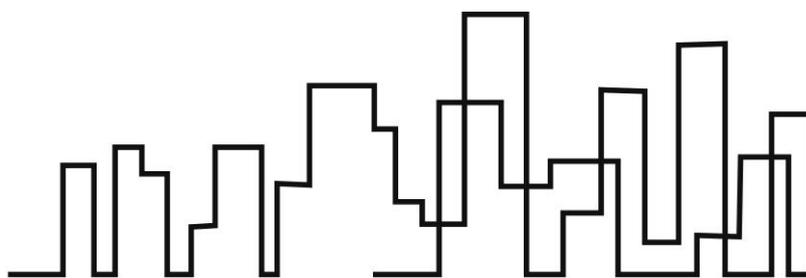


City Mapping Report



Metropolis



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Intellectual Output	IO 1 – Metropolis City Map Guides
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1. Introduction

Following the decline of many traditional industries across Europe during the last half a century, countless urban areas have struggled to free themselves from an image of a location in post-industrial decline. The European Year of Cultural Heritage is the foundation of Metropolis; partners have looked for a way to celebrate forgotten aspects of their regions' heritage, using this to add value to their engagement with young people.

In particular, the project will focus on the industrial heritage found in areas, which more recently have become associated with post-industrial decline. This is because such decline and the employment and therefore social problems it has created have now come to overshadow the successes of the past. This is particularly problematic for young people, who were born well after the decline set in and so have little understanding or connection with the industrial positives of the past. Therefore, they define their local area by the problems in the present, something that also influences how they perceive their (lack of) long-term future in their region.

The project's activities look to address this disconnection between the past, present and future by creating resources, which highlight the value of regions' industrial heritage and the positive legacy this has created for the present and future labour market. This approach will mean that young people's stereotypes of their region are challenged, as they gain a better understanding of the successes of the past. In turn, this will enrich their outlook for future local employment opportunities, something that will mean that they are more enthusiastic and motivated to build a career locally.

To achieve this Metropolis embraces open and innovative digital practices. This is epitomised by the digital interactive city maps of each chosen region, which will be produced and individually adapted by the corresponding project partners. These maps will encourage young people to explore their local areas in a new way, by creating educational 'heritage trails' which takes them out of the classroom and into the city. These maps will combine facts and information about sites of industrial heritage with interactive content and knowledge checks, all of which will be presented in an engaging, gamified way. Given that young people have grown up digitally native, this will help to increase the impact of the project's engagement with regions' industrial heritage by presenting information in a medium well used by young people.

Furthermore, this engagement with both cultural heritage and new digital technology is driven by a desire to address social inclusion within the chosen areas. One of the results of the post-industrial decline seen in these areas has been to create a generation of disenfranchised young people. The negative stereotypes surrounding these areas have affected the motivation of many young people to learn and achieve, as they have failed to see the long-term benefits of their region. These regions have also experienced an outflow of many people who settled in regions with greater educational and vocational opportunities.

Therefore, by realigning young people's understanding of their local area and helping them to better understand the growth areas of the future, students will be more motivated to gain qualifications and develop skills linked to the needs of the local labour market, as they can see an end goal for this learning. As a result, this should help to improve social inclusion, as young people enter the labour market with qualifications better aligned to the growth employment areas and NEET rates reduced.

The scope of the document is on the one hand to map the cities being explored by the project from the point of view of their industrial heritage and the legacy this heritage has left in the present. This will include mapping the areas of previous industrial activity, understanding the influence these activities had on the development of the city and the impact their decline had on stereotypes around the urban areas' post-industrial identity. On the other hand, the focus lies on the exploration of the areas of labour market growth within the current city economy, as well as the predicted future job trends.

The methodology describes activities carried out by the partners to develop the contents for the two thematic areas mentioned. The focus is on desk and field research as well as expert interviews. The results of these research activities will be summarised in a series of city map guides – the core of this report – which will link concrete urban examples that determine the past, present and future economic activity of cities. In addition to this, the opportunities and challenges of the methodology will be discussed, future experts and practitioners will be able to create similar City Map Guides for their own regions using these findings. The methodology will also address the technical specifications necessary for the conception and creation of the interactive city maps.

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2. Methodology to develop City Map Guides

In order to appreciate the cultural heritage of the corresponding regions and to develop the City Map Guides, the question arises which historical aspects are relevant for the sensitization of today's youth. How can the society of that time be described in such a way that it becomes understandable and comprehensible for today's youth and which focal points are of particular importance for consideration? The industrialization of the regions and the factors of today's labor market can be examined in many ways and not all developments of the past and present are of importance for the aims of the project.

For this approach, a model is necessary which deals with society itself and its actors and which helps to reconcile the analysis, weighting and evaluation of phenomena and actions in times of industrialization with the current situation of the labor market. In order to satisfy this demand and to be able to consider social change, it makes sense to regard society as a multi-level system (Esser 2002).



The consideration of the past and present conditions on the micro-, meso- and macro-level offers the possibility to provide the target group of the project with a comprehensive picture of the corresponding topics. With this in mind, the intentions and actions of individual and collective actors at the micro-level, the embedding of these actors in a comprehensive network of social interaction at the meso-level and collective system characteristics and emergent structural properties at the macro-level are assigned (Trezzini 2010, Coleman 1986, Weyer 2000, Esser 2002).

The results at the meso and macro levels illustrate the historical and current social, labour, economic and industrial framework conditions and provide an overall picture of the industrial heritage and the developments that retaliate from it. At the meso-level, it includes organisations, enterprises, public authorities and municipalities. The focus here is on groups as actors and not on individuals as is the case at the micro level. A mesosystem comprises the interrelations between the areas of life in which a person is actively involved. At the macro level, it is about the relationship between organizations. There is a mutual influence between the levels. Influences of individuals and groups on organizations are referred to as micro-influences, of organizations on individuals as macro-influences (Trezzini 2010, Coleman 1986, Weyer 2000, Esser 2002).

At the micro level, the focus is on the individual as an actor within a network. Individuals and their relationships to other persons are examined, e.g. within a family or working group (Esser 2002). The micro-level gives young people who use the interactive map based on the City Map Guides the opportunity to identify themselves with the events of the past and present. To consider the micro-level of the industrialization it is necessary to put the individual in the focus. The focus here is on working life, in accordance with the project objectives. In order to research this area comprehensively, it makes sense to orientate oneself towards the core competences of the working world. These core competences are the focus of today's working life and thus make it easier to make past aspects of work accessible to young people in a structured and comparable way. For a successful participation in working life, it is necessary to have the ability to navigate in the world of work, to interact with others and to get the work done. These three upper ranges can be specified in the following sub-ranges (Department of Industry and Innovation, Department of Education, Employment and Workplace Relations of the Australian Government 2013).

- Navigate the world of work by identifying work options, gaining work and development of relevant skills and knowledge it is possible to manage career and work life. Work with roles and responsibilities and operate within legal rights.
- Interact with others: To communicate for work it is necessary to respond to communication systems, practices and protocols. Including speaking, understanding, interpreting, acting and getting the message across. Connect and work with others through self-understanding, cooperating and collaborating. Recognize, respond and utilize different perspectives and manage conflict.
- Get the work done: Plan, implement and organize workload, commitments and tasks. Make decisions by establishing decision-making scope, review impact and apply decision-making processes. Identify problems, apply problem-solving processes and review outcomes. Create



and innovate by recognizing opportunities to develop, select and apply new ideas. Work in a digital world by using digitally based technologies and systems.

Based on an examination of society at the micro, meso and macro levels to illustrate the period of industrialisation and its industrial heritage and the current labour market, the following areas are important for the creation of the City Map Guides (see Figure 1):

	Industrial Heritage	Contemporary Labour Market
Macro Level	<ul style="list-style-type: none"> • Short historical overview with the most important industrial-historical stages • Period of industrialization (Beginning, process, end) • Industries (different sectors and percentage share of total economy, development of sectors) • Important representatives influencing the industrialization (companies, Individuals, political decision makers) • Supportive aspects of industrialization (infrastructure: location, workforce, resources, markets; political developments, e.g. increasing democratization) • Description of the labour market (unemployment and employment figures, sectors) • Demographic development (individuals: religion, age, birth trends, cultural backgrounds; society: prosperity development, urbanization, environmental developments) 	
Meso Level	<ul style="list-style-type: none"> • Workforce (skills and qualifications; age; special working conditions: e.g. day; labourer, home-based work; gender) • Working conditions (minimum wage; contract of employments; welfare state: social security, health insurance, unemployment insurance etc.) • Special features of the labour market (role of workforce, e.g. change in appreciation; contracts; working conditions: e.g. change of work processes (standardization, automation), change from self-sufficiency to external supply company (e.g. large enterprises)) 	



Micro Level	<ul style="list-style-type: none"> • Navigate the world of work: Manage career and work life by identifying work options, gaining work experience and developing relevant skills and knowledge. Additionally learn how to work with roles and responsibilities, operate within legal rights, recognise, and respond to regulations. • Interact with others: Communicate for Work by responding to communication systems, practices and protocols. This includes speaking, understanding, interpreting, acting and getting the message across. Connect and work with others through self-understanding, cooperating and collaborating. Recognise, respond, utilise different perspectives, and manage conflict. • Get the work done: Plan, implement and organise workload, commitments and tasks. Make decision through establish decision-making scope, review impact and apply decision-making processes. Identify problems, apply problem-solving process and review outcomes. Create and innovate by recognising opportunities to develop, select and apply new ideas. Work in digital world through use of digitally based technologies and systems.
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Figure 1: Industrial Heritage & Contemporary Labour Market regarding Macro, Meso and Micro Level

This classification will make it possible to present the regions examined by the project from the point of view of their industrial heritage and the aspects left behind by that heritage in the present. This includes mapping the areas of previous industrial activities, understanding the influence of these activities on the development of the city and the impact of their decline on stereotypes around the post-industrial identity of urban areas. The results will examine the areas of labour market growth within the current urban economy as well as projected future job developments. This will make it possible to establish links between past, present and future, bringing young people closer to the cities' labour markets in a new way.

The framework for desk and field research, concentrates the question of how the relationships between the individual levels occurred, the project results established are on actual needs and developments in the local environment. For cultural heritage, key local individuals (museum curators, tourism authorities, local scientists, etc.) provided the research team with information and clarity on the nature of the history in the region. Partners also interviewed the local school staff to clarify how the cultural heritage of the region is conveyed, where the project results can add value and what these stakeholders expect from the project.

The focal points of the necessary desk and field research can be defined and serve as an orientation framework for the preparation of the regional city map guides. The desk and field research in the project focused on qualitative social research. In order to address the relevant issues of industrialisation and the labour market, appropriate questionnaires were developed (see appendix) and used in the framework of expert interviews. This provided a deeper insight into regional industrialisation and the situation on the labour market in the past and present. The questionnaires were based on key questions from the fields of industrialisation and the labour market in order not only to ask for historical facts, but also, for example, to find out details about living conditions during industrialisation that were not generally known. In this way, individual stories or events can bring young people closer to the age of industrialisation or the current situation on the labour market, and

there is a chance of a softening of stereotypes. In the questionnaire, there were no demands on the answers; respondents were free to express their views and assessments. Desk and field research also included information on case studies, statistics and forecasts in order to establish a link and parallel between the industrial age then and now and the labour market.

The knowledge gained from the conducted interviews based on the developed methodology made it possible to identify the necessary and appropriate places to sensitise today's youth in terms of industrialisation and cultural heritage in the regions. The City Map Guides will compare and contrast the past, present and future by drawing out case study examples and summarising historic and future developments. A focus is on commonalities and opportunities, as well as debunking stereotypes.

3. City Map Guides

Based on the theoretical considerations and the interviews conducted, Metropolis has produced the City Map Guides for the corresponding regions. Participating partner countries (United Kingdom, Cyprus, Germany, Belgium and Italy) will present their findings; the findings are descriptive of the types of industry, names of the factories, period of time (established and closure), number of employees, summary of circumstances, potential issues, future perspectives and jobs of the future.

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3.1. United Kingdom

The name Bradford is derived from the Old English 'brad' and 'ford', meaning 'broad ford', which referred to a crossing of the Bradford Beck close to the present day site of Bradford Cathedral, around which grew a small settlement in Saxon times. Bradford developed into town when the villagers began to hold a weekly market recognised by the Bradford Market Charter of 1251.

Early Bradford's main industry was leather tanning and wool processing. Wool was woven in the town, before it was treated; Bradford grew slowly over the next two-hundred years as the woolen trade gained in prominence. The textile industry in the north of England was thriving and Bradford's first bank opened in 1771. Bradford canal was built in 1774, and in 1777, it was connected to the Leeds-Liverpool canal. This improvement in communications boosted industry in the town and as a result, the iron industry arrived in 1788 as blast furnaces were established. In 1793 a Piece Hall was built where cloth could be bought and sold.

At the end of the 18th century, Bradford saw the dawning of the industrial revolution. Bradford had all the key ingredients to thrive in the industrial revolution - coal was readily available to support the production of pig iron and locally quarried sandstone was an excellent material for mill construction.



In 1910, Benjamin and William Jowett started making cars in the city. The Jowett Company made vehicles and engines until 1954, with the streamlined Javelin and Jupiter receiving critical acclaim. In the 1920s and 1930s, the textile industry declined sharply and there was mass unemployment. However, new industries came to Bradford, such as engineering, which decreased unemployment rates. At this time, printing began to thrive and there was a large increase in the number of clerical jobs. Many more people worked in banking, insurance, civil service and local government, but 1939 the textile industry remained the largest employer in Bradford.

After 1945, the textile industry in Bradford gradually declined. However, Bradford's economy grew in the 1950s and 1960s, with the production of tractors and televisions. Unfortunately, recession and mass unemployment returned in the late 1970s and 1980s.

The Bradford District is now the sixth largest metropolitan district in England with a population of over 534,000, although it is one of the youngest British cities.

Bradford is a producer city, with 1,200 manufacturing businesses (manufacturing, energy and utilities) employing 25,000 people in the district (accounting for 13% of all employees compared to 8.3% in Great Britain as a whole). Bradford's thriving digital sector is a key component of its producer city economy, with 700 businesses employing 4,500 people. Bradford has an economy worth over £9.5bn, the eighth largest in England with companies based in the city employing over 250,000 people across the UK, with a combined turnover of more than £30 billion

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The population of Bradford is ethnically diverse after large migration in the 1950s. The largest proportion of the district's population (63.9%) identifies themselves as White British but the district has the largest proportion of people of Pakistani ethnic origin (20.3%) in England.

More than one-quarter (29 %) of the District's population is aged under 20 years and nearly 70% are aged under 50 years.

No 1	Industry	Entertainment, Theatre, Culture, Hospitality, Tourism, Administration
	Names of the factories	Alhambra Theatre
	Established and closure	1914 closed for Refurbishment 1983-1986
	Size	Medium sized enterprise, 120 people permanent and temporary staff
	Summary	The Alhambra Theatre is regarded as the North's premier receiving venue and hosts large-scale entertainment - from international dance to musicals, drama and Yorkshire's biggest panto. The venue seats 1,400 people and is a popular choice for major touring companies including Northern Ballet, Disney, the National Theatre and the Royal Shakespeare Company. It has also staged major West End shows including The Lion

		<p>King, War Horse, Billy Elliot, Wicked and Mary Poppins. It is a member of The Dance Consortium, a group of theatres who work together to bring the best in international dance to the UK.</p> <p>The Alhambra Theatre was the vision of Francis Laidler. Laidler had the idea and vision to build a brand new theatre in 1912 and it was two years later that his dream was realised. The Alhambra Theatre was officially opened at 2pm on March 18th 1914. Five days later, it opened its doors to the public for a Variety show, which ran for a week.</p> <p>From its construction, through the 1980's refurbishment and up to the present day, the Alhambra Theatre has had a wonderful and varied history. It remains an iconic venue, attracting the best in star names and live entertainment to the city of Bradford.</p>
	Potential Issues	The theatre last went through renovations in 1983 for a two year period
	Location	Bradford City Centre : Morley Street
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • With the construction of Bradford Live adjacent to the theatre the entertainment and hospitality provision will grow in the centre leading to a larger footfall of customer • In Leeds City Region creative and cultural industries jobs are expected to rise by 1,000 between 2014-2024, with 4,000 vacancies expected over this period to replace those who leave.
No 2	Industry	Entertainment, Theatre, Music, Culture, Hospitality, Tourism, Construction, Administration
	Names of the factories	Bradford Live
	Established and closure	Open 1930 , Closed 2000 & Reopening 2020
	Size	Small & Medium Sized enterprise : 100-150 Construction , 50 New Jobs When the Venue Opens in 2020
	Summary	<p>Bradford Live, formerly known as the Odeon, is one of Bradford's most loved buildings. Open between 1930 and 2000, the Odeon consisted of a 3,318-seat auditorium, 450 square feet (42 m²) ballroom and 200-seat restaurant. The auditorium was primarily a cinema, but also acted as a concert and ballet venue with a stage, orchestra pit, Wurlitzer organ and excellent acoustics. The venue hosted world-famous acts such as the Beatles, Cliff Richard, Shirley Bassey and Lulu. Bradford Odeon was converted from one large cinema into three smaller ones and a bingo hall in 1969.</p> <p>For nearly 19 years, it stood empty and derelict in the city centre.</p>



		<p>Charity Bradford Live was awarded the project to redevelop the derelict building by the city council in 2014. It hopes to restore the main auditorium, the art deco restaurant and ballroom and reopen it as music and events venue by 2020. New additions to the site will include a LED screen between the front towers and a small extension to the rear of the building to facilitate professional catering facilities for events ranging from intimate corporate conferences to large scale Asian weddings.</p> <p>The NEC Group will bring their live event expertise to Bradford as the venue operator. The Group has made a 30-year commitment to bring music, comedy, family entertainment and many other live events to the region, with plans for over 200 events annually.</p>
	Potential Issues	The local authority had previously planned to demolish the building and redevelop the site.
	Location	Bradford City Centre: Godwin Street
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> Bradford Live is under construction with many construction jobs being offered. Construction jobs in the Leeds-Bradford region are expected to rise by 12,000 from 2014-2024. 44,000 vacancies are expected over this period to replace those who leave the sector. There is increasing demand for 'sustainable' construction skills and use of new technologies and materials, so new roles will emerge within the sector.
No 3	Industry	Retail, Hospitality , Tourism , Leisure, Administration
	Names of the factories	Kirkgate Shopping Centre
	Established and closure	1972 Closed and Demolished , Reopened 1976
	Size	Medium-sized enterprises (50 to 249 employees). Multiple vendors
	Summary	<p>Attracting 15 million visitors per year, the Kirkgate Centre is a key part of Bradford's core retail market. The 3-storey shopping centre is anchored by an 110,000 sq. ft. Primark store, Argos, Boots and Sports Direct. Additionally the Kirkgate Centre is home to the renowned Kirkgate indoor market and 661 car park spaces.</p> <p>The current Centre was originally Victorian Kirkgate Market, dominating the city centre, it was latter demolished in 1972 and the retail venue opened in 1976 as the Arndale Centre following a £4 million investment. It was dubbed Bradford's "space-age shopping centre" and later became the Kirkgate Centre.</p> <p>The Kirkgate Centre occupies a prominent position at the heart of Bradford's City centre, benefiting from closely</p>



		located retailers such as Café Nero, Footlocker, McDonalds, Superdrug and Waterstones. http://www.yorkshirefilmarchive.com/film/700th-anniversary-bradford-market-charter
	Potential Issues	Despite its long contribution to the retail function of Bradford, it is facing competition from newly developed nearby sites 22 units were vacant, with “voids” resulting from tenants relocating to newer premises within the city, including The Broadway Shopping Centre.
	Location	Bradford City Centre
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> Bradford’s Kirkgate Shopping Centre appears to be enjoying resurgence amid a raft of new store openings. A refurbished non-food market will open within the Kirkgate Centre in 2020, although that will be subject to a separate consultation and planning process upon completion of the new building. Medium and low skilled retail and customer service jobs are most at risk due to automation. Regardless of this, over the next ten years there is expected to be 105,000 job vacancies across Yorkshire and the Humber.
No 4	Industry	Construction, Retail, Food, Hospitality
	Names of the factories	The Darley Street Market
	Established and closure	1875
	Size	Small enterprises (10 to 49 employees) Multiple vendors
	Summary	<p>Darley Street was originally part of the gardens and orchards of the old manorial estate. By 1897, it was a very fashionable shopping area akin to Chelsea in London.</p> <p>The new Darley Street Market is intended to be built on the footprint of the site of the former Marks & Spencer Store, at 10-14 and 16-24 Darley Street Bradford. The market will be a multi-million pound, food only market development.</p> <p>The food-focused market will acknowledge the heritage and history of Darley Street as a historic market street whilst meeting the needs of the modern consumer in a market building that is fit for purpose in the 21st Century. The market will offer the best of local and regional fresh food and be recognised as a centre for food retailing excellence.</p>
	Potential Issues	There has been an exodus of established retailers from Darley Street. A number of reasons can be attributed to this but the most significant factor has been the changing nature of consumer shopping habits and a shift in the retail core which has been brought about by the opening of a new City Centre shopping destination in November 2015: the Broadway Shopping Centre



	Location	Bradford City Centre: Darley Street
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> Nationally, a third of the current food and drink manufacturing workforce will retire in the next 20 years with 109,000 new recruits needed by 2022. Businesses ranging from small, artisan food manufacturers and larger corporations will be able to bid to become a vendor in the new market
No 5	Industry	Entrepreneurship, Leisure, Food
	Names of the factories	North Parade
	Established and closure	Unknown
	Size	Micro enterprises (fewer than 10 employees) Multiple vendors
	Summary	<p>Manchester has its Northern Quarter, Leeds followed suit and Bradford now has its own Independent Quarter.</p> <p>The Independent Quarter is sited in and around North Parade, John Street and Westgate. It retains a unique character and is full of independent shops, cafes and bars.</p> <p>Once rundown units are now delis - a posh gastropub has replaced a vacant shop. Five new indie food and drink venues on North Parade alone join new pubs and restaurants elsewhere in the city centre who have only been able to set up shop thanks to the Growth Zone. North Parade was a finalist in the 2015 Great British High Street competition</p> <p>The Growth Zone offers capital grants and rate rebates for every new job created. The scheme was initially set up to entice retailers into the stalled Westfield development, but is having a much more tangible effect on the city's flagging (and in places non-existent) nighttime economy.</p>
	Potential Issues	<p>In recent years North Parade has become central to the resurgence of the city's nightlife, with multiple bars opening and the area earning the nickname the Top Of Town.</p> <p>However, as more bars have opened, concerns had been raised that a street that was once one of the main shopping areas of Bradford was now becoming a place that only really came alive in the evening.</p>
	Location	Bradford City Centre: North Parade, John Street and Westgate
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> Since 2014 North Parade has had a one day festival celebrating the Quarter - the road leading to North parade is lined with on street bars and live music. This year the festival has expanded to include the whole weekend - with a full street party and on-stage music on the Saturday, with acts held inside the numerous bars on



		<p>the Sunday.</p> <ul style="list-style-type: none"> • However a number of business owners have rejected the festival due to festival crowds “intimidating” their customers and staff. With many historically valuable buildings in the area, objectors have said that vibrations from the music being played could damage buildings - including the former Al's Dime Bar, which is currently vacant and structurally unsound.
No 6	Industry	Hospitality, Administration
	Names of the factories	The Midland Hotel
	Established and closure	1890 (original), 1993 (restored)
	Size	Medium-sized enterprises (50 to 249 employees).
	Summary	<p>The Midland Hotel, Bradford was built between 1885 and 1890 by the Midland Railway Company.</p> <p>The Hotel was a showpiece for the railway company's northern operations, and is of particular architectural interest, with some of the finest Victorian interiors in the city. It retains some of these fine Victorian features including the Victorian Passageway with its floor to ceiling Burmantoft tiles.</p> <p>There is a significant amount of history attached to Bradford's Midland Hotel, mostly because it hosted the rich and famous during its prime, including Laurel and Hardy, Paul Robeson, The Beatles and the Rolling Stones. In 1905, the famous Shakespearean stage actor, Sir Henry Irving died on the main staircase after his appearance at the nearby Theatre Royal. He was attended by his manager Bram Stoker, better known as the originator of Dracula.</p> <p>The Midland Hotel has been transformed in recent years by its present owners Peel Hotels with continuous upgrading of the building and its facilities. Most recently the Princes Ballroom refurbishment which with Air Conditioning, Multi stage Lighting and Sound systems, and superior redecoration has made it the Premier Conference and Banqueting venue in Yorkshire. The Midland Hotel also offers unlimited super high speed Fiber Broadband to all our guests.</p>
	Potential Issues	Following the "golden age of steam", the hotel fell into disrepair until it was bought by Bradford entrepreneur John Pennington in 1992, who restored it and the hotel reopened as the Pennington Midland Hotel in 1993. It was sold to Peel Hotels in December 1998, who returned it back to its original name.
	Location	Bradford City Centre: Cheapside
Future prospects & Jobs	<ul style="list-style-type: none"> • 7.3% of the jobs in West Yorkshire are in the hospitality, 	



	of the future	<p>travel and tourism sector. Nationally, the long-term prospects for the sector are good. Demand for graduates is expected to grow, with</p> <ul style="list-style-type: none"> 69,000 more managers required over the next few years. There will be a need to recruit an additional 11,000 chefs by 2022.
No 7	Industry	Construction, Security, Hospitality, Health, Administration
	Names of the factories	Conditioning House
	Established and closure	1902, Closed 1980, Restored 2021
	Size	Medium to Large Enterprise 100 on-site jobs as well as another 500 jobs locally through suppliers.
	Summary	<p>Conditioning house, located opposite Midland mills on Cape Street, was built by the Bradford Corporation after a special act of parliament was introduced to check quality and control the moisture content of textile factories, by means of laboratory examination and certifications that confirm/validate their true weight and length. It was the only such one of its kind in this country.</p> <p>The purpose built building was designed by F Wild who unfortunately died in 1901 and never saw his plans come to completion. The work was instead superintended by the city architect F. E.P Edwards. The structure was erected over four storeys and basement around three sides of an open court and opened in 1902.</p> <p>Now the Grade II-listed building is starting to slip from the consciousness of the Bradford population and is increasingly neglected, forgotten and derelict. Since its closure in the late 1980's it has struggled to find its place in today's world. .</p> <p>Priestley Homes, the Leeds-based developer that specialises in the regeneration of historic buildings, will soon carry out £8.5m of restoration works on the Cape Street building.</p>
	Potential Issues	<p>In 1990, there were plans to transform the building into a hotel and conference centre. Six years later, permission was granted to convert it into commercial offices, but nothing happened in either of these instances.</p> <p>In the absence of attention, the building became increasingly ever-more dilapidated</p>
	Location	Bradford City Centre: Cape Street/ Old Canal Road
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> Conditioning House will see the creation a total of 133 one, two and three bedroom apartments built for the young professional market, while Priestley Homes is also creating residents' gym and café, as well as 1,350 sq. m of managed office space for local businesses.



3.2. Cyprus

The history of Cyprus is one of the oldest recorded in the world. From the ancient times, Cyprus' historical significance far outweighed its small size. Its strategic position at the crossroads of three continents, as well as its considerable suppliers of copper and timber combined, lead to make the island a highly desirable territorial acquisition.

According to the Zurich – London agreements, Cyprus became an independent republic on 16 August 1960. As an independent country, it became a member of the United Nations, the Council of Europe, the Commonwealth and the Non-Aligned Movement.

The Cyprus economy can generally be described as small, open and dynamic, with the service sector being the driving force behind it. Since its accession to the European Union on 1st of May 2004, Cyprus has undergone significant economic and structural reforms that have changed the economic landscape. Interest rates have been released, while price controls and investment restrictions have been lifted by fully liberalizing foreign direct investment in Cyprus. In addition, other wider-ranging structural reforms, covering the competition, financial and business sectors have been promoted.

The service sector is the fastest growing sector and its GNP contribution for 2011 is around 80.5%. This development reflects the gradual transformation of the Cypriot economy from an exporter of minerals and agricultural products in the period 1961-73 and an exporter of processed goods during the last part of the 1970s and early 80s in an international tourist, of services in the 1980s, 90s and 2000s. The secondary sector (industry) offered around 17.1% of GDP in 2011. The primary sector (agriculture and fisheries) is constantly shrinking and has just reached 2, 4% of GDP in 2011.

The Cypriot economy is open, as shown by the share of total imports and exports on GDP, which reached about 90% in 2011. Cyprus' most important trading partners are the EU Member States, particularly Greece and the United States Kingdom, two countries that have been seriously affected by the economic crisis.

The private sector, dominated by small and medium-sized enterprises, has a leading role in the production process. On the other hand, the role of the government is mainly private sector support and market regulation in order to maintain the conditions for macroeconomic stability and a favorable business climate by creating the necessary legal and institutional framework and conditions to ensure sound competition.

In recent years, Cyprus has experienced a rise in living standards as evidenced by a high level of real convergence with the EU. Gross domestic product per capita has reached about 98% of the EU27 average for 2009.

No 1	Industry	Candle
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	Name of the factory	PANAGIOTES KLEITOU
	Established	1975
	Size	Small size, 15-20 people staff
	Summary	Nowadays, it is about to shut down. This factory is part of the cultural heritage of Cyprus, since they used to supply every church in Nicosia (Cyprus) with candles for many years.
	Potential Issues	Several companies are making candles and similar products. Beauticians can benefit from candles/wax products.
	Location	St. Antonios church, Nicosia
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Beauticians -using wax products • Handicrafts- >> • Sales persons/ promoters
No 2	Industry	Roses
	Name of the factory	Tsolakis Factory
	Established	1948
	Size	Small size, 10-12 people staff
	Summary	A family business that creates products out of roses. It is an old company operating since 1948 at Argos village, well known to the entire island.
	Potential Issues	There is some potential to work on, as the company has managed to develop a series of products out of roses. Cosmetics and beauticians can benefit of roses products.
	Location	Argos village, Limassol
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Cosmetics-for obvious reasons • Food industry jobs • Exports/ sales persons
No 3	Industry	Carob - the black gold of Cyprus
	Name of the factory	Tragasol
	Established	1894
	Size	Medium size, 80 people staff
	Summary	With exports to several countries like Russia and Egypt, this factory was providing job to many habitants of Limassol city. It was established by English executives who realized the benefits of carobs and the high demand of carob products.
	Potential Issues	This company is almost shut down but there is potential for further development as carob products can be used everywhere (ex. cosmetics, food industry, industrial use, medicine etc.)
	Location	Marina, Limassol
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Food industry and exports • Pharmacy companies • Carobs production • Production of food for animals
No 4	Industry	Wine Industry (since ancient times)
	Name of the factory	SODAP-KAMANTERENA



	Established	1947 and 2004 (Modern factory)
	Size	Medium to Large size, 120 people permanent and temporary staff
	Summary	Since ancient times, Cyprus was famous as a wine export destination and producer. This factory is part of our history and cultural heritage. Despite the high competition from Latin America countries that sell their products in half price, there are still large exportations to UK, Russia and neighbor countries. Although this is a promising industry, young educated people, are not willing to spend their time and effort to this business.
	Potential Issues	Competition and lack of expertized people. There are prospects, as Cyprus has the appropriate climate for quality grape production, but there is no strategic plan for development.
	Location	Stroumpi village, Paphos
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Wine exports • Grapes production • Marketing of wine products
No 5	Industry	Suitcase Industry and factory
	Name of the factory	MAKROSELIS
	Established	1954
	Size	Large size, staff of 300 people
	Summary	In 1980, it was one of the biggest exportation of suitcases in Europe with exports in Scandinavia, UK, Lebanon, Libya, Germany, and a variety of other countries. The factory had a great impact to the Cypriot society after the invasion in 1974, as it provided jobs to hundreds of people. However, due to cheap imports from China, it was shut down in 2000. The yearly turnover was about €25 million.
	Potential Issues	
	Location	Latsia, Nicosia
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Marketing of imported suitcases • Sales persons • Tourist sector, shops etc.
No 6	Industry	Milk Industry
	Name of the factory	Pittas Milk Industry
	Established	1939
	Size	Large size, exportation to 40 countries, 200 people staff.
	Summary	Cyprus was an agricultural country for many years, and Pittas factory was the leading producer of dairy products. In 1960, Pittas factory branded <i>halloumi</i> cheese as a worldwide brand name behalf of Cyprus. This factory is currently facing financial issues, but thankfully, there are other equally big factories producing and exporting milk products to cover the high demand.
	Potential Issues	The factory lost a huge amount of the capital investment



		after a big fire.
	Location	Strovolos, Nicosia
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Production of Milk products • Export / marketing of milk products like <halloumi>. • Food industry
No 7	Industry	Clothing
	Name of the factory	JET COMPANY
	Established	1951
	Size	Large size, 800 people staff
	Summary	At this huge factory almost 800 people were working, with exports in more than 40 countries worldwide.
	Potential Issues	Because of cheap imports, the factory has now stopped working in and it has transferred some of its operations to Jordan.
	Location	Sopaz area, Nicosia.
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Import and marketing of clothing products • Sales persons, shops selling clothes. • Production of clothes for certain purposes e.g. clothes for priests, monks, for wedding reasons etc.
No 8	Industry	SALT
	Name of the factory	SALT LAKE FACTORY
	Established	1870
	Size	Medium size, 100 people staff
	Summary	During the middle age, Cyprus was famous for exporting salt. Until recently, many people have been working before it was permanently shut down in 1987.
	Potential Issues	It's cheaper to import salt than produce and export it.
	Location	Alyki of Larnaka
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Import and distribution of salt products. • Other kind of jobs e.g. taxi bus drivers tourist sector • Market gardeners.
No 9	Industry	Copper mine
	Name of the factory	SKOURIOTISSA
	Established	1921
	Size	Used to have 300 people staff but not anymore. It has restarted in 1996, but with less people.
	Summary	It is the only copper mine in Cyprus, and it is linked to the island's name. Cyprus took its name from Copper (symbolized with CY), so the mine is both a trademark and a part of the cultural heritage.
	Potential Issues	There is potential to work on, but there is need for investments for the capital costs, that are necessary to build a viable factory.
	Location	Skouriotissa/Katydata/Morfou area
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Chemical engineers and geologists. • Export of copper products. • Heavy truck drivers



No 10	Industry	ASBESTOS
	Name of the factory	AMIANOTOS MINE
	Established	1904
	Size	Used to have 200 people staff but nowadays only a few workers are left. In 1995, the Government has started a new project to recover the area of the mine and reinforce the natural environment.
	Summary	This industry was profitable until 1982. Until then asbestos had many appliances but after an international campaign and connection with cancer, the factory was shut down. No doubt it contributed too much to the economy of Cyprus since a lot of families were working on this Asbestos mine, operating on the mountains of Cyprus
	Potential Issues	No longer profitable due to health related issues.
	Location	Amiantos village
Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Building caretakers and security services (because future at Asbestos industry) • Natural environment reinforce services. • Heavy truck and bus drivers 	

3.3. Germany

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Nuremberg was a centre of workers and factories in the second half of the 19th century and around the turn of the century. The city grew continuously and truly burst the walls with the onset and progress of industrialization. Large factories shaped the image of the city, "the status of the factory owners grew out of craftsmanship and the world of merchants" (Glaser, Neudecker & Ruppert, 1983). This combination led to the emergence of global companies.

This image still characterizes the city today. The great diversity of the existing industries goes back to that time. Big names such as Siemens and Bosch characterize today's corporate landscape in Nuremberg. In addition to major global players, the region is also characterized by medium-sized companies and hidden champions. Around 25,000 companies form a balanced mix in Nuremberg, ranging from traditional crafts to high-tech and service sectors. A lively start-up scene is just as much at home here as a future-oriented industrial sector. It is precisely this mixture that ensures the stable and positive development of the economic structure.

No 1	Industry	Bikes and motorcycles
	Names of the factories	Triumph, Hercules, Zündapp
	Established and closure	Triumph: 1896 and 1956 Hercules: 1886 and 2004 (bicycles are still produced in Hungary)



		Zündapp: 1917 and 1984
	Size	Triumph: up to 1.800 staff Hercules: up to 250 staff Zündapp: up to 1.800 staff
	Summary	Triumph: The focus of production was on motorcycles, but typewriters were also produced. In 1956, Max Grundig bought the company due to the production of typewriters and the production of motorcycles was stopped. Hercules: The focus of production was on bicycles, between 1905 and 1907 and from 1928, motorcycles were produced. The founder of the company was a Jew and had to flee from the National Socialists. 75% of the production facilities were destroyed during the war. Then the remaining parts were sold abroad by the Americans. Zündapp: From the start of production, the company expanded its product range to include passenger cars, commercial vehicles, boat engines, sewing machines and lawn mowers, and relocated individual production facilities abroad. Business continued to boom after the end of the war and during the years of the economic miracle. From the 1970s onwards, the division declined and had to be discontinued completely at the beginning of the 1980s.
	Potential Issues	Political factors were problematic (seizure of power by the National Socialists and beginning of the Second World War), as well as the strong upturn in the automobile industry, which replaced the bicycle and motorcycle as the most important means of transport.
	Location	Triumph: Fürther Strasse Hercules: Fürther Strasse Zündapp: Lobsingerstrasse
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> - People migrated to other industries - As this industry branch does not exist in the region anymore there are no future prospects
No 2	Industry	Consumer electronics
	Name of the factory	Grundig
	Established	1930
	Size	Up to 28.000 staff
	Summary	Strong upswing after the end of the war, the production of consumer electronics picked up speed with the economic miracle and the associated purchasing power of consumers. The downturn began at the beginning of the 1980s; the Philips Group joined in and withdrew again in 1998, partially outsourcing abroad, relocation of the German site in 2016 within Germany with only 72 remaining employees.
	Potential Issues	Strong downturn due to political factors (German reunification)



	Location	Kurgartenstraße, Fürth
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> - People migrated to remaining industries, if possible, or changed job sectors - Due to structural changes there are less jobs in industries but more in the service sector
No 3	Industry	Mechanical engineering
	Name of the factory	MAN (Maschinenfabrik Augsburg-Nürnberg)
	Established	1758 (oldest predecessor company in Oberhausen), 1898 merged with iron foundry and machine factory Klett & Comp., finally into M.A.N. in 1908
	Size	More than 54.000 staff worldwide (around 4.000 in Nuremberg)
	Summary	At the Nuremberg location, the focus was on mechanical engineering; former lines of business: Railway vehicle construction, local passenger transport vehicles, agricultural diesel engines, heating technology, logistics, elevator construction, technology; major destruction of the Nuremberg works in World War II, large-scale restructuring from 1986, production in Nuremberg continues to this day (trucks, buses, vans, engines).
	Potential Issues	On the one hand political factors (late effects of the second oil crisis and poor economic situation) > Consequences: dramatic decline in sales figures for commercial vehicles; on the other hand internal problems (outdated corporate structure, corruption affair), but still successful to this day
	Location	Vogelweiherstrasse
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> - Still a big industry in the region with lots of jobs in production and processing - The company must keep pace with digitalization to avoid future job losses - Maybe less focus on production and processing, but rather on research & development, management, controlling
No 4	Industry	Electronic and white goods
	Name of the factory	AEG
	Established and closure	1883 (Berlin, from 1948/50 in Nuremberg) and 1996
	Size	Up to 178.000 staff
	Summary	Upswing in the economic miracle years, in 12th place among the largest electrical engineering companies in the world, decline from the beginning of the 70s due to unsuccessful projects such as a baggage conveyor system at Frankfurt Airport and entry into the nuclear power business.
	Potential Issues	Wrong business decisions, chaotic finance and planning systems
	Location	Fürther Strasse



	Future prospects & Jobs of the future	- People migrated to remaining industries, if possible, or changed job sectors
No 5	Industry	Mail-order industry
	Name of the factory	Quelle
	Established and closure	1927 and 2009 (since 2006 name change to Quelle GmbH located in Burgkunstadt)
	Size	Up to 8.000 staff
	Summary	Traditional family business, successful mail order business for many years with all kinds of products, including local shops and department stores; insolvency in 2009, Quelle AG still exists today (including kitchen planning and sales)
	Potential Issues	Wrong corporate decisions: the opening for new things was slow (digitalization trends were missed out), online trading was sluggish, other companies were faster and better in this sector, intensified price wars
	Location	Fürther Strasse
	Future prospects & Jobs of the future	- No future prospects as company does not exist anymore
No 6	Industry	Engineering and electronics
	Name of the factory	Siemens-Schuckertwerke
	Established	1903, from 1966 Siemens AG
	Size	Up to 11.000 in Nuremberg
	Summary	In the past, automobiles were also produced. Siemens AG is by far the largest employer in Nuremberg. Founded in Berlin, the company manufactures motors for railways, turbines and large transformers in Nuremberg. From 01.04.2019, Nuremberg will be the worldwide headquarters for the "digital industries" division.
	Potential Issues	Wants to divest the gas turbine business due to a business decline, will cut jobs in the region, future expansion of digitalization of machines
	Location	Different locations in the city of Nuremberg
	Future prospects & Jobs of the future	- Focus should be more on the digitalization of machines and systems, therefore job profiles must include this digitalization.

3.4. Belgium

Charleroi has grown since it was a little village in the first half of the 17th century, living self-sufficiency; Charleroi has rapidly evolved to become the first Walloon (French Speaking) metropolis. The territory development was due to the intelligence of the men and women who lived there, they were able to benefit the available natural resources like coal, glass, and steel.



Charleroi and its half and millions of inhabitants are an incredible city. It saw the emergence of some famous industrialists, scientists and innovators who contributed to the renown of the region.

Charleroi is known both industrial and bourgeois, bohemia and trendy city just like the inhabitants and the cultural actors. The old industry and the sad walls are now perfect places for artists, heaps are climbing places with spectaculars landscapes, the ring is photographed and the metro became a tourist vehicle

The incredible metamorphosis of the town isn't finish yet, tomorrow, it will be different but still unavoidable.

No 1	Industry	Coal mine
	Name of the factory	Le bois u Cazier
	Established	1874
	Size	4000 workers
	Summary	The coalmine is closed until 1956 and was reopened to the public in 2002, as a museum but also as a place of memory. The Bois du Cazier is a testimony of the industrial past of Wallonia.
	Potential Issues	
	Location	Charleroi
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Tourism ^[SEP] • Museum guide ^[SEP] • Historian ^[SEP]
No 2	Industry	Glass work
	Name of the factory	The glass work " de Hamendes"
	Established	At the end of the 16th century
	Size	1400 workers
	Summary	Glasswork mainly produces "flat glass" and small glass objects (small containers, flasks, etc.). The Hamendes glassworks alone was the only responsible of all the Belgian glass window production. With the development of machines, the glass industry became totally upset. The glass worker became an issue in the manufacturing process. Specialized workers, formerly so proud of their privileges, disappear in a few years, to take place of machines. The glasswork is definitely closed at the end of the 20th century. Today, only the remains are witness of this flourishing glassworks.
	Potential Issues	
	Location	Jument
	Future prospects & Jobs of the future	
No 3	Industry	Iron and steel metallurgy
	Name of the factory	La providence/Cokerill
	Established	1836
	Size	1000 workers

	Summary	Founded in 1836, the company was independent until 1966, when it was bought by Cockerill-Ougrée, which became the Cockerill- Sambre steel group. The Belgian factory remained active until 2008 before being definitively shut down. Now since 2009, the places have been transformed into a concert hall named “Rockerill”.
	Potential Issues	
	Location	Marchienne-au-Pont
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> • Dj ^{ }_{SEP} • Events organizers ^{ }_{SEP} • Artists ^{ }_{SEP} • Singer ^{ }_{SEP} • Waiter ^{ }_{SEP}

3.5. Italy

The industrial and commercial history of Palermo was always comparatively slower than that experienced by Central and especially Northern Italy, despite some important achievements during the 1700s derived from winemaking, silk manufacturing, and the Sulphur industry.

A more rapid and considerable economic development began during the second half of the 1800s, which remained steady until the beginning of the twentieth century. Many foreign investors started investing their financial assets in economic enterprises in Palermo, from Northern Italy, the United Kingdom, France and Germany.

Certainly one of the most widely known among these investors, to this day a central player of the industrial history of Palermo, is the Florio Family. Originally from the Region of Calabria, the Florios started investing in several types of markets, making Palermo their commercial centre from the maritime industry and the conservation of tuna fish, to wine-making, the metallurgic industry, cotton production, and chemicals.

The family entrepreneur Vincenzo Florio first founded a prestigious metallurgic factory in the premises of the Fonderia Orete, still found in the historical centre of Palermo. The factory was later moved to what is today the shipyard of the city. The factory produced naval machinery, but also highly refined metal objects.

Two other foreign families, which contributed considerably to the industrial and commercial history of Palermo, were the Ingham’s and the Whitaker’s, who invested largely all over Sicily most notably in the establishment of wine factories. The wine produced in their factories – known as Marsala wine - soon became famous all over Europe (it still is today).

They were also responsible for the construction of prestigious city buildings still present today, and which were gradually employed for other commercial purposes, such as: The Grand Hotel delle



Palme, Villa Sofia (today seat of a large hospital), Villa Whitaker (today seat of the prefecture), and the Anglican Church in the central street Via Roma.

During the 1800s Palermo was also the centre of remarkable examples of architectural design, thanks to the work of architect Ernesto Basile that led to the realization of the industrial complex known as Zisa Warehouse (from the namesake district where the industrial complex was built). The Zisa Warehouse hosted the Ducrot Factory, specialized in the production of wooden furniture. The factory produced the furniture for Montecitorio in Rome, today the seat of the Italian Chamber of Deputies, as well as furniture for the boats of the Florio family.

In 1891, Palermo was chosen as the location for the National Fair of technical production, the arts, and clothing, which attracted several renowned artists and entrepreneurs from all over Europe, turning the city into a real capital of culture.

Many streets in the city centre boosted with commercial activities of all sorts (bookshops, shoe-making shops, jeweler stores, patisseries), making that area of Palermo the centre of its economic life. As an example, the Galleria delle Vittorie in the central street Via Maqueda, which was recently renovated to host several bars and restaurants, hosted many fashion shows in the 1880s.

Palermo started to suffer an inevitable decline at the end of the Second World War, with the launch in 1945 of a plan of urban expansion that culminated in the 1960s and saw the destruction of many of the city's architectural treasures, replaced by numerous concrete buildings guided by a growing speculation and abuse.

In more recent years, more efforts have been made at the Municipal level to recover some of the historical buildings and sites which managed to survive years of political corruption and of construction abuse at the hands of the Mafia. Despite some important achievements have been reached, with recovered historical buildings now converted into new sources of commercial activity and economic development, unemployment rates in Palermo remain high especially among young people.

Over the past 16 years, more than 1 million people have left southern Italy: Half of them are between 15 and 34 years old, one fifth holds a University degree, and 16% move abroad (i.e. out of Italy). Almost 800,000 of them have not returned yet. The number of families in southern Italy in which all members are **in search for employment** has **doubled between 2010 and 2018**.

Sicily is also the Italian Region that has registered **the slowest and smallest economic growth since the crisis** that hit the country in 2008. In fact, development rates have fallen below those of the crisis. The economic crisis has caused the failure of many industries, and now too few are left to provide employment to the youth. Investments are also lacking due to the frequent inability showed at the regional level to make a sensible use of EU funds.

No 1	Industry	Entertainment, Culture, Arts, Food
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	Names of the factories	Ducrot Factory
	Established and closure	Vittorio Ducrot became the owner of the Factory in 1902. The Factory went bankrupt in 1971, and was recovered by the Municipality in 1994. Today it is known as the <i>Cantieri Culturali alla Zisa</i> .
	Size	Rapidly growing, it went from 200 staff in 1903, to 2500 in 1930
	Summary	It used to be the largest factory for wooden furniture production in Palermo. Inherited by Vittorio Ducrot in 1902, it already employed 200 people in 1903 and over 2000 people by the 1930s. Mr. Ducrot cooperated built a solid collaboration with Italian architect Ernesto Basile. This led to the construction of the furniture for Montecitorio in Rome, today the seat of the Italian Chamber of Deputies, as well as of furniture for the boats of the Florio family and for Villa Igia. During WWI, the factory was used to produce bomb wings. It failed in 1971, and after years of abandonment, the Municipality of Palermo started the works in 1994. It is today part of a larger project called Cantieri Culturali alla Zisa, and it hosts several art events and fairs.
	Potential Issues	
	Location	Zisa district
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> The Cantieri Culturali alla Zisa were recovered by the Municipality in order to use its many pavilions as locations – either permanent or temporary – for cultural events and initiatives. Several socio-cultural associations in Palermo were provided with a permanent space within the Zisa complex, and are now proposing different activities open to citizens ranging from visual arts, music, and the food industry. In addition, the Academy of the Arts, the School of Photography, and the School of Cinema have their premises inside the Zisa complex. The complex also hosts two language schools: The French Institute, and the Goethe Institute, which also represent a source of employment for French and German language teachers. The Zisa Complex attracts many citizens each year for its many cultural events, and artists can apply for the allocation of a space within the complex.
No 2	Industry	Culture, Music, Visual Arts, Tourism
	Names of the factories	<i>Ex Real Fonderia Orete</i>
	Established and closure	Founded in 1601, closed in 1840, collapsed after WWII, and recovered only recently by the Municipality
	Size	Small & Medium Sized enterprise



	Summary	<p>It is believed that the foundry was built in 1601 to replace an arsenal dating from the Arab colonization. At the time of its construction it was also known as, “Home of the Tarzanà” from the Arab expression dar as-san meaning “Home of Labour”, and it was originally intended to host a military factory and a foundry for artillery.</p> <p>In the 1800s, the building was transformed into a metallurgic factory working mainly in the manufacturing of iron and cast iron by entrepreneur Vincenzo Florio, as a means to support his commercial activities in the maritime industry.</p> <p>During that period, the foundry contributed to the development of many Art Nouveau buildings in Palermo. The foundry ceased in 1840, when the building was first used as a barrack to later become the Regional Red Cross headquarter.</p> <p>It almost entirely collapsed during the 1940s. It was recently recovered by the Municipality of Palermo and it is now used to host cultural events, as well as civil marriages.</p>
	Potential Issues	The local authority had previously planned to demolish the building and redevelop the site.
	Location	Palermo city centre: Piazza Fonderia
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> The Real Fonderia is owned by the Municipality of Palermo, but it is intended as a location to host public events of a cultural and/or educational nature. In this sense, it represents an opportunity for artists currently working or wishing to work in Palermo, as a location where to exhibit their work and plan public events.
No 3	Industry	Brick production
	Names of the factories	<i>Mattoneria a Vapore Giuseppe Puleo</i> (Brick factory)
	Established and closure	1878, first closed in 1915, re-opened in 1918 and closed down again in 1975.
	Size	Medium-sized enterprises (100 employees)
	Summary	<p>The brick factory was founded in 1878 by knight Giuseppe Puleo in the area of Palermo known as <i>Acqua dei Corsari</i>, an especially suited district for brick factories because of its richness in clay. The factory immediately distinguished itself from other brick producers because of the modern and sophisticated nature of the machinery employed by its founder.</p> <p>It started by employing approximately 100 workers mainly from Northern Italy, and operated until 1915, when it was forced to close down due to the economic crisis caused by the first world war. Three years later, after the death of its original owner Giuseppe Puleo, it was sold by his family to the Di Fazio brothers who revived its activity until its definite closure in 1975.</p>



		https://www.360cities.net/image/antica-fabbrica-di-mattoni
	Potential Issues	After 1975, the factory was totally abandoned to this day. Its premises are still in the original location, but despite an initial intention by the Municipality to recover it, they are now degraded and unemployed.
	Location	<i>Acqua dei Corsari</i>
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> The Factory is currently abandoned, but the Regional Administration has expressed its intention to include its premises into a Regional renovation plan. If it will indeed be renovated and recovered, the factory might be converted into a commercial activity of other sorts. Given its proximity to the sea, and the intention of the Municipality to recover the whole district of Acqua dei Corsari, the Factory might be converted for example is a Hotel for tourists, or a cultural association for art-related events.
No 4	Industry	Sweets Factory
	Names of the factories	<i>Fabbrica Caramelle Carruba Terranova</i> (Carob Sweets Factory)
	Established and closure	1890, still active
	Size	Small enterprises
	Summary	<p>The Factory was established in 1890 in the heart of the city of Palermo, the district known as Ballarò, and soon distinguished itself as the expert in the production of carob sweets.</p> <p>A combination of traditional methods and products and of innovative production techniques allowed the factory to develop over five generations of entrepreneurs to this day. The Factory is hosted in a historical building dating back to the 1400s. Although it is a family business, the factory represents an important source of employment locally. Its sweets are widely used both in the pharmaceutical industry and in the commercial industry.</p>
	Potential Issues	The Factory continues to work continuously to maintain a balance between the original recipes from the 1800s and innovative recipes.
	Location	Via Albergheria 87, Ballarò – Palermo
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> Being a well-established and historical business, the Factory represents still today a potential source of employment for a variety of experts such as production technicians, communication specialists, and nutrition professionals.
No 5	Industry	Hospitality, Food
	Names of the factories	Ex stabilimento molitore Virga (The Virga Milling Factory)
	Established and closure	1893 (built), 1936 (renovated)



	Size	Medium-sized enterprises
	Summary	Built in 1893 based on a project by architect Enrico Maag and with modern equipment for the production of wheat, cereals, and pasta, it was directly connected to the nearby train station through a track for its transportation. After a fire destroyed it in 1906, it was renovated in 1936 by Giovan Battista Virga. It continued to produce wheat until the 1980s. Today, its premises host a vocational school specializing in hospitality services and enogastronomic education, called Ipseo Pietro Piazza.
	Potential Issues	The Mill represents a perfect example of renovation of a historical complex. After its destruction caused by the bombings of WWII, it was later recovered to host a high school. Its premises extend over 3200 square meters and five floors.
	Location	Corso dei Mille, 181
	Future prospects & Jobs of the future	<ul style="list-style-type: none"> The mill has become one of the largest vocational schools in Palermo, the Ipseo Pietro Piazza. Specializing in hospitality services and enogastronomic services, the school offers tailored vocational education to young students and directly prepares them for a professional career in the hospitality sector.
No 6	Industry	Food, Preserves
	Names of the factories	Industria conserviera Contorno (<i>Contorno Preserves Factory</i>)
	Established and closure	1916, still operative
	Size	Medium to Large Enterprise 100 on-site jobs as well as another 500 jobs locally through suppliers.
	Summary	<p>One of the oldest preserves' factories in the Region, it was founded in 1916 in Palermo by the brothers Antonino and Luciano Contorno, and was particularly active during the second world war, despite the numerous bombings which caused many other factories to close down, leading to a shortage a food.</p> <p>The Factory immediately specialized in the production of food preserved in hermetic cans, a technique which proved to be extremely useful at a time when food was scarce. Being one of the very few factories still operating during WWII, Contorno developed its production surviving the economic crisis.</p> <p>Between the 1960s and 1980s, the Factory expanded its activity by exporting its products to the United Kingdom and the USA.</p>
	Potential Issues	Hosted in the old industrial area of Palermo, the 12000-square meter-Factory is hosted in a complex built in the 1800s, which was recently renovated maintaining its historical touch.



	Location	Via Ferdinando Gangitano, 4
	Future prospects & Jobs of the future	The Contorno Factory represents still today an active business, employing approximately 50 people and having maintained a strong link with its family history.

4. Lessons learnt: Opportunities and challenges of the city mapping approach

The question now arises how the acquired knowledge can be used for further pedagogical activities. The methodology for creating City Map Guides should enable practitioners to create interactive city maps for their regions that deal with their industrial heritage. The methodical and research-oriented approach to the development of the City Map Guides offers great potential. However, in the context of research activities, it has also been shown that difficulties also arise. In order to deal adequately with these risks and potentials, a SWOT analysis was carried out as part of the research activities. The corresponding results are shown in the table below:

	Strengths	Weaknesses
	<ul style="list-style-type: none"> • Strong industrial culture tradition of craftsmanship and trade and an international perspective 	<ul style="list-style-type: none"> • Too many choices
	<ul style="list-style-type: none"> • Using the diversity of choices 	<ul style="list-style-type: none"> • Individual interviews very time-consuming, not feasible in time, therefore workshop with a group and elaboration of challenges and goals for the project

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The presentation of these findings is intended to benefit educators planning similar activities in the future to develop city map guides and interactive city maps.

5. Conclusion

Regarding the results of the desk and field research of the individual countries in terms of the development of the City Maps, the following conclusions can be drawn:

The region around Bradford, Great Britain, experienced an industrial boom already in the 19th century, partly through the textile industry, later through the production of tractors and television sets. Today, the entertainment, tourism, hospitality and construction industries are particularly outstanding. Various theatre and concert buildings not only served the local tourism industry, but



also were also major employers. Despite extensive renovations, these have not yet returned to their former glory and can therefore create a negative image or stereotype for young people. On the other hand, large projects in these industries, such as the Kirkgate Shopping Centre, are also being promoted, which require extensive construction work and thus create jobs in the construction industry. The hotel industry, which accounts for a considerable share of industry in the region, will also experience an upswing in the coming years. The number of jobs in the management sector, but also for the low skilled, will grow steadily.

The situation in Cyprus is therefore slightly different. Research shows that the island is home of smaller, traditional craft businesses and industries, but the service sector is the driving and fastest growing force of the economy. Larger industrial companies, such as the production of suitcases, which was economically very successful around 1980, were no longer profitable due to cheap imports from Asia and had to close. Nevertheless, the industrial sector, especially the manufacturing sector, is experiencing an upswing. Traditional crafts such as candle production, viticulture or the baobab tree industry are experiencing strong downturns and are facing closure due to a lack of expertise or cheaper alternatives.

Nuremberg has a strong industrial past. The city experienced an upswing from the middle of the 19th century onwards due to various and important personalities and manufacturers, who always attached great importance to good artisanship and a view of international trade. The starting signal for this was the construction of the railway line between Nuremberg and Fürth. However, this railway line was rather insignificant in the overall picture, but many companies settled in Nuremberg as a result, especially near the railway line.

Many important branches of industry, such as the two-wheeler industry, whose centre was Nuremberg in the 1920s and 1930s, experienced their heyday there, but later also their decline. Large, globally active corporations had to file for bankruptcy due to political factors and partly also due to internal mistakes, thousands of people lost their jobs. The city and region were not always able to compensate for this, as Nuremberg has always been a city of workers, with some well-trained skilled workers, but also a high proportion of low-skilled workers, some with a migration background. Since in the 80s and 90s several of these companies experienced a decline, not all workers could be placed in other jobs.

Even today, in contrast to the rest of Bavaria, unemployment is still quite high at around 5.4%, although many jobs have been created in the service sector. In addition, many technology companies are now based in Nuremberg, so jobs have been created that are more in line with the future market: with a focus on digitalization! Digital interaction and networking are taking on new dimensions, which in turn could have problematic effects on certain sectors, especially in the field of manufacturing technology. These occupations have a high substitutability potential, according to the Federal Employment Agency in Bavaria with 82 %. Of course, this applies primarily to occupations in the low-wage sector, so-called helper occupations, which have a substitutability potential of 59 %, but skilled workers are also affected (55 %).



On the other hand, there is also likely to be an increase in employment that could lead to occupations with a strong digital orientation. The effects that are already becoming clear on the training market are that training places and jobs in the skilled trades remain vacant because they have a low reputation among young people and they opt for training places that they regard as having a higher reputation. Digitalization thus entails risks for the workforce, but also opportunities and potential. It remains to be seen how the city and region of Nuremberg will solve this problem in the future.

The region around Charleroi in Belgium was once a vibrant industrial region. The coalmine, the glass industry and the steel and iron industry were the largest employers in the region. However, these large companies had to cease operations and are now partly museums or event locations that attract tourists to the region and thus offer jobs in this sector.

The industrial and commercial development of Palermo was slower than that of northern Italy. In the second half of the 18th century, it began to develop a little faster, as from that time powerful families shaped the industrial image of Palermo. The maritime industry in particular played a major role, but the wine, metal, cotton and chemical industries also played their part. After World War II, however, the region experienced a significant downturn, with the launch in 1945 of a plan of urban expansion that culminated in the 1960s and saw the destruction of many of the city's architectural treasures, replaced by numerous concrete buildings guided by a growing speculation and abuse. The corruption in politics and the strong influence of the mafia led to a bleeding of the region - over the past 16 years, more than 1 million people have left southern Italy - and unemployment is extremely high.

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Since the global economic crisis of 2008, Sicily has experienced the slowest and lowest growth rate ever. The economic crisis has caused the failure of many industries, and now too few are left to provide employment to the youth. Investments are also lacking due to the frequent inability showed at the regional level to make a sensitive use of EU funds.

All formerly important industrial locations are to be included in the City Map Guides in order to give young people, who have only a slight or no connection to the industrial heyday of their region, the opportunity to view it in a new light and to recognise that the downturn also offers the prospect of the creation of new, promising jobs.

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Appendix

Metropolis Interview Guide – Industrial heritage

1. Topic: Historical and socio-economic aspects of industrialisation

Leading question / narrative request	
Can you tell me how industrialization has developed from a historical and socioeconomic point of view in our region? Which factors were important and which effects did they cause?	
Content aspects	Detailed questions / demands
<input type="checkbox"/> Period of industrialization (beginning, process, end)	<input type="checkbox"/> What was the timeframe for industrialisation in our region and how did it take place?
<input type="checkbox"/> Industries	<input type="checkbox"/> Which industrial sectors were represented?
<input type="checkbox"/> Important representatives	<input type="checkbox"/> Were there certain companies, entrepreneurs or political decision-makers who played a special role in industrialization? If so, what was it like?
<input type="checkbox"/> Supportive Aspects of the industrialization	<input type="checkbox"/> Which infrastructure/political aspects have promoted industrialization?
<input type="checkbox"/> Description of the labour market	<input type="checkbox"/> How can the labor market be described in times of industrialization?
<input type="checkbox"/> Demographic development	<input type="checkbox"/> How did the people of our region appear at these times and how did they live? (Religion, birth rate, city vs. country ...)
<input type="checkbox"/> Workforce	<input type="checkbox"/> What were the particularities of the workforce?
<input type="checkbox"/> Working conditions	<input type="checkbox"/> How did the working conditions look like?
<input type="checkbox"/> Special features of the labour market	<input type="checkbox"/> What other special features existed on the labour market? How is appreciation to be defined?
	<input type="checkbox"/> Which places are of particular importance?
	<input type="checkbox"/> Are there relevant time documents? If so, which ones?

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2. Topic: Working and living environment of individuals in times of industrialization

Leading question / narrative request:	
Can you describe the working and living environments of individuals in times of industrialization? How did they navigate in the world of work, how did they interact with others and how did they get the work done?	
Content aspects	Detailed questions / demands
<input type="checkbox"/> Navigate in the World of work	<input type="checkbox"/> How did the individuals identify their work options in times of industrialization? How did they gain their jobs?
	<input type="checkbox"/> How were relevant skills and knowledge developed or acquired? Which skills and knowledge were of particular importance?
	<input type="checkbox"/> Which typical roles were predominant in the working world? What were the responsibilities? Were there legal rights and responsibilities and what

	did they look like?
<input type="checkbox"/> Interact with others	<input type="checkbox"/> What did communication look like in the industrialized world of work? (Negotiating vs. Determining from above)
	<input type="checkbox"/> Which practices and protocols were common in the world of work at the time of industrialisation?
	<input type="checkbox"/> Which role did relationships, cooperation and collaboration play? How were they structured?
	<input type="checkbox"/> What role did different perspectives play and how were they responded to?
	<input type="checkbox"/> How were conflicts dealt with? (Conflict management vs. oppression)
<input type="checkbox"/> Get the Work done	<input type="checkbox"/> What was the workload and obligations during industrialization? How were these planned and organised? How were the necessary tasks planned and implemented?
	<input type="checkbox"/> What was the workload and obligations during industrialization? How were these planned and organised? How were the necessary tasks planned and implemented?
	<input type="checkbox"/> Was there any room for decision-making with regard to the work tasks? Could the decision-making process be applied? Could their effects be reviewed?
	<input type="checkbox"/> Were problems identified at the time of industrialization, or was it the task of the individuals? How were problems dealt with? Which problem solving strategies were applied?
	<input type="checkbox"/> Have individuals had the opportunity to develop and apply new ideas? Who had new ideas and what happened to them? Were the ideas implemented?
	<input type="checkbox"/> Work in an industrialized world - Which technologies and systems were used? Were there technologies to get in touch with others? How was information retrieved, organized and presented in industrialization?

3. Topic: Impact of industrialisation on today's labour market

Leading question / narrative request	
What impact do the factors of industrialisation have on our current labour market?	
Content aspects	Detailed questions / demands
<input type="checkbox"/> Existing influence	<input type="checkbox"/> What influence does the period of industrialisation still have on the regional labour market today with regard to resident companies, employees, occupational fields, etc.?
<input type="checkbox"/> Influence of the decline	<input type="checkbox"/> What influence has the decline of huge (industrial) companies in recent years had on the region in terms of the labour market, population, training conditions?
<input type="checkbox"/> Decline occupational fields	<input type="checkbox"/> Which occupational fields and possible training occupations are experiencing a decline or extinction due to the aforementioned closures?
<input type="checkbox"/> Impact on population	<input type="checkbox"/> What impact does this have on the population, especially young people, who are increasingly looking for training places in industry?



Metropolis Interview Guide – Contemporary labour market

1. Topic: Describing aspects of our contemporary labour market

Leading question / narrative request	
Can you tell me how the contemporary labour market in our region has developed? Which factors are important and what effects have they caused?	
Content aspects	Detailed questions / demands
<input type="checkbox"/> Description of the labour market	<input type="checkbox"/> How can the labor market be described in times of industrialization?
<input type="checkbox"/> Industries	<input type="checkbox"/> Which industrial sectors are represented?
<input type="checkbox"/> Important representatives	<input type="checkbox"/> Are there certain companies, entrepreneurs or political decision-makers who play a special role in our regional labour market? If so, what was it like?
<input type="checkbox"/> Supportive Aspects of our labour market	<input type="checkbox"/> Which infrastructural/political aspects have promoted our labour market as it appears today?
<input type="checkbox"/> Demographic development	<input type="checkbox"/> What was the composition of the population in terms of the labour market? What role does demographic change play?
<input type="checkbox"/> Workforce	<input type="checkbox"/> What are the particularities of the workforce?
<input type="checkbox"/> Working conditions	<input type="checkbox"/> How do the working conditions look like? <input type="checkbox"/> Which places are of particular importance?

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2. Topic: Working and living environment of today's individuals

Leading question / narrative request:	
Can you describe the working and living environments of today's individuals? How do they navigate in the world of work, how do they interact with others and how do they get the work done?	
Content aspects	Detailed questions / demands
<input type="checkbox"/> Navigate in the World of work	<input type="checkbox"/> How do the individuals identify their work options? How did they gain their jobs?
	<input type="checkbox"/> How are relevant skills and knowledge developed or acquired? Which skills and knowledge are of particular importance?
	<input type="checkbox"/> Which typical roles are predominant in the working world? What are the responsibilities? Are there legal rights and responsibilities and what do they look like?
<input type="checkbox"/> Interact with others	<input type="checkbox"/> What does communication look like? (Negotiating vs. Determining from above)
	<input type="checkbox"/> Which practices and protocols are common in the world of work?
	<input type="checkbox"/> What is the role of relationships, cooperation and collaboration? How are they structured?
	<input type="checkbox"/> What role do the different perspectives play and how do they respond to?

<input type="checkbox"/> Get the Work done	<input type="checkbox"/> How are conflicts dealt with? (Conflict management vs. oppression)
	<input type="checkbox"/> What is the workload and obligations? How are these planned and organised? <input type="checkbox"/> How were the necessary tasks planned and implemented?
	<input type="checkbox"/> Is there any room for decision-making with regard to the work tasks? Can the decision-making process be applied? Can their effects be reviewed?
	<input type="checkbox"/> Are problems identified at the time of industrialization, or is it the task of the individuals? How are problems dealt with? Which problem solving strategies are applied?
	<input type="checkbox"/> Have individuals the opportunity to develop and apply new ideas? Who has new ideas and what happens to them? Are the ideas implemented?
	<input type="checkbox"/> Work in a digitalized world - Which technologies and systems are used? Are there technologies to get in touch with others? How is information retrieved, organized and presented?

3. Topic: The impact of industrial heritage on our contemporary and future labour market

Leading question / narrative request	
What impact do the factors of industrialisation have on our current labour market? What impact do the factors of industrialisation have on our current labour market? In addition, will our labour market develop in the future?	
Content aspects	Detailed questions / demands
<input type="checkbox"/> Existing influence	<input type="checkbox"/> What influence does the period of industrialisation still have on the regional labour market today with regard to resident companies, employees, occupational fields, etc.?
<input type="checkbox"/> Influence of the decline	<input type="checkbox"/> What influence has the decline of huge (industrial) companies in recent years had on the region in terms of the labour market, population, training conditions?
<input type="checkbox"/> Decline occupational fields	<input type="checkbox"/> Which occupational fields and possible training occupations are experiencing a decline or extinction due to the aforementioned closures?
<input type="checkbox"/> Impact on population	<input type="checkbox"/> What impact does this have on the population, especially young people, who are increasingly looking for training places in industry?
<input type="checkbox"/> Growing sectors	<input type="checkbox"/> Which sectors are experiencing an upswing as a result of technology and digitisation, and what impact does this have on the region?
<input type="checkbox"/> migrant background	<input type="checkbox"/> What effects do people with a migration background have on the regional labour market and in which occupational fields and training relationships are they increasingly to be found?

