



## DT1.3.2

# Peer-review report of local/regional/national employment policies addressing women

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## **WIN**

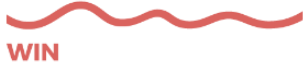
# **Improving the position of Women in the labour markets of peripheral INdustrial regions**

<b>DELIVERABLE INFORMATION</b>	
Project acronym:	<b>WIN</b>
Project title:	<b>Improving the position of Women in the labour markets of peripheral INdustrial regions</b>
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# 1. Introduction

This peer-review paper documents the knowledge exchange among stakeholders of the WIN project. It incorporates a moderated peer review of employment policies targeting women in peripheral industrial regions. The focus within the Danube Region lies on identifying and showcasing concrete positive examples of women's integration into the labour markets of peripheral industrial regions.

The analysis is based on the identification of regional, national and European employment policies addressing women ([D1.3.1](#)). These project results were refined and disseminated to experts from the Danube region through an eDelphi. This exchange, encompassing the state-of-the-art and an assessment of current policies and good practices, has formed the peer-review process.

## WIN project context

The Danube Region is considered an area with above-average gender inequalities in the employment sector. Unemployed women outnumber unemployed men, especially in highly industrialised peripheral regions. Economic activities in such regions are traditionally concentrated in mining, manufacturing and engineering, which have been predominantly male dominated. Those traditional norms continue to shape narrow labour markets, which can reinforce gender stereotypes (e.g. men occupy high-skilled



jobs, while women work in low-skilled jobs). The recent COVID-19 crisis has exposed and even exacerbated the problem of gender inequality in labour markets through the sudden increase in women's unpaid care work. The manifested problem of gender inequality and the resulting vulnerability of women in finding adequate and well-paid jobs appears to be a persistent and intractable problem that has not yet been effectively addressed by any country in the Danube Region.

The WIN project targets women as a vulnerable group at risk of exclusion from the labour markets of small and medium-sized industrial towns and regions with a bad reputation. These are often referred to as "places that don't matter" or "left-behind" places and are often characterised by economic decline and out-migration. The project WIN leverages macro-regional policy frameworks and mechanisms to bridge this gap by addressing the place-specific challenges of peripheral industrial regions through people-centred solutions and strategies. The project aims to implement 7 pilot actions in different peripheral industrial regions by developing, testing and reflecting on the overarching concept of social innovation while enabling regional diversification.

In this way, the WIN project aims to open new employment opportunities for all women and remove cultural and institutional barriers that prevent women from realising their professional potential.



## 2. Aims and Methods

### 2.1 Aims

The peer-review process is part of Activity 1.3 of the WIN project, which started with a detailed analysis of employment policies addressing women in partner countries (D1.3.1). Here, project partners (PPs) examined existing policy frameworks and interventions across different spatial levels (local, regional, national) to identify cultural and institutional enablers and barriers that prevent women's participation in the labour markets of peripheral industrial regions. The structured analysis was led by PP5 MASS and PP3 UniGraz.

The synthesised country-level analyses from D1.3.1 were shared internally among all PPs and reviewed externally by dedicated experts from the Danube region. This process follows rigorous "peer-review" standards through the eDelphi method. The outcome of this process is summarised in this peer-review report on local, regional, and national employment policies addressing women (D1.3.2). The aim of this process is twofold:

1. To facilitate knowledge exchange among PPs regarding different cultural and institutional enablers and barriers that hinder women's participation in the labour markets of peripheral industrial regions.



2. To gather external feedback on existing policies to enhance their quality and uphold standards.

The results of D1.3.2 will feed directly into policy recommendations (see [A3.2](#)). The eDelphi method was guided by three key questions:

- Which existing policies are effective?
- Which policies are ineffective, and why?
- What additional policies might be needed?

The academic partner PP3 UniGRAZ led the process, with support from all PPs.

## 2.2 Methods

The detailed findings of the report 'Analysis of employment policies addressing women in PP countries' ([D1.3.1](#)) were shared and discussed during the WIN partnership meetings in June 2024 (online) and November 2024 (Loket, CZ). Based on these discussions and findings, the responsible partner, PP3 (UniGraz), decided to conduct an expert review focusing on the key findings of the D1.3.1 report. For the external peer-review, the eDelphi method was chosen. This approach engaged experts from across the Danube region who possess substantial knowledge and an overview of female employment and policymaking, including representatives from universities, NGOs and



public administrations. The invitation of experts was organised by UniGraz in collaboration with the whole WIN partnership and included a limited snowball sampling approach ([Leventon et al., 2016](#)).

### 2.2.1 The eDelphi

The Delphi technique has become a widely used tool in a variety of disciplines for measuring and aiding forecasting and decision making since 1960. Chou ([2002](#)) states that *“the technique produces a reliable consensus among an expert group by a series of intensive questionnaires interspersed with controlled opinion feedback”*. Typically, a Delphi study is conducted in several rounds. Unlike the traditional Delphi technique, which is commonly used as a formal consensus method with two or more rounds of face-to-face interactions, the e-Delphi assembles ideas online with experts communicating and engaging with each other at their own time at their vicinities and either in an asynchronous or anonymous manner. As Msibi et al. ([2018](#)) highlight, the e-Delphi studies create opportunities for researchers to conduct research nationally and internationally, provided the researchers carefully consider such designs and methods as part of data collection. In general, the Delphi technique undoubtedly has both advantages and disadvantages ([Gupta and Clarke, 1996](#)), which partly also apply to the e-Delphi variant, which, as many e-research methodologies, has yet to undergo significant critical discussion in respect of possible risk of bias and applicability ([Toronto, 2017](#)). For more detailed and applied information, see also [Vorgriemler & Wübben \(2003\)](#).





The eDelphi method was chosen to deepen and evaluate the quality of the results of D1.3.1 from an external perspective by gathering opinions on the selected main outcomes of the analysis. The overview of the single research steps is displayed in Fig. 1. An electronic version of a Delphi format (eDelphi) was chosen pragmatically over convening experts in one location, which was deemed unpractical and expensive. Thereby, the LimeSurvey web- platform was utilised to implement the eDelphi, avoiding additional costs for payable web options, such as edelphi.org. The research outline allowed for a 2<sup>nd</sup> eDelphi round as an option, which would have helped to further refine the results of the first eDelphi. This option was not chosen as the results of the first round were already deemed as comprehensive enough. The eDelphi took place from the 15<sup>th</sup> of October to the 15<sup>th</sup> of November 2024.

A total of 18 experts participated in the eDelphi process, achieving the desired average of a minimum of two participants per PP nation. Nine participants had a background in cultural associations or NGOs (usually associated with women's issues), four came from administrative backgrounds (e.g., ministries, labour agencies, chambers of commerce), two were affiliated with universities, and two represented companies. One participant chose to remain anonymous. Except for one participant, all experts were female.

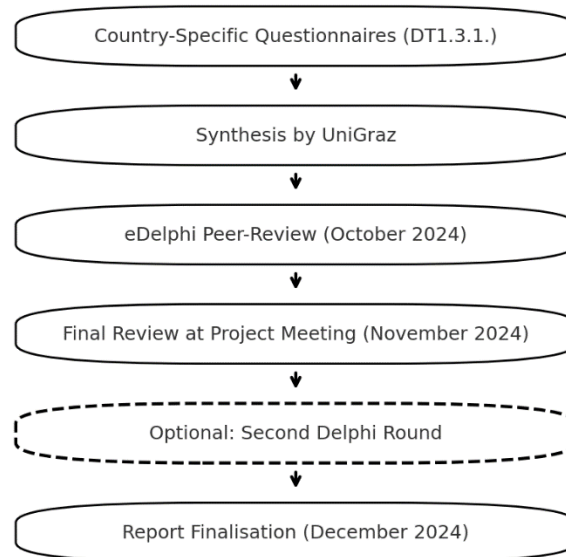


Fig.1: Research structure peer-review (own design)

## 2.2.2 Research Questions

By reviewing the results of DT1.3.1, several topics were identified as suitable for gathering additional expert opinions. From these topics, the following key questions were identified as being relevant for inclusion in the eDelphi:

### I. Topic Policy Implementation

The review of DT1.3.1 revealed a mismatch between EU and national frameworks and their implementation at local and regional levels. This is particularly evident in the context of limited vertical (e.g. between ministries) and horizontal cooperation



(e.g. between national and regional agencies), as well as the absence of clear benchmarks.

- Connected RQ: *What is in your view needed, to foster cooperation between different stakeholders in order to bring forward a much more coherent and binding approach towards improving female employment, especially in industrial regions?*

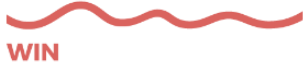
## II. Topic Targeted Policies

While DT1.3.1 highlighted some initiatives specifically targeting women, the review revealed, that apart from a few examples (e.g. from Austria), an absence of dedicated employment strategies for women. These strategies are often incorporated in policies targeting other vulnerable groups.

- Connected RQ: *Based on your experience, do you think that a specific employment strategy targeting women only is needed, especially on regional and local levels? And should there be maybe more place-based strategies targeting specific regions, such as industrial areas, as in the Bosnian example?*

## III. Topic Hard vs. Soft factors

Many of the reviewed initiatives focus on specific aspects of women's participation in the labour market, such as fostering skills, training and entrepreneurship. However, other aspects seem to be underrepresented, including networking, role models and gender equality etc.



- Connected RQ: *In your view, how important are such 'softer' aspects to women's employment and should these be strengthened in any strategic policy approaches in the future?*

An additional research topic in the form of the question, *"Are you familiar with good practices in communication or awareness-raising campaigns? If so, please explain some good practices in communication or awareness-raising campaigns and what you think worked well or not"* was added after consulting the communication partner (PINA) regarding the collection of good practices in connection with WIN Activity 3.1.

All research questions were supplemented with a sub-question asking participants to provide examples of 'good practices' they were familiar with. The authors subsequently clustered the experts' responses into broad groups based on the comments provided. This approach facilitated a structured and coherent analysis of the eDelphi results.



### 3. Results

The eDelphi identified a diverse range of relevant strategies, programs, and initiatives aimed at improving women's employment prospects. The key findings are summarized in the following sections, which also provide an evaluation of these policies across different policy levels. The insights gained provide a comprehensive understanding of the key factors and serve as a basis for further discussion and policy recommendations.

#### Topic 1 - Policy Implementation

The participants have highlighted a variety of actions that, in their view, could improve the cooperation between different stakeholders bringing forward more coherent and binding approaches, making them more relevant to the local context. The most frequently mentioned action (stated by 11 experts in 1.1. and 9 in 1.2.) was increased interaction, specifically *networking and cooperation* between (multi-level) governance stakeholders, as a key factor for improving policy implementation. Similarly, *awareness raising and better communication* were often put forward by the participants (mentioned 10 times in 1.1. and 9 times in 1.2). These aspects align with the findings from DT1.3.1, which questioned the effectiveness of information flows between different governance levels and highlighted the need for a better alignment of existing strategies with local needs.



Additionally, experts emphasised the importance of *increasing female visibility* (e.g. higher female employment or fostering female leadership). This would put the issue more prominently on policy agendas, especially at the local level, thereby increasing its relevance and attracting greater interest (5 mentions). Experts also pointed to the necessity of incorporating '*hard facts*', such as laws, (binding) regulations and consistent situational analysis, to ensure that existing strategies are more relevant to the local context (9 mentions in 1.2). A reoccurring theme across Topic 1 was the need for more flexible working arrangements (13 times mentioned by the experts). This reflects real-life challenges within employment structures that disproportionately affect women and must be addressed in any strategic policy framework.

The experts presented a mixed picture in regard to good practices (Fig. 2), as fewer than half (8 out of 18) were able to name any good examples, revealing a significant lack of information in this area across the Danube region.

### 1.3 Do you have any good practices in mind?

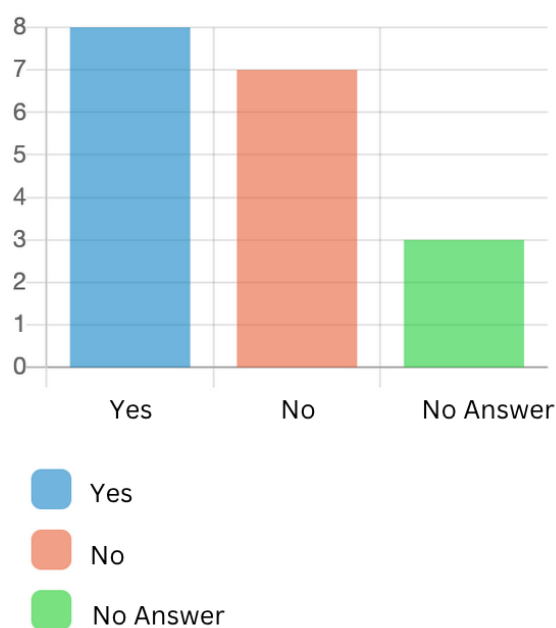


Fig. 2: Knowledge of good practices (n=18), own design

Despite this limited awareness, some noteworthy initiatives were highlighted. Among the highlighted good practices, a general focus on the local level can be observed, as especially Local Action Plans / Groups, which pursue a bottom-up approach, were mentioned. Additionally, regional initiatives, including networks and private-public partnerships offering career guidance, job searches and mentoring, were emphasized. Furthermore, organised workshops and public presentations were stated.



Some examples of successful initiatives include the regional initiative at the Styrian Iron Road (AUT): [Iron Women – Female Networking](#), which fosters professional exchange and empowerment among women in traditionally male-dominated industries, and the [Association of Business Women in Serbia](#), which supports female entrepreneurs in Serbia by providing mentorship, networking opportunities, and resources to enhance their business success.

Looking beyond the local context, experts also identified examples at the European level for instance, the Gender Equality Plans as well as the Diversity Charters were considered as good practices. However, concrete actions named by the expert remain scarce, showcasing a lack of visibility and communication. This underscores the need for an easily accessible international collection of good practices.

## **Topic 2 - Targeted Policies**

When asked if a specific employment strategy for women is necessary (and on which level), 13 experts supported this notion both (or either) on a local or regional level, while 5 participants did not see any need for such a targeted approach. The reasons for rejecting the idea mainly concerned the issue of the employment sector being a holistic system; therefore, supporting one group (women) specifically was deemed as ineffective. Others highlighted the need for more groundwork (e.g. more awareness raising, increased funding for specific organisations in this context) before any specific strategy could have a meaningful impact.





Only 3 experts were able to name any good practice regarding female employment strategies at the local and regional levels, again underlining the significant need for more exchange in this field. The examples cited primarily focused on skill development, particularly in the IT sector, as well as initiatives that promote job opportunities and support women's career progression. In these cases, soft factors such as networking and role models played a crucial role. Among the initiatives mentioned were »[Czechitas](#)«, a program aimed at improving digital competencies among women, »[Komárom-Esztergom County NőKözPont](#)«, a women's counselling centre that collaborates with local partners to provide career support and facilitate work-life balance, and »[Family-friendly Country Non-profit Public Benefit Ltd.](#)«, an organization in Hungary dedicated to promoting the labour market integration of women.

Interestingly, the implementation and design of place-based, regional strategies received more support from the experts (13 against 2). The consensus was that local and regional employment strategies are better suited to reflect and address specific regional needs and labour market challenges as well as their target groups. Furthermore, such strategies were seen as enablers for cooperation among local governments, industry and educational institutions, as well as for the promotion of equality in general.

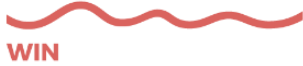
Several experts emphasized that place-based strategies allow for more effective and targeted interventions, particularly in regions with distinct socio-economic structures



and labour market dynamics. This was seen as particularly relevant in industrial regions, where employment structures have historically not been designed with female participation in mind. In such regions, sectoral policies targeting male-dominated industries could significantly improve the employability of women. Some experts suggested developing action plans for these sectors, while others stressed the need for comprehensive research on the gendered impact of existing policies before implementing new strategies.

While most experts supported place-based strategies, some expressed reservations about their effectiveness in smaller nations, where regional differences may be less pronounced. These respondents suggested that a unified national framework with flexible regional adaptations might be a more effective approach. Additionally, the lack of specific employment strategies for women in certain countries, particularly in Serbia and Hungary, was noted as a structural gap, highlighting the need for more comprehensive policy documents that go beyond fragmented sub-measures.

Some experts highlighted challenges in implementing place-based strategies, citing limited expertise and transparency in local policymaking. Without clear success indicators and sufficient funding, these strategies risk remaining isolated initiatives. Their effectiveness depends on integration into broader policies and strong partnerships between governments, industries, and educational institutions.



### Topic 3 - Hard vs. soft factors

There is broad agreement among experts that 'softer' aspects regarding female employment play a crucial role. Out of the 18 respondents, 15 considered these aspects 'important' or 'very important', and 17 supported a stronger integration of these aspects into policy strategies to address societal and structural barriers to women's participation in the labour market.

#### 3.1 In your view, how important are 'softer' aspects (such as networking, promoting role models etc.) to women's employment?

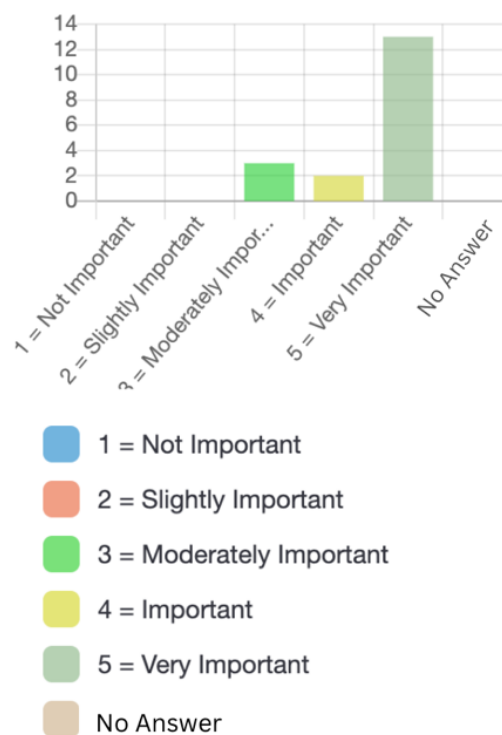
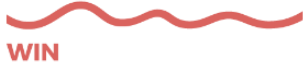


Fig. 3: Importance of Softer Aspects (n=18), own design



Experts further emphasise that softer measures, such as mentorship, role models, and networking, are vital tools for translating formal strategies into tangible outcomes, making policies more applicable and effective in practice. The success of initiatives like Serbia's e-Mentoring programme was highlighted, successfully empowering women, particularly those from marginalised groups. It was also noted that such measures are particularly relevant in male-dominated industries and regions, where traditional policy approaches often fail to address the specific challenges faced by women. Overall, strengthening softer aspects of strategic policies was considered essential to fostering inclusive environments, ensuring the long-term sustainability of interventions, and effectively promoting women's empowerment. They were even seen as more helpful to women in the labour market (flexibility, working in a team, responding to change) than hard skills.

When asked if they know any good example of such 'softer' strategies targeting women in industrial regions, five respondents were able to name at least one good practice example of softer strategy elements, while the majority of 13 either knew any or chose not to respond. Some remarked that they had already answered it in the previous question, which might explain the similarity among responses by some experts and raises further questions about a clear understanding and successful distinction of the concepts. Most of the examples focused on role models in industrial sectors and mentoring programmes, such as the Czech example of a platform for networking and sharing, with over 500 good practices of role models.



## Topic 4 – Awareness-raising examples

Ten experts were familiar with communication and awareness-raising campaigns targeting women in labour markets.

Most of these campaigns took place at a regional or local level, while national or European examples were mentioned less frequently. In terms of content, the topics mentioned above were reflected. Some of the tangible campaigns mentioned by the experts are the »[Iron Women](#)« project in Austria, »[Women's Day Entrepreneur 2024](#)« in Bulgaria, which promotes female entrepreneurship, and the international social media campaign »[#WomenInIndustry](#)«, which makes women more visible in the industry. Other campaigns mentioned include »[#zakroužkujženu](#)« from the Czech Republic, which calls for greater political participation by women, and the UK's »[Women in STEM](#)« initiative, which specifically encourages women to pursue careers in science, technology, engineering, and mathematics. The German »[Girls' Day](#)« program, which gives young girls an insight into technical and industrial careers, was also mentioned. The experts emphasized that successful communication campaigns are often based on authentic stories, visual content and personal role models. It was mentioned that social media campaigns with interviews, videos and blog posts that tell inspiring stories, mentoring programs and role model initiatives that create direct role models for women are quite effective. Interactive workshops, conferences and thematic events on regional level



were seen as important elements to expand women's networks and raise awareness of structural problems.

Nevertheless, it was stated that there are challenges in implementing such campaigns. Many initiatives have a limited reach and duration, so they often only achieve short-term effects. Mobilizing specific target groups is difficult, as women in industrial occupations or shift work are often harder to reach. In addition, in some cases, there is a lack of support from companies that are not willing to actively promote such campaigns.

Finally, we asked for open comments and feedback on the survey. The response in this section highlights the relevance of the topic and especially of tailoring policies to local contexts and specific economic sectors, as general approaches may overlook regional challenges and sectoral needs. Collaboration with local organisations and regional piloting of strategies are seen as crucial to addressing entrenched gender roles and ensuring initiatives resonate with labour market realities. A nuanced, context-sensitive approach is seen by the experts as essential to effectively enhance women's participation in the workforce.



## 4. Conclusions and Outlook

Overall, the eDelphi process has revealed some important points in regard to existing and future policies targeting female labour market access in peripheral industrial towns of CEE:

First, the findings reveal that “soft factors”, such as networking, promotion of role models, and awareness-raising, are considered highly significant by most participants. 13 out of 18 respondents rated these aspects as “very important,” and there was unanimous agreement that such approaches should be strengthened in future policies. Additionally, participants emphasised the necessity of place-based strategies, highlighting the importance of adapting European and national policies to local circumstances creating ‘tailor-made’ solutions. This requires closer multi-level cooperation between stakeholders to address the specific needs in micro-locations effectively.

As a second important insight, the necessity of specific labour market strategies for women sparked debate among participants. While many considered targeted measures essential to promote women’s participation, some cautioned that gender-specific strategies might create divisions and suggested instead inclusive approaches that equally involve men and women.



As a third core finding, awareness-raising emerged as a critical element, not only as a standalone activity to promote better labour integration but also as a foundation for better policies, being built on (multi-level) networking and stakeholder collaboration. The results indicate an overall lack of awareness of (transnational) good practices and exchange on the topic, stressing the importance of mainstreaming results from different, already existing actions across all policy levels.

Overall, the feedback to European and (to a lesser degree) national policies was positive, as participants recognised the relevance and important direction of these strategies. Nevertheless, experts assessed the potential of such (supra-) national strategies as mixed. Their impact for creating meaningful change on a local level was seen as limited.

From these finding, concrete directions for further policies can be deducted:

- The importance of ‘soft factors’ such as networking, role models, and awareness-raising is widely acknowledged as essential for promoting women's participation in the workforce. Future strategies should integrate these aspects more directly into policy frameworks to enhance their visibility and impact, also on a mid-term basis. Regional and local adaptations are hereby crucial, with place-based strategies that address specific conditions and engage local stakeholders being highly recommended.





- Regional pilot projects and flexible implementation can help bridge the gap between national policies and local realities. At the same time, it is necessary to balance gender-specific approaches with inclusive strategies to foster systemic change without deepening divisions. Awareness-raising should be a core element of all initiatives, supporting networking and mentoring programmes while creating (supra-)national momentum through the visibility of best practices and knowledge exchange.
- There is a prevailing sense of optimism regarding the relevance and effectiveness of such initiatives, which should be leveraged to drive evidence-based and well-structured policies. A multidimensional, context-sensitive approach that combines soft factors, regional specificity, and inclusive strategies is seen as highly promising. Policymakers should strive to design interventions that address current challenges while laying the groundwork for sustainable, long-term gender equality in the labour market. This foundation offers a significant opportunity to overcome systemic barriers in a targeted and lasting manner.



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# Annexes

## Annex 1: Questionnaire

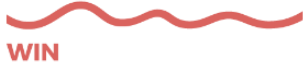
### GUIDELINES

Dear participant, welcome!

Based on your knowledge and experience, you have been selected as an expert in the context of the [INTERREG DANUBE project WIN \(Empowering women, transforming regions: WINning together!\)](#).

Within the WIN project frame, we will design and implement a communication awareness raising campaign on female labour in industrial employment markets. Based on our analysis, stronger and more highlighted awareness campaigns were seen as important to achieve better results in communicating the importance of gender equality issues and driving broader social and political change.

In general, we can already state that women in industrial regions face challenges like limited skills, education access, and few jobs with flexible hours, remote work, or parental leave. The industrial sector also creates barriers, such as a masculine culture and narrow job markets. For more details, see our input paper on female employment in peripheral industrial regions – available [here](#).



**Across our 7 pilot regions, we have already identified existing policies and initiatives, highlighting three main aspects:**

1. The research has shown that, while often comprehensive European and national policies exist to improve women's employment opportunities (e.g. [Europeans Gender Equality Strategy](#); [Czech Republic's Gender Equality Strategy](#)), related, tailor-made policies at the local level are difficult to find.
2. There seems to be a lack of awareness campaigns and promotions of existing European and national policies on local and regional level. In turn, national institutions are often unaware of local initiatives. The cooperation between national institutions and regional actors seems often to be insufficient and results in low awareness and insufficient support for women in the labour market.
3. While initiatives to support the female workforce are on the rise, particularly in the areas of digital skills training and networking for aspiring women entrepreneurs (e.g. [EU WINnovators project](#) or the [Serbian SUCCESS FLOWER](#) format), more action and investment is needed to create a strong, adequate and sustainable support network for women in the labour market of industrial regions.

***We would highly appreciate your opinion as an expert on our findings and are grateful for your support by spending about 15 minutes of your time participating in our survey.***

We thank you in advance for your valuable contribution!

The WIN project consortium

**The survey is open until 15.11.2024.**

**Interreg  
Danube Region**



Co-funded by  
the European Union



**WIN**

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# The eDelphi

## QUESTION 1 - POLICY COOPERATION

Our policy review has revealed a discrepancy between comprehensive European and national frameworks targeting women and their implementation on local and regional level. So, while there are many macro-strategies present on EU and national level (e.g. European Care Strategy; Czech Republic - Gender Equality Strategy for 2021 - 2030), they are often not well known and integrated vertically (e.g. between ministries and other government agencies) and horizontally (e.g. between national and regional agencies, NGOs or trade unions). Often, these strategies also miss clear measurable targets, timelines and responsibilities.

- *1.1 What is in your view needed, to foster cooperation between different stakeholders in order to bring forward a much more coherent and binding approach towards improving female employment, especially in industrial regions?*
- *1.2 What could be improved to make existing strategies more relevant in the local context?*
- *1.3 Do you have any good practices in mind?*
  - *1.3.1 If yes: Please elaborate on some good practices.*





## QUESTION 2 – SCOPE OF POLICIES

While our policy review revealed a range of initiatives targeting specifically women (e.g. Aspira, Slovenia), we also found, besides very few examples (e.g. from Austria), an absence of specific employment strategies for women only. Mostly, women are incorporated in policies targeting other vulnerable groups, such as youth, long-term unemployed, minorities etc. Also, there were, besides the Bosnian policy example, no explicit labour market policies targeting specific types of areas, e.g. industrial regions.

- *2.1 Based on your experience, do you think that a specific employment strategy targeting women only is needed, especially on regional and local levels?*

*Choose one of the following answers:*

- ☐ *Yes, on both levels*
- ☐ *Yes, local*
- ☐ *Yes, regional*
- ☐ *No*
- ☐ *No answer*

If the answer is **'No'**:

- *2.1.1 Please elaborate on why in your opinion no specific employment strategy targeting women only is needed.*



- 2.2 Do you know any good examples of specific employment strategy targeting women only?

<input checked="" type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> No answer
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If the answer is **'Yes'**:

- 2.2.1 Please elaborate on some good examples of specific employment strategies targeting women only. (If possible, please also insert a link)

- 2.3 In addition, should there be more place-base strategies targeting specific regions, such as industrial areas, as in the Bosnian example?

<input checked="" type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> No answer
--------------------------------------	--------------------------	---------------------------------

- 2.3.1 Please elaborate on your chosen answer



### QUESTION 3 – POLICY FOCUS

Many of the reviewed initiatives have focused on specific aspects of women's participation in the labour market, namely fostering 'hard' skills, by administering training and supporting entrepreneurship (e.g. 'READY to Work', Bulgaria). While these aspects are important, other aspects seem to be less well addressed by initiatives across Europe, namely 'softer' aspects such as networking, role-models, gender equality etc. .

- 3.1 In your view, how important are 'softer' aspects (such as networking, promoting role models etc.) to women's employment?

	1 = Not Important	2 = Slightly Important	3 = Moderately Important	4 = Important	5 = Very Important	
not Important	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	very Important

- 3.2 Should 'softer' aspects be strengthened in strategic policy approaches in the near future?

<input checked="" type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> No answer
--------------------------------------	--------------------------	---------------------------------



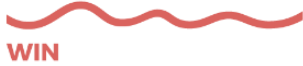
- 3.2.1 Please elaborate on your chosen answer:

- 3.3 Do you know any good examples of such 'softer' strategies targeting women in industrial regions?

<input checked="" type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> No answer
--------------------------------------	--------------------------	---------------------------------

If the answer is **'Yes'**:

- 3.3.1 Please elaborate on some good examples of such 'softer' strategies targeting women in industrial regions. (Please include link(s) of such softer strategies as well)



## QUESTION 4 – COMMUNICATION

Within the WIN project frame, we will design and implement a communication awareness raising campaign on female labour in industrial employment markets. Based on our analysis, stronger and more highlighted awareness campaigns were seen as important to achieve better results in communicating the importance of gender equality issues.

- *4.1 Are you familiar with good practices in communication or awareness-raising campaigns?*

<input checked="" type="radio"/> Yes	<input type="radio"/> No	<input type="radio"/> No answer
--------------------------------------	--------------------------	---------------------------------

If the answer is **'Yes'**:

- *4.1.1 Please explain some good practices in communication or awareness raising campaigns and what you think worked well or not.  
(Please add a link, if available)*

WIN

## GENERAL DATA

Gender

<input type="radio"/> Female	<input type="radio"/> Male	<input type="radio"/> No answer
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\*  
First and surname:

\*  
Institution:

\*  
Country:

Choose one of the following answers

Serbia

Austria

Bosnia and Herzegovina

Bulgaria

Czech Republic

Hungary

Serbia

Slovenia



**WIN**

If you want us to keep you updated, please leave your mail:(optional)

*We appreciate any additional comment on the given topic, highlighting aspects we may have missed in the review of the policies. Please share your thoughts with us.*



## Annex 2: eDelphi detailed results

The results of the eDelphi can be found [HERE](#).