**ANNEX 2 (TO SWOT ANALYSIS WORKSHOP REPORT)**

**SWOT ANALYSIS WORKSHOPS**

**QUESTIONNAIRE**

**Employment:**

* What is the ratio of employed women in the sector? Considering all age groups and education levels, is the ratio same for all age groups and education levels?
* During the last years, are there any increment of women employment in this sector? Which are the possibilities for the future?
* What are the occupations (or occupation groups) in the sector that women are preferred to be employed? Why?
* Which occupation (or occupation group) has the highest density of vacancies? What are the recruitment difficulties for these occupations? Could you please evaluate it/them for women applicants?
* What are the expected technical and practical skills/competences in the sector? What are the technical and practical skill gaps amongst existing women staff in the sector?
* What are the expected people and personal skills/competences in the sector? What are the people and personal skill gaps amongst existing women staff in the sector?
* What are the technical, practical, people and personal upskilling needs for existing women staff in the sector? What are the causes for upskilling? Please consider age groups, education levels and occupation groups to evaluate.
* What are the future skills to be needed in the sector? Please consider age groups, education levels and occupation groups to evaluate.
* What are the causes of skill gaps of women in the sector?
* What are other barriers that hinder women’s employment in the sector?
* What are the social rights for employed women in the sector? How do institutions/workplaces apply these rights in reality?
* Is there gender pay gap in the sector? Discuss by education, age groups and occupation groups.
* Is there gender stereotyping and discrimination in the sector? Do you think men achieve career goals more quickly than their female peers? If so, what could be reasons for this?
* How is the apprenticeship policy in the sector?
* Is it existing informal employment on this sector?
* If there is an impact on women employment, do you think it will be an impact on gender relations? Will women use their new economic power to contribute to wider social and political change?

**Education:**

* Do you think workplaces, institutions have training plans? If so, how they implement their training plans? What are the barriers for providing more training for closing skill gaps, upskilling or new skills?
* How existing women staff in the sector does act about continuous professional development?
* Are there training centres in the province prepared to train staff on new qualifications?
* Are there training centres providing remote training for the sector about new skills or upskilling?
* How easy women staff access to remote training (distance learning) considering their other responsibilities and roles?

**Economy:**

* Which is the contribution of the sector to an assessment of country/global competitiveness? Does the sector integrate any global chain?
* How do you foresee the sector to evolve in the next decade?
* What do you think about the problems and challenges in your sector?
* What are the technological inventions that are trending and what are other future possibilities in this sector?
* Evaluate positive and negative aspects of these new developments in digitalisation and IT considering your sector?
* How can digitalisation and information technologies contribute to your sector?
* What can be done to produce more quality products and services in the sector?
* What kind of opportunities and threats do your sector possess?
* What are the (external and internal strengths) and weaknesses of your sector in your region?
* Will the economic activity bring in a reasonable income for women?

**FoW TAT**

**January 2022**