</li> <li>• Inactivity of some existing coworking spaces</li> </ul>
PAC		<ul style="list-style-type: none"> <li>• Increasing offer in response of a strong existing demand for coworking spaces and access to digital services and products</li> <li>• Existing regional policy to support innovative third places.</li> <li>• Diversity and diversification of workplaces and services offered</li> <li>• Strong connection with the entrepreneurial ecosystem</li> <li>• Changing needs and mentalities</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of visibility</li> <li>• Fragility of business models</li> <li>• Synergies to be found between coworking spaces</li> </ul>

TUS		<ul style="list-style-type: none"> <li>• The current regional policy framework</li> <li>• Ongoing interactions between institutions and stakeholders</li> <li>• Municipalities' sensitivity and interest for coworking activities</li> <li>• Various managing practices and offered services</li> </ul>	<ul style="list-style-type: none"> <li>• Age limitations in Regional regulations</li> <li>• Inactivity or weak territorial rooting of some coworking spaces</li> <li>• Reductive approaches ('renting offices')</li> <li>• Polarisation of Tuscan coworking spaces</li> </ul>
		<b>OPPORTUNITIES</b>	<b>THREATS</b>
CAT	<b>EXTERNAL FACTORS</b>	<ul style="list-style-type: none"> <li>• Development of public policies for the recognition of the concept coworking on the part of the Administration</li> <li>• Integration talents with local economic activity</li> <li>• Emergence of new concepts coworking - business factory</li> <li>• There are margins of growth in market for coworking spaces</li> </ul>	<ul style="list-style-type: none"> <li>• Current policy and economic situation</li> <li>• Large companies that offer services of coworking</li> <li>• Spaces that there are named "coworking" but they do not offer the activity as such</li> </ul>
CRO		<ul style="list-style-type: none"> <li>• EU funding opportunities for SMEs</li> <li>• Networking and cross-border cooperation</li> <li>• Substantial growth of coworking spaces</li> <li>• Development of Crowdfunding Platforms</li> </ul>	<ul style="list-style-type: none"> <li>• Legislative deficiency related to entrepreneurial development</li> <li>• Migration outflows/moving economic activities of successful startups abroad</li> <li>• Difficult assess to finance for freelancers</li> </ul>
GR		<ul style="list-style-type: none"> <li>• Financing possibilities through European and national programs</li> <li>• Increasing number of freelancers and individual professionals</li> <li>• Strong local and national SMEs networks</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of a formal regulation for coworking spaces and the overall sector</li> <li>• The overall negative economic situation in Greece</li> <li>• Overall trend and need for professionals to minimize their operational costs</li> </ul>
PAC		<ul style="list-style-type: none"> <li>• Wide majority of micro-businesses and SMEs on the territory</li> <li>• Rise of teleworking in enterprises and in administrations</li> <li>• Local authorities starting to carry coworking spaces by themselves</li> <li>• Transformation of work induced by digital technologies or by the apparition of new profession</li> </ul>	<ul style="list-style-type: none"> <li>• Concerns about self-employment negative effects (social and economic condition of the coworkers, etc.)</li> <li>• A rural depopulation and a context of economic inequalities</li> <li>• Rarefaction of public grants</li> <li>• Rise of real estate prices for coworking spaces</li> </ul>
TUS		<ul style="list-style-type: none"> <li>• Tuscan socio-economic model: a polycentric system</li> <li>• International supply chains based on SMEs</li> <li>• Increasing number of freelancers and individual professionals</li> <li>• Increasing role of knowledge in the socio-economic system</li> </ul>	<ul style="list-style-type: none"> <li>• Overall trend of weakening of Tuscan SMEs</li> <li>• Enduring prevalence of closed (family) management styles in SMEs</li> <li>• Low perception of opportunities related to high skills in SMES</li> <li>• Freelancers'/individual professionals' increasing job insecurity</li> </ul>

## 2. INNOVATION & LABOR MARKET COMPARATIVE ANALYSIS

### 2.1. Labor market comparative analysis

In order to facilitate our analysis, herein we are going to focus on the following key labor market indicators (per country):

- Labor Force Participation Rate (number of people in the labor force / the total civilian population of those 16 years old and older)
- Unemployment Rate & youth unemployment rate (number of unemployed / number of people in the labor force)
- Employment/Population Ratio (number of job-holding civilians who are at least 16 years old / total number of people in the civilian population within the same age group).
- Aggregate Hours Worked (total hours worked by all employees)
- GDP growth rate and GDP per capita
- National minimum wage

#### 2.1.1. Labor force participation rate

Labor force participation rate is the proportion of the population aged 15 years old and older that are economically active: all people who supply labor for the production of goods and services during a specified period.

#### **GREECE**

Labor Force Participation Rate in Greece decreased to 51.80% in the fourth quarter of 2017 from 52.30% in the third quarter of 2017. Labor Force Participation Rate in Greece averaged 52.44% from 1998 until 2017, reaching an all-time high of 53.70% in the third quarter of 2009 and a record low of 51% in the fourth quarter of 2001. Its highest value over the past 27 years was 54.41% in 2010, while its lowest value was 49.94% in 1991.



## FRANCE

Labor Force Participation Rate in France increased to 72 percent in the fourth quarter of 2017 from 71.90 percent in the third quarter of 2017. Labor Force Participation Rate in France averaged 70.49 percent from 2003 until 2017, reaching an all-time high of 72 percent in the second quarter of 2017 and a record low of 69.50 percent in the third quarter of 2003.



## SPAIN

Labor Force Participation Rate in Spain decreased to 58.80 percent in the fourth quarter of 2017 from 58.92 percent in the third quarter of 2017. Labor Force Participation Rate in Spain averaged 53.93 percent from 1976 until 2017, reaching an all-time high of 60.55 percent in the third quarter of 2012 and a record low of 48.88 percent in the second quarter of 1985.



## ITALY

Labor Force Participation Rate in Italy increased to 65.50 percent in January from 65.30 percent in December of 2017. Labor Force Participation Rate in Italy averaged 63.19 percent from 2004 until 2018, reaching an all-time high of 65.60 percent in August of 2017 and a record low of 61.70 percent in July of 2010.



## CROATIA

Labor Force Participation Rate in Croatia increased to 52.20 percent in the third quarter of 2017 from 51.70 percent in the second quarter of 2017. Labor Force Participation Rate in Croatia averaged 51.79 percent from 2002 until 2017, reaching an all-time high of 54.10 percent in the third quarter of 2008 and a record low of 48.50 percent in the second quarter of 2006. Labor force comprises people aged 15 and older who supply labor for the production of goods and services during a specified period. It includes people who are currently employed and people who are unemployed but seeking work as well as first-time job-seekers. Not everyone who works is included, however. Unpaid workers, family workers, and students are often omitted, and some countries do not count members of the armed forces. Labor force size tends to vary during the year as seasonal workers enter and leave. The average value for Croatia during that period was 1.99 million people with a *minimum of 1.82 million people in 2017* and a *maximum of 2.22 million people in 1990*.



### 2.1.2. Unemployment & youth unemployment rate

Unemployment rate is the number of unemployed people as a percentage of the labor force, where the latter consists of the unemployed plus those in paid or self-employment. Unemployed people are those who report that they are without work, that they are available for work and that they have taken active steps to find work in the last four weeks. When unemployment is high, some people become discouraged and stop looking for work; they are then excluded from the labor force. This implies that the unemployment rate may fall, or stop rising, even though there has been no underlying improvement in the labor market.

The youth unemployment rate is the number of unemployed 15 to 24-year-olds expressed as a percentage of the youth labor force.

## GREECE

Youth Unemployment Rate in Greece increased to 43.70 percent in November 2017 from 42 percent in October of 2017. Youth Unemployment Rate in Greece averaged 35.25 percent from 1998 until 2017, reaching an all-time high of 60 percent in March of 2013 and a record low of 20.10 percent in May of 2008.



## FRANCE

The unemployment rate in France dropped to 8.9 percent in the three months to December of 2017 from 9.6 percent in the previous period. It was the lowest jobless rate since the first quarter of 2009. Meantime, the employment rate increased by 0.6 percentage points to 65.7 percent, its highest level since early 1980s; while the activity rate edged up to 72.0 percent from 71.9 percent in Q3. Unemployment Rate in France averaged 9.27 percent from 1996 until 2017, reaching an all-time high of 10.70 percent in the first quarter of 1997 and a record low of 7.20 percent in the first quarter of 2008. The activity rate of people aged 15-64 edged up to 72.0 percent (from 71.9 percent in the September quarter). Over a year, it increased by 0.3 percentage points. Among inactive people, 1.5 million persons wished to work without being considered as unemployed according to the ILO definition: they made up the halo of unemployment. Their number increased by 77,000 compared to the third quarter and nearly steady over a year.





## SPAIN

The unemployment rate in Spain increased to 16.55 percent in the last three months of 2017 from an upwardly revised 16.39 percent in the previous period which was the lowest since 2008. Figures came above market expectations of 16.15 percent. Among regions, Ceuta (26.03 percent), Extremadura (25.12 percent) and Melilla (24.62 percent) showed the highest jobless rates while Navarre (9.63 percent) recorded the lowest. In Madrid, the unemployment rate was 13.75 percent and in Catalonia 12.63 percent. In the last quarter of 2016, unemployment in Spain was much higher at 18.63 percent. Unemployment Rate in Spain averaged 16.56 percent from 1976 until 2017, reaching an all-time high of 26.94 percent in the first quarter of 2013 and a record low of 4.41 percent in the third quarter of 1976.



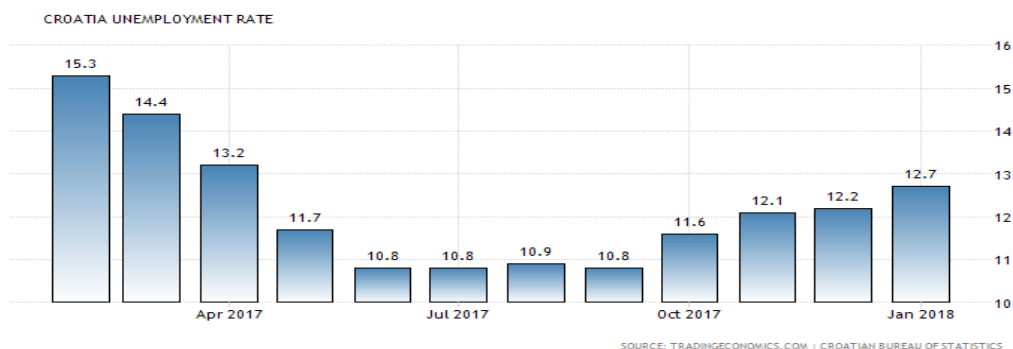
## ITALY

Italy's seasonally adjusted unemployment rate rose to 11.1 percent in January 2018 from an upwardly revised 10.9 percent in the previous month and above market expectations of 10.8 percent. The higher rate was due to an increase in the labor force while 25,000 more jobs were created compared with December. Youth unemployment rate, measuring job-seekers between 15 and 24 years old, dropped to 31.5 percent, its lowest since December 2011, from a revised 32.8 percent in December. Unemployment Rate in Italy averaged 9.43 percent from 1983 until 2018, reaching an all-time high of 13 percent in November of 2014 and a record low of 5.80 percent in April of 2007.



## CROATIA

Unemployment Rate in Croatia increased to 12.70 percent in January 2018 from 12.20 percent in December of 2017. Unemployment Rate in Croatia averaged 17.74 percent from 1996 until 2018, reaching an all-time high of 23.60 percent in January of 2002 and a record low of 10.80 percent in June of 2017.



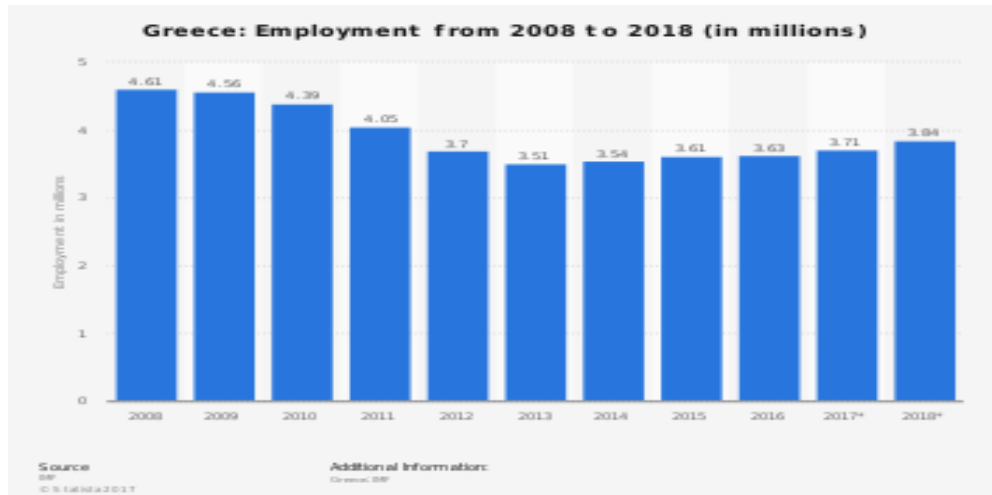
### 2.1.3. Employment / population ratio

Employment rates are defined as a measure of the extent to which available labor resources (people available to work) are being used. They are calculated as the ratio of the employed to the working age population. Employment rates are sensitive to the economic cycle, but in the longer term they are significantly affected by governments' higher education and income support policies and by policies that facilitate employment of women and disadvantaged groups. Employed people are those aged 15 or 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. The working age population refers to people aged 15 to 64. This indicator is seasonally adjusted and it is measured in terms of thousand persons aged 15 and over; and as a percentage of working age population.

#### **GREECE**

Just like the rest of Greece's economy, the job market has been adversely affected by the economic crisis of 2008; it has been struggling to recover ever since. The majority of the Greek population lives in urbanized areas but lay-offs and job cuts affect the whole country; the unemployment rate in Greece has been increasing dramatically all over the country and has almost tripled since 2009. Greece's economy relies heavily on services; most of Greece's gross domestic product is produced in that sector. The gross domestic / GDP growth rate in Greece, however, has not improved since 2009 – on the contrary, after falling to an all-time low in 2011, GDP is now even lower than in the year recession hit the country. Some of the most important industries for Greece are the maritime and shipping industries, as well as tourism. The export of goods has been on the rise, while imports have been decreasing, causing the trade deficit to improve slowly but steadily. Still, Greece is not out of the red and probably won't be for some time. National debt in relation to gross domestic product is growing, and Greece is still ranked second on a ranking of countries with the highest public debt worldwide. Austerity measures and rescue packages from the European Union are now put in place to ensure Greece's recovery from the crisis.

This statistic shows employment in Greece from 2008 to 2016, with projections up until 2018. In 2016, around 3.67 million people were employed in Greece.



## FRANCE

The number of employed persons in France increased to 27989.50 thousand in the fourth quarter of 2017 from 27950.40 thousand in the third quarter of 2017. Employed Persons in France averaged 23146.47 thousand from 1950 until 2017, reaching an all-time high of 27989.50 thousand in the fourth quarter of 2017 and a record low of 19530.70 thousand in the second quarter of 1950.



## SPAIN

Employment to population ratio, 15+, total (%) in Spain was reported at 47.8 % in 2017.



## ITALY

Italy's employment to population ratio was at level of 42.6 % in 2017, unchanged from the previous year.



## CROATIA

Croatia's employment to population ratio was at level of 46.1 % in 2017, up from 45.4 % previous year.



#### 2.1.4. Aggregate hours worked

Average annual hours worked is defined as the total number of hours actually worked per year divided by the average number of people in employment per year. Actual hours worked include regular working hours of full-time, part-time and part-year workers, paid and unpaid overtime, hours worked in additional jobs, and exclude time not worked because of public holidays, annual paid leave, own illness, injury and temporary disability, maternity leave, parental leave, schooling or training, slack work for technical or economic reasons, strike or labor dispute, bad weather, compensation leave and other reasons. The data cover employees and self-employed workers. This indicator is measured in terms of hours per worker per year. Nevertheless, the data are intended for comparisons of trends over time; they are unsuitable for comparisons of the level of average annual hours of work for a given year, because of differences in their sources and method of calculation.

In the following chart, the worked hours per worker in France, Italy, Spain and Greece are being presented (no data for Croatia were available). As we can see, in Europe, Greeks work the longest hours, averaging 2,040 hours per year.

Hours worked Total, Hours/worker, 2016 or latest available

Source: Hours Worked: Average annual hours actually worked



2.1.5. GDP growth rate and GDP per capita

The Gross Domestic Product (GDP) of an economy is a measure of total production. More precisely, it is the monetary value of all goods and services produced within a country or region in a specific time period. While the definition of GDP is straightforward, accurately measuring it is a surprisingly difficult undertaking. Moreover, any attempts to make comparisons over time and across borders are complicated by price, quality and currency differences.

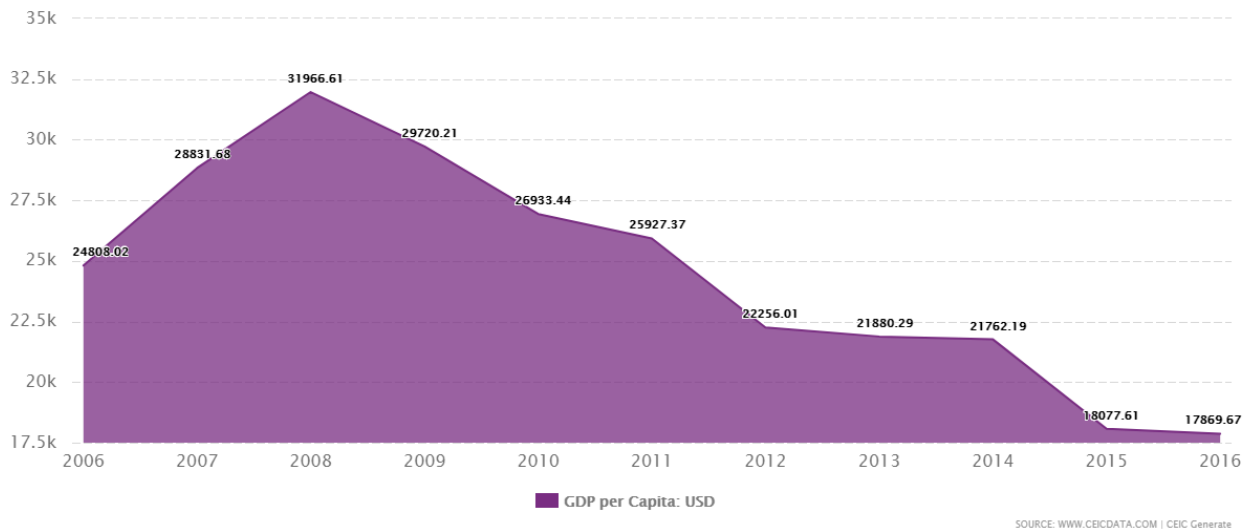
From the long-term perspective of social history, we know that economic prosperity and lasting economic growth is a very recent achievement for humanity. In this section we will look at this more recent time and will also study the inequality between different regions - both in respect to the unequal levels of prosperity today and the unequal economic starting points for leaving the poverty of the pre-growth past.

Economic prosperity is measured as via growth domestic product (GDP) per capita, the value of all goods and services produced by a country in one year divided by the country's population. Economic growth is the measure of the change of GDP from one year to the next. This entry shows that the current experience of economic growth is an absolute exception in the very long-run perspective of social history.

## GREECE

Greece's GDP Per Capita reached 17,869.67 USD in Dec 2016, compared with 18,077.61 USD in Dec 2015. Greece GDP Per Capita data is updated yearly, available from Dec 1960 to Dec 2016, with an average number of 7,593.04 USD. The data reached an all-time high of 31,966.61 USD in Dec 2008 and a record low of 533.68 in Dec 1960. Hellenic Statistical Authority provides GDP per Capita in EUR. Federal Reserve Board average market exchange rate is used for currency conversions. GDP per Capita prior to 1995 sourced from the World Bank.

In the latest reports, Greece's GDP expanded 1.30 % YoY in Sep 2017. Greece's Nominal GDP reached 52.24 billion US dollars in Sep 2017. Its GDP deflator (implicit price deflator) increased 0.78 % in Sep 2017. Gross Savings Rate of Greece was measured at 16.08 % in Sep 2017.

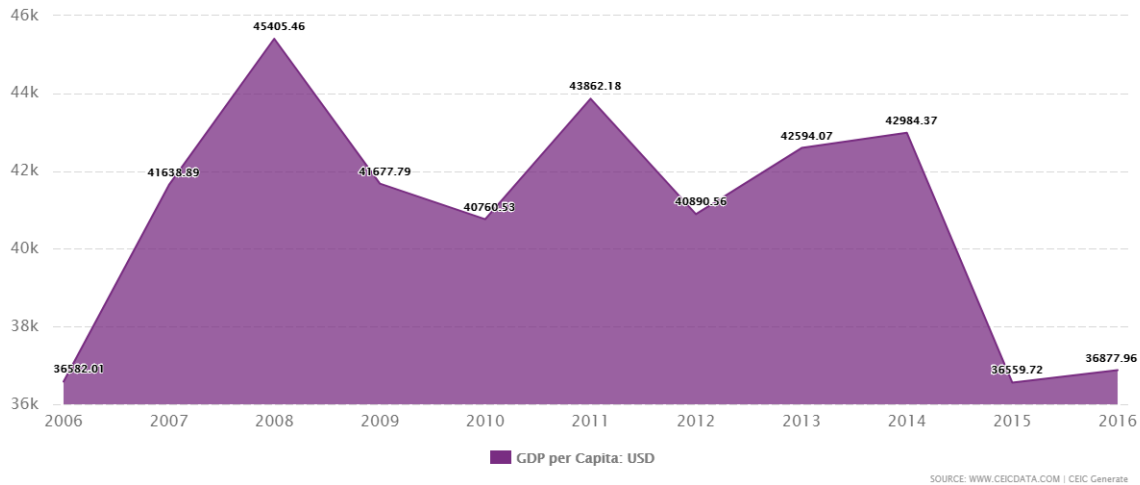


## FRANCE

France's GDP Per Capita reached 36,877.96 USD in Dec 2016, compared with 36,559.72 USD in Dec 2015. France GDP Per Capita data is updated yearly, available from Dec 1957 to Dec 2016, with an average number of 14,997.98 USD. The data reached an all-time high of 45,405.46 USD in Dec 2008 and a record low of 1,219.02 in Dec 1959. French National Institute for Statistics and Economic Studies provides GDP per Capita in EUR. Federal Reserve Board provides average market exchange rate is used for currency conversions.

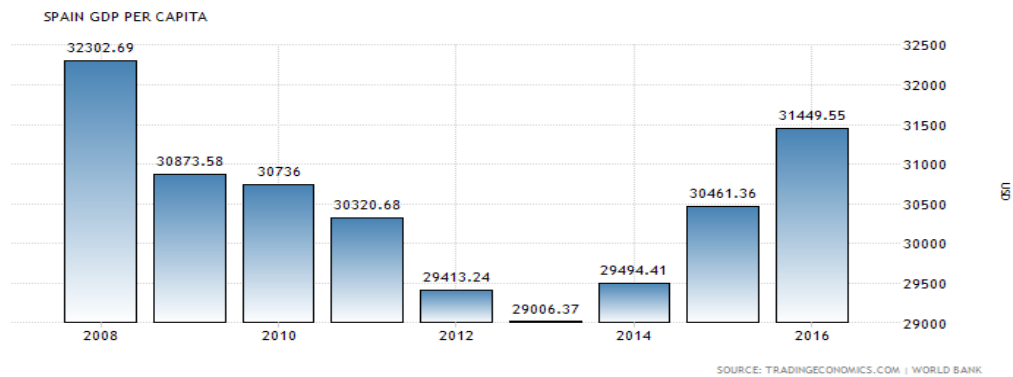


In the latest reports, France's GDP expanded 2.29 % YoY in Sep 2017. France's Nominal GDP reached 674.68 billion USD in Sep 2017. Its GDP deflator (implicit price deflator) increased 0.92 % in Sep 2017. Gross Savings Rate of France was measured at 14.51 % in Sep 2017.



## SPAIN

The Gross Domestic Product per capita in Spain was last recorded at 31449.55 US dollars in 2016. The GDP per Capita in Spain is equivalent to 249 percent of the world's average. GDP per capita in Spain averaged 21188.32 USD from 1960 until 2016, reaching an all-time high of 32459.92 USD in 2007 and a record low of 7359.96 USD in 1960.



## ITALY

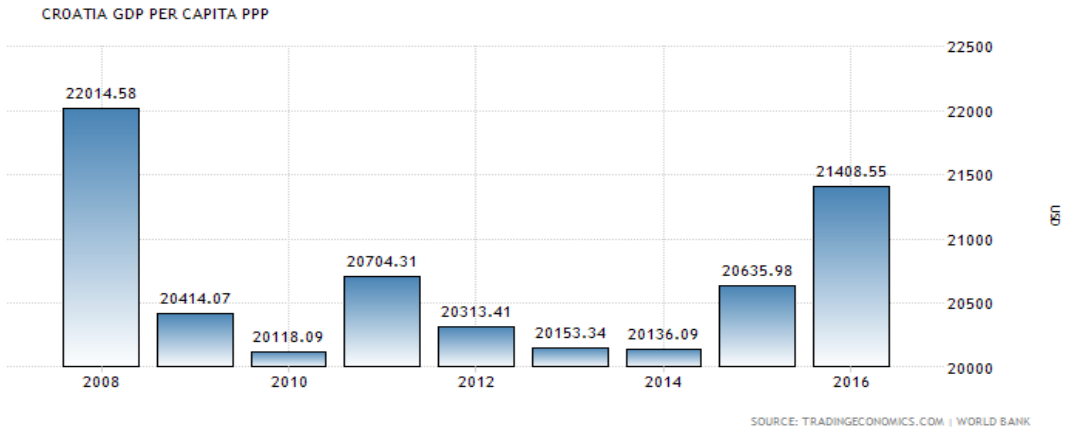
Economic growth was broadly unchanged in the fourth quarter, only decelerating slightly from the third quarter as firms reduced inventories. Growth, which was supported by healthy investment growth and a

robust external sector, came in at 0.3% quarter-on-quarter in seasonally- and working-day terms. The reading confirmed the flash estimate and was marginally lower than the 0.4% growth rate recorded in the previous quarter. In Q4, GDP expanded 1.6% compared to the same quarter of the previous year (Q3: +1.7% year-on-year). The result brought full-year growth to 1.5%, notably up from 1.1% in 2016 and the highest reading in seven years. The Gross Domestic Product per capita in Italy was last recorded at 34283.70 US dollars in 2016. The GDP per Capita in Italy is equivalent to 271 percent of the world's average. GDP per capita in Italy averaged 27094.40 USD from 1960 until 2016, reaching an all-time high of 38236.80 USD in 2007 and a record low of 10867.70 USD in 1960.



## CROATIA

The Gross Domestic Product per capita in Croatia was last recorded at 21408.55 US dollars in 2016, when adjusted by purchasing power parity (PPP). The GDP per Capita, in Croatia, when adjusted by Purchasing Power Parity is equivalent to 121 percent of the world's average. GDP per capita PPP in Croatia averaged 18375.14 USD from 1995 until 2016, reaching an all-time high of 22014.58 USD in 2008 and a record low of 12624.52 USD in 1995.



### 2.1.6. National minimum wage

The National Minimum Wage (NMW) of a country is the minimum amount (lowest salary) per hour, per day, or per month that employers may legally pay to workers.

#### **GREECE**

In 2018, the national minimum wage in Greece remained fixed at 683.8 € per month, that is 8,206 euros per year, taking into account 12 payments per year. Accordingly, the national minimum wage has remained stable, while the CPI of 2017 was 0.7%, so workers have lost purchasing power in the last year. If we look at the ranking of the national minimum wage that we publish, Greece is in 19<sup>nd</sup> place of the 96 of the list.

#### **FRANCE**

In 2018, the national minimum wage in France remained fixed at 1,498.5 € per month, that is 17,982 euros per year, taking into account 12 payments per year. Accordingly, the national minimum wage has been raised 18.2 Euros per month from the previous year (1.23%). This increase is greater than the CPI of 2017 which was 1.2%, so workers have gained buying power in the last year. If we look at the ranking of the national minimum wage that we publish, France is in 6<sup>th</sup> place of the 96 of the list.

## **SPAIN**

For 2017, the government increased the national minimum wage in Spain by 8 percent. The 2017 increase represents a significant rise in Spanish minimum wages, as seen below, when compared to an increase of just under EUR 14 in total between 2011 and 2016 as a result of minimal increases and wage freezes.

- Spanish minimum wage 2017: EUR 707.60 per month
- Spanish minimum wage 2016: EUR 655.20 per month
- Spanish minimum wage 2015: EUR 648.60 per month
- Spanish minimum wage 2011: EUR 641 per month

However, more than 5.5 million people in Spain earn the Spanish minimum wage, according to Spain's two biggest unions, who criticized the latest increase as still 'insufficient', falling below their campaign for at least a EUR 800 monthly Spanish minimum wage. If union and social-backed government plans are approved, minimum wage could see a quick hike to EUR 800 in a year followed by a more gradual raise to EUR 1,000 in coming years, although there is much objection.

## **ITALY**

Wages in Italy increased to 2426.20 EUR/Month in 2016 from 2408 EUR/Month in 2015. Wages in Italy averaged 1909.60 EUR/Month from 1990 until 2016, reaching an all-time high of 2426.20 EUR/Month in 2016 and a record low of 1175 EUR/Month in 1990.

## **CROATIA**

Minimum Wages in Croatia increased to 462.34 EUR/Month in 2018 from 442.09 EUR/Month in 2017. Minimum Wages in Croatia averaged 397.38 EUR/Month from 2008 until 2018, reaching an all-time high of 462.34 EUR/Month in the second quarter of 2018 and a record low of 372.35 EUR/Month in the second quarter of 2013.

## 2.2. Innovation comparative analysis

Innovation, as a procedure for introducing something new and/or different, is one of the most important concerns of each organization and its role in the development and coordination of the market is inalienable. In today's constantly changing world, change and innovation play an extremely important role within any organization. New technologies like faster software and hardware and improved manufacturing systems are increasing production and changing the way we do business across the globe.

In this section of our study, a thorough analysis on the following key innovation indicators is taking place:

- ✚ Illustration of the innovation types, by business size, as a percentage of all businesses in each category
- ✚ New-to-market product innovators, by size, as a percentage of all businesses in each size category
- ✚ New-to-market product innovators in manufacturing and services sector, as percentage of all businesses in each sector
- ✚ The innovative businesses in ICT manufacturing and IT services, as a percentage of businesses in the relevant category
- ✚ Categorization of SMEs and large businesses participating either in international markets or in public sector markets by innovational status
- ✚ Businesses collaborating on innovation with higher education or research institutions
- ✚ Businesses collaborating on innovation with suppliers and clients
- ✚ Businesses engaged in international collaboration for innovation
- ✚ Businesses receiving public support for innovation

At this point, it is crucial to mention that no relevant data were found available for the case of Croatia.

### 2.2.1. Innovation types

The current edition of the OECD's "Oslo Manual" identifies four types of innovation:

- **Product innovation:** the introduction of a good or service that is new or significantly improved with respect to its characteristics or intended uses. This includes significant improvements in technical

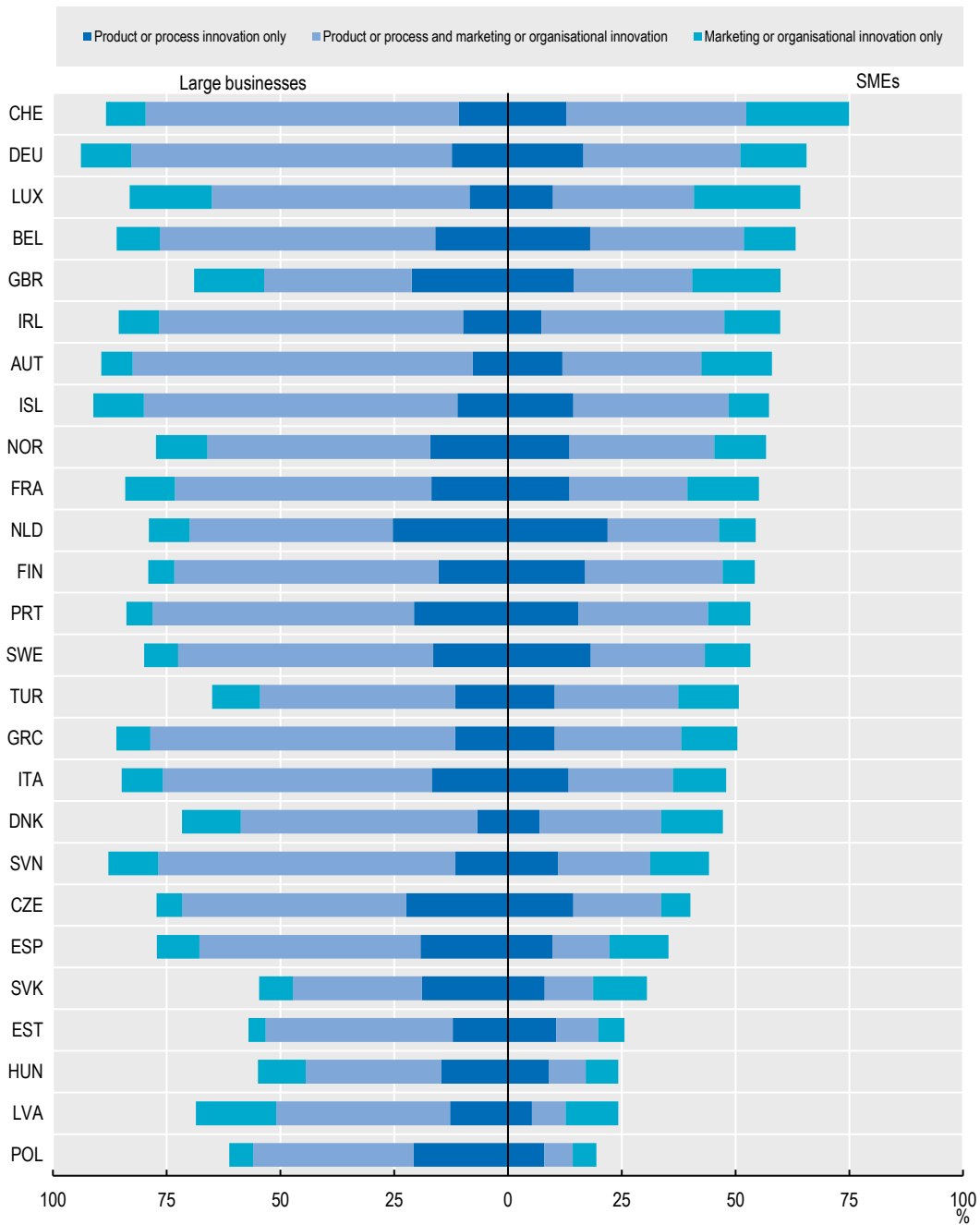
specifications, components and materials, incorporated software, user friendliness or other functional characteristics.

- **Process innovation:** the implementation of a new or significantly improved production or delivery method. This includes significant changes in techniques, equipment and/or software.
- **Marketing innovation:** the implementation of a new marketing method involving significant changes in product design or packaging, product placement, product promotion or pricing.
- **Organisational innovation:** the implementation of a new organisational method in the firm’s business practices, workplace organisation or external relations.

In the following table and graph an illustration of the innovation types, by business size, as a percentage of all businesses in each category is being presented (2012-2014).

	SMEs			Large businesses			
	Product or process innovation only	Product or process and marketing or organisational innovation	Marketing or organisational innovation only	Product or process innovation only	Product or process and marketing or organisational innovation	Marketing or organisational innovation only	
POL	8.0	6.2	5.2	20.7	35.2	5.3	Poland
LVA	5.3	7.4	11.6	12.7	38.2	17.7	Latvia
HUN	9.0	8.0	7.2	14.6	29.8	10.5	Hungary
EST	10.6	9.2	5.8	12.1	41.1	3.7	Estonia
SVK	8.1	10.7	11.8	18.9	28.4	7.4	Slovak Republic
ESP	9.8	12.5	13.0	19.2	48.6	9.3	Spain
CZE	14.4	19.3	6.4	22.4	49.3	5.5	Czech Republic
SVN	11.0	20.3	12.9	11.6	65.2	11.0	Slovenia
DNK	6.9	26.7	13.6	6.7	51.9	13.0	Denmark
ITA	13.3	22.9	11.7	16.8	59.1	9.1	Italy
GRC	10.3	27.8	12.4	11.6	67.0	7.4	Greece
TUR	10.2	27.2	13.4	11.6	42.9	10.5	Turkey
SWE	18.2	25.1	10.0	16.4	56.0	7.5	Sweden
PRT	15.5	28.5	9.3	20.7	57.4	5.7	Portugal
FIN	17.0	30.2	7.1	15.3	58.0	5.7	Finland
NLD	21.9	24.5	8.0	25.3	44.6	9.0	Netherlands
FRA	13.5	26.0	15.7	16.8	56.4	10.9	France
NOR	13.5	31.8	11.4	17.1	48.9	11.3	Norway
ISL	14.3	34.2	8.8	11.1	68.9	11.1	Iceland
AUT	11.9	30.5	15.5	7.7	74.7	6.9	Austria
IRL	7.3	40.2	12.3	9.9	66.8	8.9	Ireland
GBR	14.5	26.0	19.4	21.2	32.4	15.4	United Kingdom
BEL	18.1	33.7	11.4	16.0	60.6	9.5	Belgium
LUX	9.9	31.0	23.4	8.4	56.6	18.1	Luxembourg
DEU	16.5	34.5	14.6	12.3	70.5	11.1	Germany

	SMEs			Large businesses			
	Product or process innovation only	Product or process and marketing or organisational innovation	Marketing or organisational innovation only	Product or process innovation only	Product or process and marketing or organisational innovation	Marketing or organisational innovation only	
CHE	12.8	39.5	22.6	10.7	68.8	8.7	Switzerland



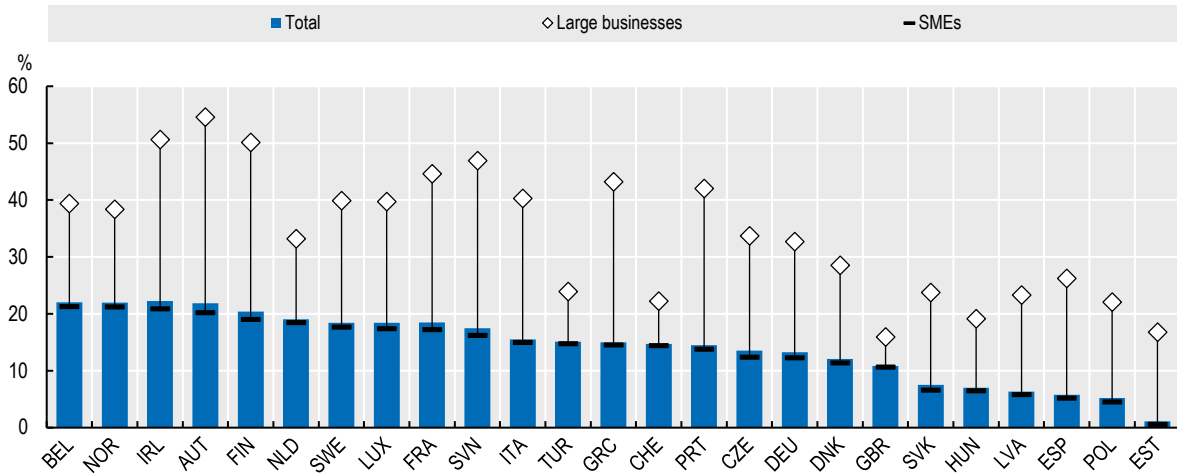
## 2.2.2. New-to-market product innovators

In the following tables and graphs, the new-to-market product innovators for the below two categorizations are being presented:

## I. By size, as a percentage of all businesses in each size category

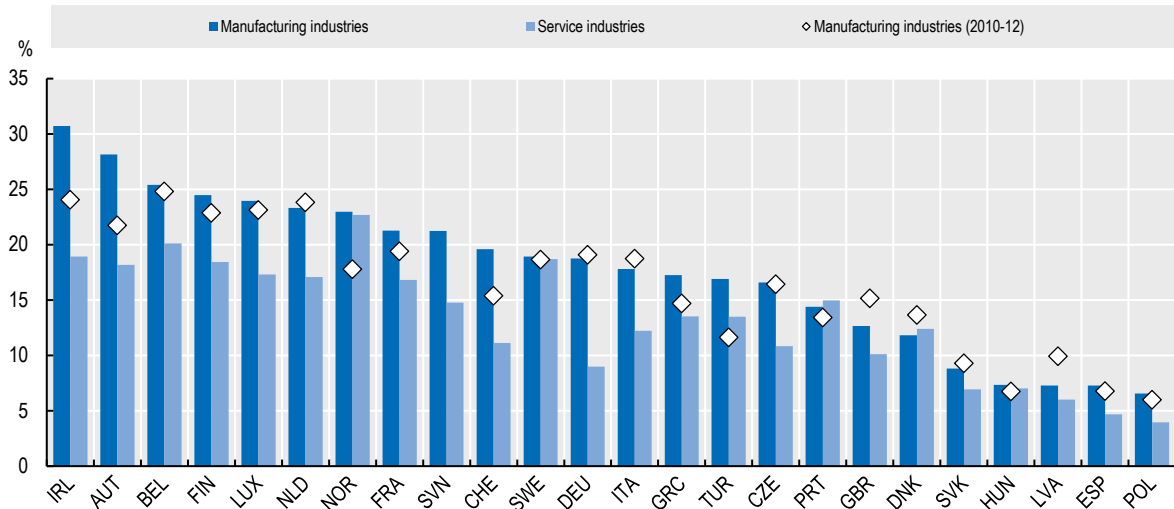
	<b>Total</b>	<b>Large businesses</b>	<b>SMEs</b>	
BEL	22.0	39.4	21.3	Belgium
NOR	22.0	38.4	21.2	Norway
IRL	22.2	50.7	20.9	Ireland
AUT	21.9	54.6	20.2	Austria
FIN	20.4	50.1	19.1	Finland
NLD	19.0	33.2	18.5	Netherlands
SWE	18.4	39.9	17.7	Sweden
LUX	18.4	39.8	17.4	Luxembourg
FRA	18.5	44.6	17.3	France
SVN	17.5	47.0	16.3	Slovenia
ITA	15.5	40.3	15.0	Italy
TUR	15.1	24.0	14.8	Turkey
GRC	15.0	43.3	14.5	Greece
CHE	14.7	22.3	14.4	Switzerland
PRT	14.5	42.0	13.8	Portugal
CZE	13.5	33.7	12.4	Czech Republic
DEU	13.3	32.7	12.3	Germany
DNK	12.1	28.6	11.4	Denmark
GBR	10.8	16.0	10.6	United Kingdom
SVK	7.5	23.8	6.6	Slovak Republic
HUN	7.0	19.2	6.5	Hungary
LVA	6.3	23.3	5.8	Latvia
ESP	5.7	26.2	5.2	Spain
POL	5.2	22.1	4.5	Poland
EST	1.1	16.8	0.6	Estonia





II. In manufacturing and services sector, as percentage of all businesses in each sector

	Manufacturing industries	Service industries	Manufacturing industries (2010-12)	Service industries (2010-12)	
IRL	30.7	18.9	24.1	15.8	Ireland
AUT	28.1	18.2	21.8	17.0	Austria
BEL	25.4	20.1	24.8	18.5	Belgium
FIN	24.5	18.4	22.9	17.5	Finland
LUX	23.9	17.3	23.2	15.2	Luxembourg
NLD	23.3	17.1	23.8	17.9	Netherlands
NOR	23.0	22.7	17.8	14.9	Norway
FRA	21.3	16.8	19.4	14.3	France
SVN	21.2	14.8	#N/A	13.0	Slovenia
CHE	19.6	11.1	15.4	20.2	Switzerland
SWE	18.9	18.7	18.7	18.7	Sweden
DEU	18.8	9.0	19.1	9.2	Germany
ITA	17.8	12.2	18.8	14.4	Italy
GRC	17.3	13.5	14.7	13.8	Greece
TUR	16.9	13.5	11.7	9.7	Turkey
CZE	16.6	10.8	16.4	10.7	Czech Republic
PRT	14.4	15.0	13.4	14.0	Portugal
GBR	12.7	10.1	15.2	10.7	United Kingdom
DNK	11.8	12.4	13.7	11.9	Denmark
SVK	8.8	6.9	9.3	9.5	Slovak Republic
HUN	7.4	7.0	6.8	5.4	Hungary
LVA	7.3	6.0	9.9	5.9	Latvia
ESP	7.3	4.7	6.8	4.1	Spain
POL	6.6	4.0	6.0	3.4	Poland

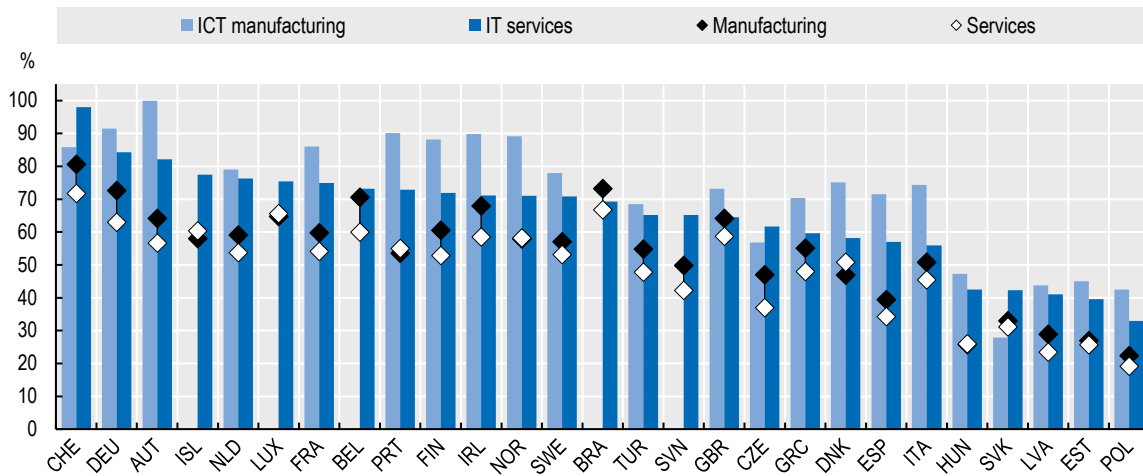


### 2.2.3. Innovative businesses in ICT manufacturing and IT services

ICT manufacturing and IT services are two of the most important sectors that can introduce and develop innovation. In the following table and graph, the innovative businesses in ICT manufacturing and IT services, as a percentage of businesses in the relevant category and compared to the relevant percentages of the general manufacturing and services sectors, are being presented.

	ICT manufacturing	IT services	Services	Manufacturing	
CHE	85.9	98.0	71.7	80.6	Switzerland
DEU	91.5	84.3	62.9	72.6	Germany
AUT	100.0	82.1	56.6	64.1	Austria
ISL	#N/A	77.5	60.3	58.0	Iceland
NLD	79.0	76.3	53.7	59.1	Netherlands
LUX	#N/A	75.4	65.6	64.7	Luxembourg
FRA	86.0	75.0	54.1	59.8	France
BEL	#N/A	73.1	59.9	70.5	Belgium
PRT	90.2	72.8	55.0	53.5	Portugal
FIN	88.1	71.9	52.8	60.5	Finland
IRL	89.9	71.1	58.4	68.0	Ireland
NOR	89.2	71.1	58.1	57.9	Norway
SWE	78.0	70.8	53.1	57.0	Sweden
BRA	#N/A	69.3	66.8	73.2	Brazil
TUR	68.5	65.2	47.8	54.7	Turkey
SVN	#N/A	65.1	42.2	49.8	Slovenia

GBR	73.2	64.5	58.6	64.1	United Kingdom
CZE	56.8	61.7	37.0	47.0	Czech Republic
GRC	70.3	59.7	48.0	55.1	Greece
DNK	75.2	58.1	50.8	46.9	Denmark
ESP	71.5	57.0	34.3	39.3	Spain
ITA	74.4	56.0	45.5	50.8	Italy
HUN	47.3	42.5	25.9	25.7	Hungary
SVK	27.9	42.3	31.1	32.9	Slovak Republic
LVA	43.8	41.1	23.4	28.9	Latvia
EST	45.0	39.5	25.6	26.9	Estonia
POL	42.5	32.9	19.1	22.3	Poland

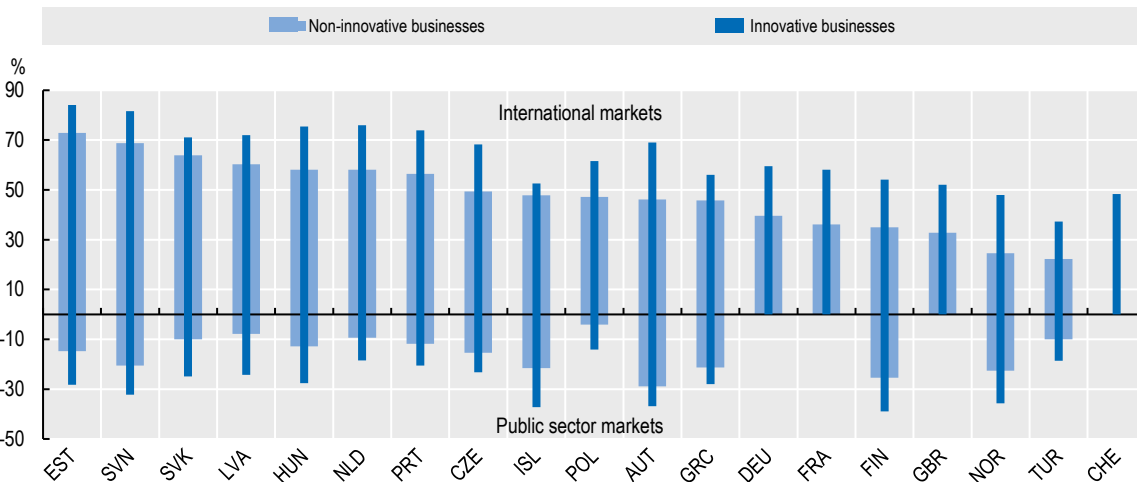


#### 2.2.4. SMEs participating in international and public sectors

In the following table, a categorization of SMEs and large businesses participating either in international markets or in public sector markets by innovational status is being presented. The international and public-sector market participation of firms within the scope of innovation surveys is compared according to the innovation status of firms. Innovative firms are defined as those which have introduced a new product, process, organisational or marketing methods over the reference period.

	SMEs				Large businesses				
	International markets		Public sector markets		International markets		Public sector markets		
	Non-innovative businesses	Innovative businesses	Non-innovative businesses	Innovative businesses	Non-innovative businesses	Innovative businesses	Non-innovative businesses	Innovative businesses	
EST	72.8	84.1	15	28	75.8	95.0	20.8	37.0	Estonia
SVN	68.8	81.6	21	32	56.5	85.1	8.7	33.3	Slovenia

SVK	63.9	71.1	10	25	79.5	87.2	12.6	22.0	Slovak Republic
LVA	60.3	72.0	8	24	66.0	80.5	15.6	25.1	Latvia
HUN	58.1	75.5	13	28	80.2	82.9	20.5	29.1	Hungary
NLD	58.1	76.0	9	18	63.4	77.2	24.8	27.6	Netherlands
PRT	56.5	73.9	12	20	66.0	83.8	22.1	29.4	Portugal
CZE	49.3	68.3	15	23	75.9	85.8	11.9	17.2	Czech Republic
ISL	47.9	52.5	21	37	50.0	78.0	25.0	51.2	Iceland
POL	47.1	61.6	4	14	72.9	81.0	7.2	17.6	Poland
AUT	46.1	69.0	29	37	72.7	85.7	42.0	36.3	Austria
GRC	45.7	56.1	21	28	57.6	76.9	45.5	52.7	Greece
DEU	39.6	59.5	#N/A	#N/A	56.7	78.2	#N/A	#N/A	Germany
FRA	36.1	58.1	#N/A	#N/A	55.9	73.5	#N/A	#N/A	France
FIN	34.9	54.1	25	39	49.4	77.5	26.5	55.6	Finland
GBR	32.8	52.1	#N/A	#N/A	51.0	69.7	#N/A	#N/A	United Kingdom
NOR	24.6	48.0	23	36	38.1	64.0	30.9	46.6	Norway
TUR	22.3	37.3	10	19	48.5	63.7	15.4	26.9	Turkey
CHE	#N/A	48.3	#N/A	#N/A	#N/A	73.3	#N/A	#N/A	Switzerland



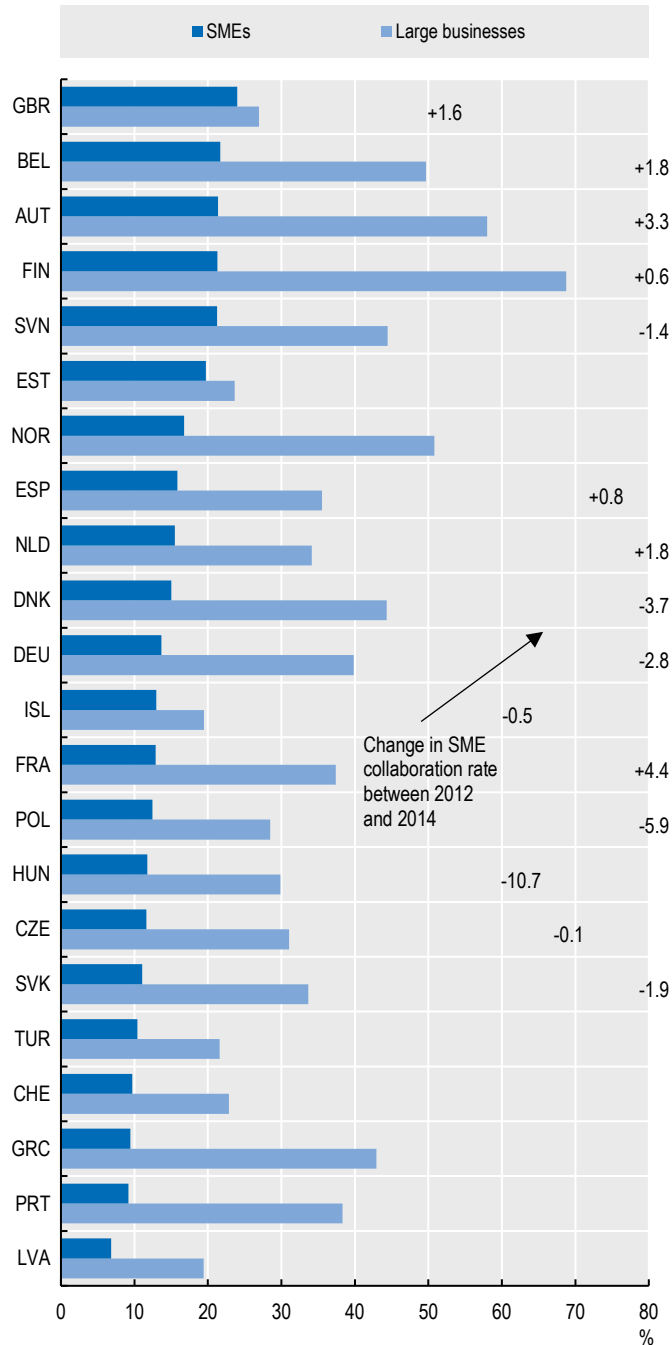
### 2.2.5. Businesses collaborating on innovation with higher education or research institutions

Collaboration with key stakeholders is a very crucial step towards innovation. One of these key stakeholders is the higher education and research institutions which may offer significant help and support to businesses for achieving change and innovation.

The figures showed below represent the number of businesses as a percentage of product and/or process innovating businesses in each size category.

The most interesting point in the following table and graph is the fact that large businesses show significantly higher percentages of collaboration on innovation with higher education and research institutions, compared to SMEs.

	SMEs	Large businesses	SMEs (2010-12)	
LVA	6.8	19.4	8.7	Latvia
PRT	9.2	38.3	9.3	Portugal
GRC	9.4	42.9	20.2	Greece
CHE	9.7	22.9	15.6	Switzerland
TUR	10.4	21.6	5.9	Turkey
SVK	11.1	33.7	11.5	Slovak Republic
CZE	11.6	31.1	14.4	Czech Republic
HUN	11.7	29.9	15.5	Hungary
POL	12.4	28.5	10.7	Poland
FRA	12.9	37.4	12.1	France
ISL	13.0	19.4	#N/A	Iceland
DEU	13.7	39.8	15.1	Germany
DNK	15.0	44.3	14.4	Denmark
NLD	15.5	34.1	12.3	Netherlands
ESP	15.9	35.5	14.1	Spain
NOR	16.7	50.8	15.2	Norway
EST	19.7	23.6	14.6	Estonia
SVN	21.3	44.4	25.5	Slovenia
FIN	21.3	68.8	24.1	Finland
AUT	21.4	58.0	21.1	Austria
BEL	21.7	49.7	19.7	Belgium
GBR	24.0	27.0	18.0	United Kingdom



### 2.2.6. Businesses collaborating on innovation with suppliers and clients

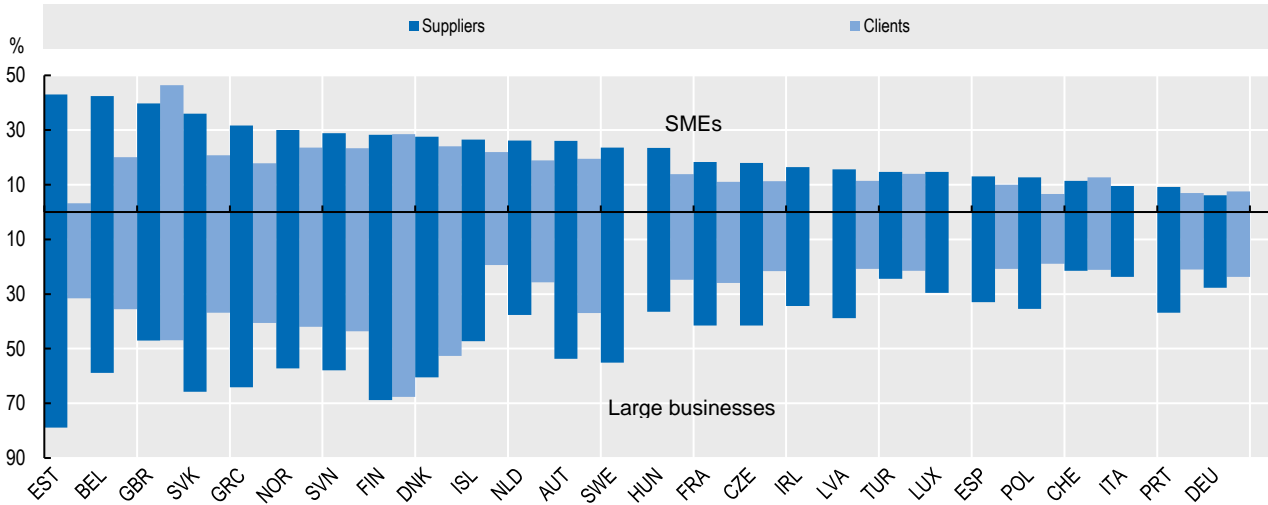
Collaboration with suppliers and clients can also offer significant benefits to businesses that are working on developing innovation. The businesses collaborating on innovation with suppliers and clients, as a

percentage of product and/or process innovating businesses in each size category, is shown in the table and graph below.

		SMEs		Large businesses		Innovation rate SMEs	
EST	Suppliers		43.06		78.8		Estonia
	Clients	3.15		31.5		24	
BEL	Suppliers		42.44		58.9		Belgium
	Clients	20.02		35.5		61	
GBR	Suppliers		39.72		47.0		United Kingdom
	Clients	46.40		46.9		57	
SVK	Suppliers		35.99		65.8		Slovak Republic
	Clients	20.80		36.8		29	
GRC	Suppliers		31.70		64.1		Greece
	Clients	17.78		40.6		49	
NOR	Suppliers		30.03		57.2		Norway
	Clients	23.59		42.0		55	
SVN	Suppliers		28.89		57.9		Slovenia
	Clients	23.35		43.7		43	
FIN	Suppliers		28.28		68.8		Finland
	Clients	28.54		67.7		53	
DNK	Suppliers		27.57		60.4		Denmark
	Clients	24.01		52.6		47	
ISL	Suppliers		26.46		47.2		Iceland
	Clients	21.96		19.4		55	
NLD	Suppliers		26.11		37.6		Netherlands
	Clients	18.88		25.7		52	
AUT	Suppliers		26.00		53.7		Austria
	Clients	19.53		36.9		57	
SWE	Suppliers		23.56		55.1		Sweden
	Clients	#N/A		#N/A		52	
HUN	Suppliers		23.47		36.5		Hungary
	Clients	13.81		24.7		23	
FRA	Suppliers		18.34		41.5		France
	Clients	11.08		26.0		53	
CZE	Suppliers		18.00		41.5		Czech Republic
	Clients	11.26		21.6		38	
IRL	Suppliers		16.46		34.3		Ireland
	Clients	#N/A		#N/A		59	
LVA	Suppliers		15.58		38.8		Latvia
	Clients	11.43		20.8		24	
TUR	Suppliers		14.73		24.5		Turkey
	Clients	14.00		21.5		47	
LUX	Suppliers		14.66		29.6		Luxembourg
	Clients	#N/A		#N/A		63	
ESP	Suppliers		13.09		32.9		Spain
	Clients	9.94		20.8		33	
POL	Suppliers		12.63		35.4		Poland
	Clients	6.59		19.0		19	

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CHE	Suppliers		11.38		21.5	Switzerland
	Clients	12.68		21.2	73	
ITA	Suppliers		9.54		23.7	Italy
	Clients	#N/A		#N/A	46	
PRT	Suppliers		9.21		36.8	Portugal
	Clients	7.00		21.1	52	
DEU	Suppliers		6.09		27.7	Germany
	Clients	7.49		23.7	61	



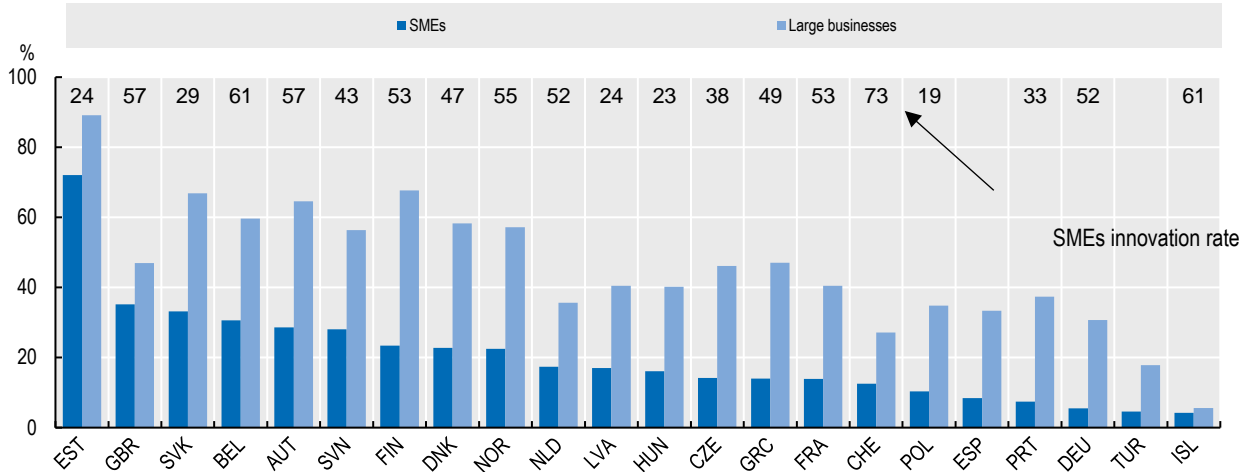
2.2.7. Businesses engaged in international collaboration for innovation

In the following table and graph, the businesses engaged in international collaboration for innovation, by size and as a percentage of product and/or process innovating businesses in each size category are being presented.

	SMEs	Large businesses	Innovative SMEs	
EST	72.0	89.1	24	Estonia
GBR	35.2	46.9	57	United Kingdom
SVK	33.2	66.8	29	Slovak Republic
BEL	30.6	59.6	61	Belgium
AUT	28.6	64.6	57	Austria
SVN	28.1	56.3	43	Slovenia
FIN	23.4	67.7	53	Finland
DNK	22.7	58.2	47	Denmark
NOR	22.5	57.2	55	Norway



NLD	17.3	35.6	52	Netherlands
LVA	17.0	40.5	24	Latvia
HUN	16.0	40.2	23	Hungary
CZE	14.2	46.2	38	Czech Republic
GRC	14.0	47.1	49	Greece
FRA	13.9	40.4	53	France
CHE	12.5	27.1	73	Switzerland
POL	10.3	34.8	19	Poland
ESP	8.5	33.3	33	Spain
PRT	7.4	37.3	52	Portugal
DEU	5.5	30.7	61	Germany
TUR	4.6	17.8	47	Turkey
ISL	4.2	5.6	55	Iceland



### 2.2.8. Business receiving public support for innovation

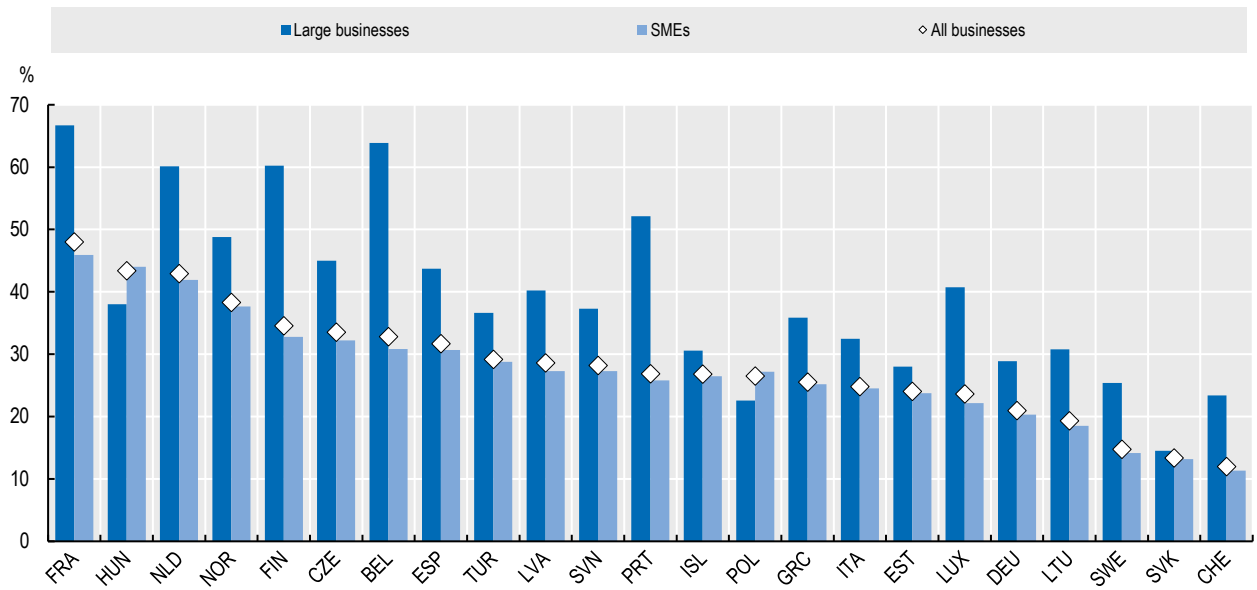
The level of public support can be a very determinant factor for the development of business innovation, as public authorities can offer significant help in various forms:

- Funding and grants for the development of innovation
- Support from public research institutions
- Development of policies that will give initiatives to businesses to be innovative

Within this framework, the percentage of product and/or process innovating business that receive public support is a very crucial indicator.

	SMEs	All businesses	Large businesses	All businesses (2008-10)	Number of publicly supported innovating businesses (2012-14)	Number of publicly supported innovating businesses (2008-10)	
FRA	45.9	48.0	66.7	46.1	13,685	10,950	France
HUN	44.0	43.4	38.0	34.4	1,165	995	Hungary
NLD	41.9	42.9	60.1	34.1	5,121	4,096	Netherlands
NOR	37.7	38.3	48.8	#N/A	1,614	#N/A	Norway
FIN	32.8	34.6	60.2	35.1	1,431	1,319	Finland
CZE	32.2	33.6	45.0	24.0	2,579	1,714	Czech Republic
BEL	30.8	32.8	63.9	22.6	2,349	1,453	Belgium
ESP	30.7	31.7	43.7	26.9	4,793	5,937	Spain
TUR	28.8	29.2	36.6	28.1	9,162	6,356	Turkey
LVA	27.3	28.6	40.2	#N/A	197	#N/A	Latvia
SVN	27.3	28.2	37.3	31.3	387	452	Slovenia
PRT	25.8	26.9	52.1	24.1	2,240	2,249	Portugal
ISL	26.5	26.8	30.6	#N/A	111	#N/A	Iceland
POL	27.2	26.5	22.6	19.6	2,464	1,607	Poland
GRC	25.2	25.5	35.9	18.2	1,368	933	Greece (2012-14, 2010-12)
ITA	24.5	24.9	32.5	29.2	10,300	14,000	Italy
EST	23.7	24.1	28.0	24.5	182	370	Estonia
LUX	22.1	23.7	40.7	16.8	174	127	Luxembourg
DEU	20.3	21.0	28.9	21.6	14,998	17,654	Germany
LTU	18.5	19.4	30.8	21.1	543	290	Lithuania
SWE	14.1	14.8	25.4	9.7	1,165	786	Sweden (2012-14, 2010-12)
SVK	13.2	13.4	14.5	15.5	207	257	Slovak Republic
CHE	11.3	12.0	23.4	8.3	1,458	#N/A	Switzerland

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2.2.9. Basic conclusions from the innovation comparative analysis

Country	Innovation types	New-to-market product innovators	Innovative businesses in ICT manufacturing and IT services	Large businesses & SMEs participating in international and public sectors, by innovational status	Collaboration on innovation with higher education or research institutions	Collaboration on innovation with suppliers and clients	International collaboration for innovation	Level of public support for innovation
France	In total, 56.4% of large businesses and 26% of SMEs are engaged in any of the four types of innovation. 15.7% of SMEs is focusing only on marketing or organizational innovation, while 16.8% of large businesses only on product or process innovation.	In all 4 countries, large businesses seem to be the pioneers new-to-market product innovators compared to SMEs, as they present higher percentages of contribution to this type of innovation.	In all 4 countries, the percentages of ICT manufacturing and IT services businesses that are engaged in innovation are significantly higher compared to the percentages of the businesses coming from the general	58.1% of SMEs and 73.5% of large businesses participating in international markets are innovative, while there were no data available for businesses that participate in the public sector.	37.4% of product/process innovating large businesses have developed a close cooperation with higher education or research institutions, while the relevant percent of SMEs is only 12.9%.	Large businesses seem to have established significant collaboration with both suppliers and clients for innovation as 41.5% of innovative large businesses declare to collaborate with suppliers and 26% with clients. 18.34% of SMEs collaborate with suppliers, while only 11.08% with clients.	A significant percentage of innovative large businesses is engaged in international cooperation for innovation (40.4%). On the other hand, the relevant percentage of innovative SMEs is significantly lower (13.9%).	13.685 innovative businesses (large and SMEs) do receive public support for innovation. Analyzing the indicator by size, 66.7% of innovative large businesses and 45.9% of innovative SMEs exploit public support for innovation.

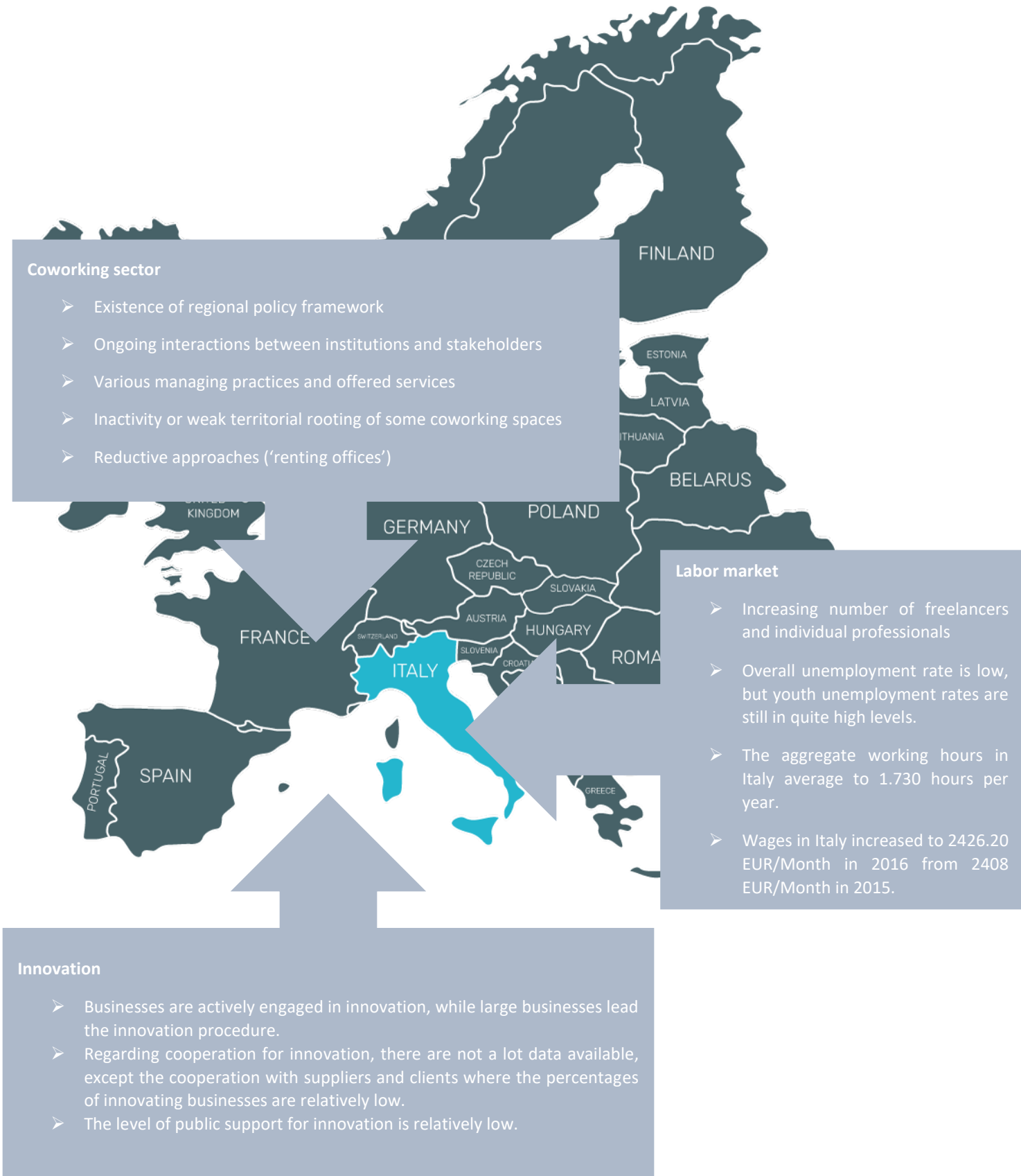
Country	Innovation types	New-to-market product innovators	Innovative businesses in ICT manufacturing and IT services	Large businesses & SMEs participating in international and public sectors, by innovational status	Collaboration on innovation with higher education or research institutions	Collaboration on innovation with suppliers and clients	International collaboration for innovation	Level of public support for innovation
Italy	In total, 59.1% of large businesses and 22.9% of SMEs are engaged in any of the four types of innovation. Large businesses seem to prioritize product or process innovation, while SMEs are equally focusing on all types.	Following a categorization by sector, manufacturing industries present higher percentages of new-to-market product innovators, compared to services industries.	manufacturing and services sectors and engaged in innovation as well. This is absolutely logical considering the vast development of ICT and IT sector nowadays as well as the vast number of IT products promoted to the global market.	No data available	No data available	The percentage of innovative large businesses collaborating with suppliers (23.7%) is significantly higher than the relevant percentage of innovative SMEs (9.54%). No data are available regarding the level of collaboration with clients.	No data available	10.300 innovative businesses (large and SMEs) do receive public support for innovation, while the same number within the period 2008-2010 was 14.000. Analyzing the indicator by size, 32.5% of innovative large businesses and 24.5% of innovative SMEs exploit public support for innovation.
Spain	In total, 48.6% of large businesses and 12.5% of SMEs are engaged in any of the four types of innovation. 13% of SMEs is only engaged in marketing or organizational innovation and 19.2% of large businesses only in product or process innovation.			No data available	35.5% of product/process innovating large businesses have developed a close cooperation with higher education or research institutions, while the relevant percentage of SMEs is only 15.9%.	Large businesses are actively engaged in cooperation with suppliers (32.9%) and clients (20.8%) for innovation. On the other hand, innovative SMEs present lower percentages when it comes to cooperation with suppliers (13.09%) and clients (9.94%).	A significant percentage of innovative large businesses is engaged in international cooperation for innovation (33.3%). On the other hand, the relevant percentage of innovative SMEs is significantly lower (8.5%).	4.793 innovative businesses (large and SMEs) do receive public support for innovation. Analyzing the indicator by size, 43.7% of innovative large businesses and 30.7% of innovative SMEs exploit public support for innovation.

Country	Innovation types	New-to-market product innovators	Innovative businesses in ICT manufacturing and IT services	Large businesses & SMEs participating in international and public sectors, by innovational status	Collaboration on innovation with higher education or research institutions	Collaboration on innovation with suppliers and clients	International collaboration for innovation	Level of public support for innovation
<b>Greece</b>	Economic crisis seems to be a good reason for business to invest in innovation, as Greece presents the higher percentages of SMEs and large business engaged in any type of innovation (27.8% and 67% accordingly) among the 5 countries.			56.1% of SMEs and 76.9% of large businesses participating in international markets are innovative, while the relevant percentages of innovative SMEs and large businesses participating in the public sector are significantly lower (28% and 52.7% accordingly)	42.9% of product/process innovating large businesses have developed a close cooperation with higher education or research institutions, while the relevant percent of SMEs is only 9.4%. It is worth mentioning that there is a significant decrease of the relevant percent of SMEs between the periods 2010-2012 and 2012-2014 (from 20.2% to 9.4%).	Large businesses seem to have established significant collaboration with both suppliers and clients for innovation as 64.1% of innovative large businesses declare to collaborate with suppliers and 40.6% with clients. 31.7% of SMEs collaborate with suppliers, while only 17.78% with clients.	A significant percentage of innovative large businesses is engaged in international cooperation for innovation (47.1%). On the other hand, the relevant percentage of innovative SMEs is significantly lower (14%).	1.368 innovative businesses (large and SMEs) do receive public support for innovation. Analyzing the indicator by size, 35.9% of innovative large businesses and 25.2% of innovative SMEs exploit public support for innovation.
<b>Croatia</b>	No data available	No data available	No data available	No data available	No data available	No data available	No data available	No data available

## CONCLUSIONS

In the following pages, a visualization of the key points and conclusions per country is being presented.









### Coworking sector

- Impact of the coworking concept on the labor market.
- Development of public policies for the recognition of the concept coworking on the part of the Administration.
- There are margins of growth in market for coworking spaces.
- Lack of action in recognition of the coworking concept on the part of the Administration

### Labor market

- Very high unemployment and youth unemployment rates due to the severe economic crisis the country is facing.
- The aggregate working hours in Greece average to 2.040 hours per year.
- In 2018, the national minimum wage in Greece remained fixed at 683.8 € per month.

### Innovation

- Businesses are actively engaged in innovation, while large businesses lead the innovation procedure.
- In order to be able to innovate, businesses (mainly the large ones) establish cooperation with higher education or research institutions, suppliers & clients as well as international cooperation.
- There is a significant level of public support for innovation.



#### Coworking sector

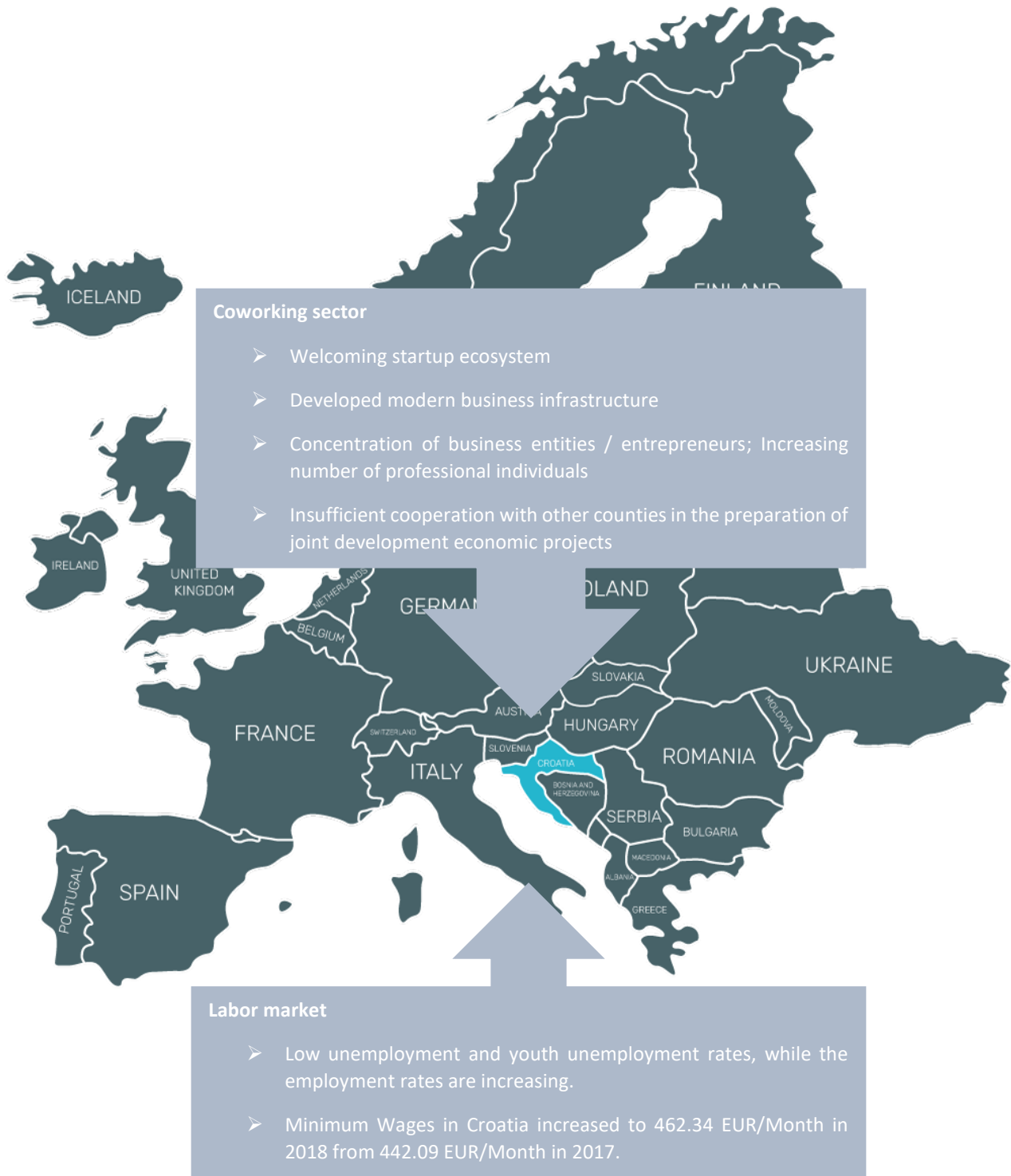
- Big variety of services offered, with relatively low cost
- Unclear and not well defined bureaucratic steps for setting up a coworking space
- Concentration of the vast majority of coworking spaces in the two biggest cities of Greece
- Increasing number of freelancers and individual professionals
- Lack of a formal regulation for coworking spaces and the overall sector

#### Labor market

- Very high unemployment and youth unemployment rates due to the severe economic crisis the country is facing.
- The aggregate working hours in Greece average to 2.040 hours per year.
- In 2018, the national minimum wage in Greece remained fixed at 683.8 € per month.

#### Innovation

- Economic crisis seems to be a good reason for business to invest in innovation, as Greece presents the higher percentages of SMEs and large business engaged in any type of innovation among the 5 countries.
- In order to be able to innovate, businesses (mainly the large ones) establish cooperation with higher education or research institutions, suppliers & clients as well as international cooperation.



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