vestigated further into the dynamics of *Vorarlberg*'s communities and analysed social capital as a requirement for the sustainable development of coworking and community spaces. These steps enabled us to better understand the needs of the region and its citizens, while also discovering different pathways for possible solutions. Phases 1.1 and 1.2 served as a strong foundation for the development of possible solutions in phase 1.3.

In Italy
During activity 1.1, the territorial animation highlighted the existence of three existing phenomena already present in the Italian research territory: workation, digital nomads and new residents. Therefore, these three phenomena were analysed to understand which of these could be more interesting for the areas.
Activities 1.1 and 1.2 ultimately highlighted the lack of co-working spaces and the need to create them, regardless of the specific target audience. The meticulous analysis of the target audience will be conducted during activity 1.3, which we will describe in the following chapters.

Existing solutions benchmark

During the interviews carried out as part of activity 1.2, we discovered initiatives that support or facilitate remote work in mountainous and/or rural areas. This section presents the different approaches identified in each country. These approaches will serve as examples for workshop leaders to showcase existing solutions, aiding participants in envisioning solutions tailored to their specific territory.

In France
In France, several initiatives already exist to support remote workers who are seeking to establish themselves in remote areas, or to attract remote workers to communities in need of new residents. Here, we present the five initiatives that we consider the most compelling for examination of this benchmark, either due to their relevance to regions similar

Stube". Some coworking spaces in the area are managed by enterprises like PRISMA or Workfwd. PRISAM operates the Campus V in *Dornbirn* and the Icub in *Lustenau*, while Workfwd manages the Glesshub in *Lustenau* and the "Coworking Space am Ambergpark" in *Feldkirch*.

The coworking space in the *Bregenzerwald* region is located in *Andelsbuch*, positioned in the heart of the *Bregenzerwald*. As a point of reference, it takes approximately 25 minutes for someone from *Dornbirn* to reach the coworking space in *Andelsbuch*.

While there are coworking spaces in *Vorarlberg*, they are limited in certain regions. For instance, in the *Rheinthal* region, there are only coworking spaces located in the city of *Dornbirn,* and one in the village *Lustenau*. In the *Bregenzerwald* region, there is only one coworking space, limited in size, and as a result, remote workers often have to travel to the nearest city which is *Dornbirn*, in most cases. The journey from the *Bregenzerwald* to *Dornbirn* takes about 30 minutes by car and approximately an hour by public transport.

What Coworking Spaces in Vorarlberg Offer
Every coworking space in *Vorarlberg* provides standard amenities, including an open space room, meeting rooms, a small kitchen, a lounge area, and air conditioning. From a technical standpoint, each coworking space offers Wi-Fi,

management, as challenging situations may arise within the group, and each member should know how to handle them. There are two examples of well-functioning community spaces in *Vorarlberg*. The first is the Repair Café, and the second is the Hardground in *Hard*.

Repair Café

A Repair Café is a place where faulty electrical appliances can be repaired on-site. Unlike traditional repair services, the owners of the devices actively participate in the repair process while they bring their defective items to be assessed by volunteers who discuss repair options. Visitors have the option to purchase necessary spare parts on-site, and in the event of potential waiting times, they can indulge in coffee and cake. The experts work voluntarily, so there are no charges for the repair itself; only the required spare parts incur chargers. Currently, in Vorarlberg, approximately 20 Repair Cafés. open their doors once a month. The primary objective of the Repair Café is to revive the culture of repairing, showcasing that many products are indeed fixable. Simultaneously, the initiative aims to conserve both finances and the environment. Additionally, fostering a sense of community and providing a space for social interaction is a crucial factor of the Repair Cafés.

Hardground

The Hardground is an open youth space in *Hard*, designed for teenagers aged 12 and above. It serves as a meeting place for socialising with friends. The opening hours of the space are Thursdays and Fridays from 3pm to 7.30pm. At the Hardground, a bar offers teenagers the opportunity to purchase drinks and snacks at cost prices. Moreover, young people can enjoy the facilities such as a football table, pool,

authorities represented, participants also included the Ecrins Tourist Office, UPE 05 and PNR *du Queyras*. Noteworthy contributors also involved the mobilisation of ACSSQ volunteers and the *Aix-Marseille* University team.

How

The afternoon workshop invited participants to enjoy a friendly coffee session at 1pm and follow the following agenda:
- Introduction and reminder of the context and final stages of the project
- Utilization of the outcomes from phases 1 and 2 in France, based on the visuals designed (printing of A3 posters and table reading): reading and sharing reactions from subgroups, followed by questions/answers to the ACSSQ and AMU teams on the results displayed.

- Three-stage solution co-design workshop (in sub-groups):

1. inspiration time drawing from pre-identified solutions in the territorial meetings and the benchmarking conducted by the research team.

2. ideation time to generate ideas for solutions to be developed for the areas, positioning them on the matrix of the three main entries identified (year-round services, communication, institutional support)

3. time for drafting solutions: after the sub-group had chosen the solutions that were most relevant to develop, they were instructed to complete a "solution sheet" with the predefined entries

- Selection of solutions for the feasibility study phase: after drafting solution sheets, they were presented for all participants to review, suggest any necessary additions, and cast their votes (using stickers).

expected to have and if emotions are important for such an initiative.

Ideas: This section collects all different ideas from the participants, including ideas for concepts or strategies.

You: In this section we specifically asked about the participants' personal experiences with community or coworking spaces, or the lack of these particular spaces. We also asked them about their honest opinion on the whole matter and if they would be willing to participate in such an initiative.

Challenges: This section lists the problems community/coworking space could have. The participants were also asked about all the challenges they face during the development of such spaces.

Why: The 'why' included one specific question for each participant. Why should anyone invest their time? We wanted to get a truly honest snapshot of the participants' opinions. We wanted to know if they were personally affected by the whole topic and if they thought that others might be affected by it as well.

In Italy

The workshop, held on October 30, 2023, at the Evançon Office in Verres, Italy, marked a pivotal moment in the quest to establish coworking spaces within the specified area. With a varied attendance of stakeholders, including local residents, entrepreneurs, university students, and political representatives, the session was distinguished by a spirit of collaborative enthusiasm and meaningful dialogue.

A total of 14 people participated in the workshop, including students, municipal administrators, entrepreneurs and citizens.

The workshop began with a comprehensive overview of the results of both Phases 1.1 and 1.2, setting the stage for the in-depth discussions that followed.

The three questions were posed to the focus group:

In France

During the appropriation of the results of the first two phases, participants contributed the following comments:

- Employers' awareness of the development of remote working (question about the loss of local jobs, whereas relocation is possible thanks to remote working)
- Acceptance of remote working (question of the level of trust on the part of managers, changing attitudes)
- Digital development and infrastructure (white zones that prevent installation)
- Existing spaces that do not cover the whole country and are not inclusive, recent creation of spaces more focused on social links than simple coworking (question of the need to create other spaces and for what purpose)
- Consequence of the rate of second homes on local housing capacity (question on the housing (rental) and land shortage, and the destination of properties that are more oriented towards tourist rentals)
- Impact of changes in the typology of local residents (question of satellite income, which modifies the local ecosystem)
- Development trends in France as a function of what is happening in other countries (question of similarities between countries, particularly if foreign holidaymakers/workers are welcomed)
- Evolution of demand for space (question of proposed format, from permanent coworking space to nomadic office)

- Mobility within the region (question of links with economic capitals)

In Austria

The figure below is a replica of the sections on the whiteboards. The participants were explicitly encouraged to unleash their creativity and explore all possible directions when brainstorming ideas for the sections. This approach is a common way of stimulating an innovation process. By allowing people to think broadly and not constraining them, including even the most unconventional ideas, gen-

participants endeavoured to give a detailed explanation about what they believe should change in the future, and many of their feelings towards the municipality that they live in reflected each other. This clearly demonstrated that, contrary to public assumptions, young people are keenly interested in municipal affairs and have a genuine desire to bring about change.

A recurring theme found in numerous suggestions across various categories is the emphasis on flexibility and freedom. Whether it pertains to a service, support, or even a demand, participants emphasised the need for independently available services. This stands in stark contrast to the prevalent situation in. many municipalities. Current structures, characterized by many clubs and expensive coworking spaces, often force people to subscribe to memberships to benefit from different activity offerings. It also fosters the isolated development of services, diminishing the level of comprehensiveness. Many of the ideas generated by the participants in the workshop starkly oppose this current exclusivity, advocating for increased shared resources, greater usage freedom, and enhanced flexibility in taking part in communal activities.

One demand the participants named was an increased focus on young people. In many smaller municipalities, there is lack of space for young people to use, whether that may be a hangout spot or an entertaining activity. There is a call for increased inclusion of the youth, which is evident and manifested in different aspects of input or services. The participants also made connections between services and contributions involving young people. For example, by enhancing the appeal of the municipality and its community to young people, certain services and support activities for older people can be provided. When young people feel included, they are more

his table summarises the main observations collected during the workshop, highlighting the diverse realities and development opportunities in various locations within Val d'Ayas. Further assessments and targeted action plans are recommended to fully leverage the potential of these areas, considering the importance of strategic investments for their optimal development.

Strategic Location Proposals
Within the high valley, Champoluc's thermal baths were strategically considered, conceived as a dynamic coworking space. Ayas, notably the former Champoluc Elementary School, emerged as a focal point for integrated co-housing and coworking initiatives. Transitioning to the middle valley, the prospect of utilising the new schools in Challand Saint Anselme was explored. In the low valley, the revival of Verres' station and the repurposing of dormant industrial areas became focal points, mirroring the region's industrial heritage.

Inclusive Space Design
The workshop participants expressed a vision where coworking spaces serve not only as professional hubs but also as community anchors. The conceptualised design includes inclusive spaces for students engaged in remote learning, specifically designed zones for youth, and communal dining areas promoting social cohesion. Seasonal outdoor spaces, conducive to creative thinking and relaxation, added a distinctive touch to the envisioned coworking environments.

Financial Sustainability and Accessibility Strategies
Financial models promoting sustainability were meticulously examined, while visitor vouchers, stimulating the local economy, were proposed. Online booking systems, complemented by vigilant camera surveillance, were identified to ensure controlled access and a secure working en-
-

> Specifically concerning the development of workplaces and workspaces

X

> Concerning more specifically the development of mobility

During the 2nd phase of the workshop, 7 solution sheets were worked on.

|		
1. Within the region: develop carpooling with a platform and meeting point to be set up (publicise and share the service).	Green	Mobility
2. Trains and public transport (e.g. equipping night trains with toilets), quality transport allowing comfort (train rather than bus).	Red	Mobility
Creation or identification of an operator able to		

In Austria

The Austrian partners are developing a solution centred around Doren, making it highly tailored to the specific region. However, it can be up or downscaled if needed since there are some main streams that can be applied to other rural areas as well. As evident be from the project's progress, the successful development of a coworking space in *Doren* can be built only through a strong and resilient community. That is why our blueprint begins with the establishment of a vibrant community, which then also serves as a cornerstone for the coworking space. The establishment of the community is structured around three main pillars, as illustrated in the figure below.

A range of community services will be offered in *Doren*; however, it is important to note that services are just one facet of this comprehensive approach. Equally crucial are the pillars of the project "Digital Fit" and the Digitalisation of the community. These pillars are dedicated to advancing the digital landscape of the community and providing support to its residents throughout this transformative process.

Nestled in *Doren* is a cosy space known as "Klein Wien". Here, the front section houses the small *Doren* library, while the rear contains an array of chairs and tables, a well-appointed bar counter, a compact kitchen, and an intimate stage. **The vision of our solution is to cultivate a dynamic community life centred around this space. The goal is to give people more reasons to walk past this space in the village centre and strengthen their connection to the municipality.**

Pillar 1 – Services

The idea is to offer different services both within and ad-
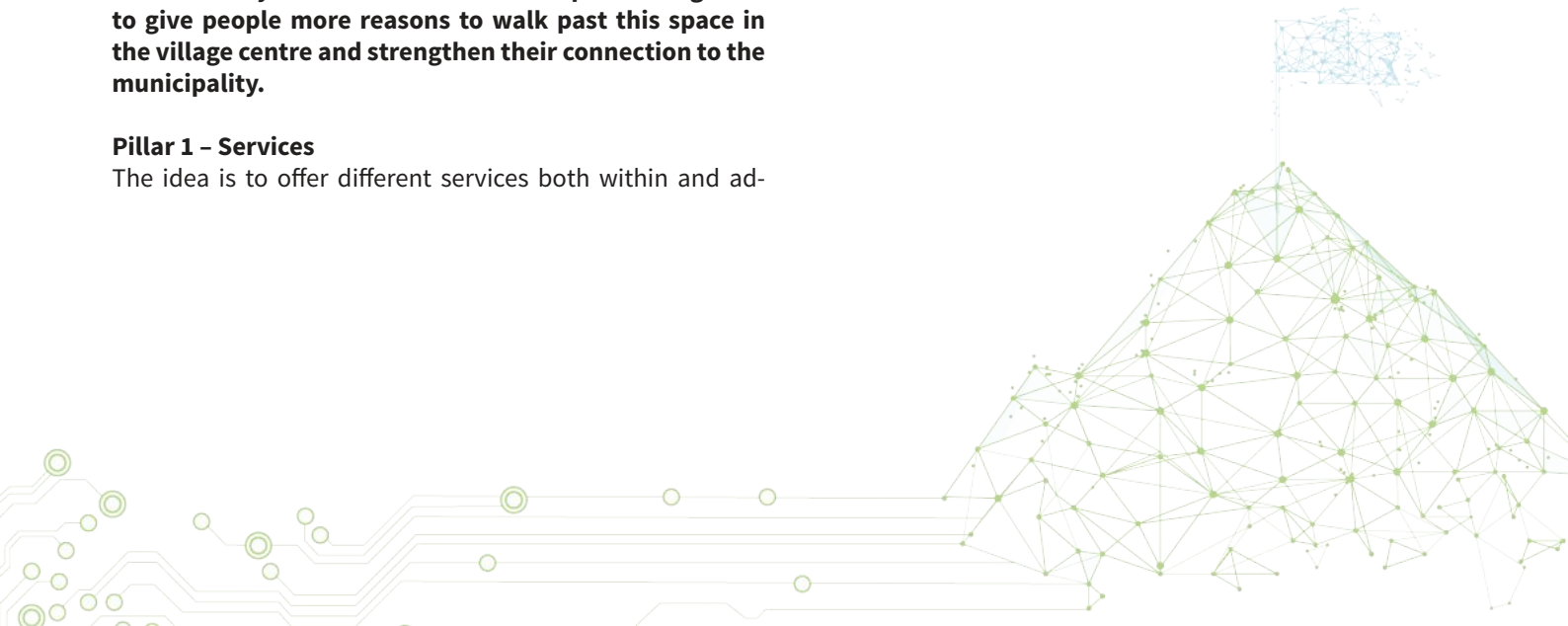
Knowledge Base Platform:
In addition to updating and enhancing the existing website, the development of a Knowledge Base Platform is essential. The platform serves as an online library with information about digital topics, such as how to complete an online document or utilise cloud storage. On this platform, it is crucial that the instructions are clearly explained, and users can find the solution to the problem in just a few clicks. Additionally, it should be user-friendly for people of all ages and from around the world. A 75-year-old person should be able to navigate the website independently, with the instructions aiding them in problem-solving. Simultaneously, a digital nomad should be able to read important information in English. The platform is linked to the main *Doren* website for easy accessibility.

Pillar 3 – Project "Digital Fit":
The project "Digital Fit" addresses the following questions:
   How can the topic of digitalisation be made more accessible to people?
   How can older individuals be assisted with technical issues?
   How can individuals be sensitised to digitalisation?
   How can remote work be integrated into community life?
   How can a whole community benefit from a coworking space?

This project aims to make digitalisation and technology an omnipresent topic in the municipality. The project includes a contact person at the municipality who is not only in charge of the project, but is also available to assist with digital and technical queries. Additionally, attendees at any community event have the opportunity to ask questions about technologies and digitalisation. As part of this project which is

tion would not only enhance the working environment, but also reflect the unique cultural and environmental aspects of the area, thus creating a distinctive appeal for potential remote workers.

3. Improving Local Mobility and Transportation: Addressing the challenge of accessibility, the Italian group highlighted the need for enhancing local mobility and transportation infrastructure. Efficient transportation links are vital for ensuring that individuals can easily access essential services and amenities. By investing in local transportation networks, the region can become more accessible, making it convenient for remote workers to reach coworking spaces and other vital facilities.

4. Providing Basic Equipment and Amenities: Recognising the practical requirements of coworking spaces, the Italian team suggested equipping these spaces with essential amenities, including printers and other necessary office supplies. Providing a well-equipped workspace enhances productivity and offers a convenient environment for remote workers, further encouraging their participation in the coworking initiative.

5. Establishing Public-Private Partnerships: To ensure the sustainability and success of the coworking spaces, the Italian group emphasised the importance of fostering partnerships between public and private entities. Collaboration between government organisations, businesses, and local communities can facilitate the efficient allocation of resources and expertise. Such partnerships create a supportive ecosystem that nurtures the growth of coworking spaces and promotes a thriving remote work culture.

The contributions made by the Italian team during the workshop underscore the comprehensive approach required for the successful implementation of coworking spaces in the

Build/strengthen the community
Before a coworking space can be developed, it is crucial to build the necessary ecosystem for it. By assembling a variety of services around "Klein Wien" in Doren, social capital will be built. This will also make the municipality more appealing to outsiders contemplating future residence, such as remote workers.
Preparing the community for coworking
Through the project "Digital Fit", people will be provided with assistance in various digital matters. The entire municipality will also intensify its focus on digitalisation to equip its citizens for the digital age, including preparation for remote work and coworking.
Making "Klein Wien" an important hub in the region

Through the entire project, it became very clear that there is a need for a space where people can gather, seek assistance, and engage in various activities. "Klein Wien" in *Doren* is the perfect space to fulfil this desire. It will be transformed into an important hub for people from the entire region, serving as a dynamic space where numerous activities take place. Various services, events, and other offerings will be accessible there. In the future, the Austrian partners will employ different models to assess the feasibility of the proposed solution. This includes the development of a risk matrix to identify potential risks and corresponding avoidance strategies. Also, there are plans to develop a concept for the solution that can be applied by the municipalities in the region. The crucial point of the concept is to work on easily changeable parts, where suggested services are interchangeable with others. Therefore, focus will not be placed on single services but on the effect they have on the ecosystem.

In Italy

CONCLUSION

The key takeaway from Action 1.3 is the recognition that each alpine territory is unique, requiring tailored solutions for remote work. Consequently, to conclude this report, we propose a tool that could help alpine territories in understanding which solutions are most suitable to work on based on their special features. For this purpose, it is essential to define the significant features of each studied territory. As we explained in the introduction of the report, our initial exploration of the three territories revealed variations in their coworking infrastructure. Within each territory, we noted some disparities between its sub-territories, particularly regarding transportation options, housing costs and availability, and internet connection quality. The table below presents the main features of each territory.

and the creation of coworking spaces could facilitate the settlement of remote workers (Italy)

We will conclude by outlining progress areas tailored to each type of territory that could enhance their ability to attract and retain remote workers. Alpine territories already well-equipped with a number of coworking spaces can study

- This table allows us to identify the two primary distinguishing features of our territories: the quantity of existing coworking infrastructure and the specific challenges encountered by remote workers. Additionally, we suggest categorising these three territories as: An alpine territory with enough coworking infrastructure but where remote workers are facing others difficulties, such as housing (France)
- An alpine territory where coworking spaces already exist but the integration of remote workers can still be improved (Austria)
- An alpine territory where the internet connection is poor

ANNEX

Territory overview: Similarities, Differences, Barriers, and Possible Solutions

Introduction
In order to co-create solutions and work together all partners needed to get to know each other. For this reason, we designed a map of each territory including characteristics, barriers, important key facts as well as good practices. During the project this helped us to better understand the difficulties and challenges the other territories are facing. At the same time everyone could also look for good practices in other countries to consider for their own territory. Following, each country is presented separately and after that focus is put on all three countries together, working on similarities, barriers and possible solutions.

Territorial Overview
Italy
Since the Unité des Commune Valdôtain Évancon is a small area often there were not enough data regarding just this area. Therefore, in the following section data and information about Aosta Valley were also collected.

Characteristics of the target area: Unité des Commune Valdôtain Évancon and Aosta Valley
The *Unité des Communes Valdôtaines Évancon* (hereinafter Unité Évancon) is part of the Aosta Valley Region which is located in northwestern Italy. Aosta Valley Region includes 74 municipalities, 60% of which have fewer than 1.000 inhabitants. The entire surface area of the region covers 3,263.25 square kilometers and in 2022 is home to 123,360 residents. The territory of the Aosta Valley ranges from 343

multiple outdoor activities. The region is also known for its cuisine, with traditional dishes including Fontina cheese and polenta.

Industry - The Aosta Valley has a strong presence of manufacturing industries, with a particular specialization in mountain equipment production. The region also has a significant food industry, producing high-quality wines and dairy products.

Trade - The region has numerous commercial and artisanal activities that contribute to the local economy. In particular, the tourism sector encourages the establishment of shops, restaurants, and hospitality-related businesses, providing employment and attracting visitors.

Energy - The Aosta Valley is working to increase the production of renewable energy and reduce dependence on fossil energy sources. The region has significant hydroelectric potential due to its rivers and streams throughout the territory. Additionally, it is experimenting with solar energy production and promoting energy efficiency in construction.

Technological infrastructure (Aosta Valley)

The coverage of optical fiber in Aosta Valley is continuously expanding, but it is not yet complete across the entire region. According to data from Open Fiber (September 2021), the main optical fiber network operator in Italy, the optical fiber coverage in Aosta Valley was at 43.1% of the population, with over 33,000 properties reached by the optical fiber network. Specifically, in the Evançon Unit, the municipalities covered by optical fiber are as follows: Verrès, Champdepraz, Arnad, Ayas, Brusson, Emarèse, Issogne, and Montjovet. The municipalities of Challand-Saint-Anselme and Challand-Saint-Victor are therefore excluded. In 2019, a new digital strategy was defined for Aosta Valley, with the goal of

dedicated workspaces in rooms and meeting rooms.

Attractiveness for tourist (Aosta Valley and the Unité Évancon)

With 27 areas designated as Sites of Community Importance and 5 Special Protection Areas (SPAs), Aosta Valley is the European region with the highest concentration of protected areas. With its mountainous landscape and abundant natural resources, it offers numerous outdoor activities such as hiking, trekking, skiing, and climbing. Furthermore, it is known for its rich history and cultural heritage, with numerous castles, churches, and other historical monuments scattered throughout the region. The Unité Evançon and the Val d'Ayas encompass a land of glaciers and vast forests, villages, and castles. The waters of the Evançon stream divide this valley from Verrès to Champoluc. Challant-Saint-Victor and Challant-Saint-Anselme are the main centers in the lower part of the valley, from where you can admire the enchanting environment of the Becche di Challant and the Graines Castle, which provides access to Brusson. Brusson, dominated by Mount Zerbion, is ideal for hikes, during which you can enjoy its alleys, beautiful medieval residences, and, above all, the numerous fountains.

Champoluc, from where you can admire the Monte Rosa, is the starting point for excursions, climbing, and skiing slopes, depending on the season. Besides its wonderful natural heritage, the town combines an interesting historical heritage linked to Walser culture. The heart of the village is the parish church of Sant'Andrea, the patron saint of the town. Antagnod is reached after a few minutes of scenic ascent that offers breathtaking views of the upper valley and the Monte Rosa. It is here that the massif presents its most beautiful

view. Antagnod is a land of traditional activities, including

Characteristics of the target area: Pays du Gran Briançon-nais, Ecrins et Guillestrois-Queyras

Active population
Job pluriactivity rate
Population age
Second homes

Population dynamics and characteristics

This region shows a strong demographic dynamism and 85% of the population is active. However, half population had to diversify their competences because of employment seasonality. Generally, working for tourism companies, they're not high graduated but specialized in specifics tourism activities. In contrast, graduated young people tends to leave the region for bigger cities to find more qualified jobs just after school and even if some of them return older, there is a lack of active youths in this area. That is why, for several years now, the population age is increasing, and the number of retired people is too. However, current new inhabitants, coming from other regions, can be high qualified as remote workers working for big firms or healthcare workers but also season workers. They generally came to increase their quality of life or to raise their child in a better environment.

Main economic indicators

The region is not poor with a GDP of 30 864 € per inhabitants. Consequently, the poverty rate (13,4%) is under regional's and nationals' levels. However, in this area, people usually fight to find a place to live. You must know that 80% of houses and apartments are seconds homes. This, and other facts as region landlocked situation, participates to the increasing of rents, houses prices but also food's and energy's costs. For example, domestic energy expenditure exceeded €2,600 per household and per year in the region, while in France, this expenditure amounted to an average of €1,500.

Labor market dynamics

The *Pays du grand Briançonnais, Ecrins et Guillestrois-Qu*

Attractiveness for tourists

With two protected parks (one national, the *Ecrins*, 76,776 ha, located in the *Pays du Grand Briançonnais*; the other regional, the *Queyras*, 66,330 ha, located in the *Guillestrois-Queyras*), the *Pays du Grand Briançonnais, Ecrins et Guillestrois-Queyras* region offers a nice place to stay or live with regards to its high level of quality of life. Also, with 105 historical monuments and a medieval city, the enhancement of his heritage largely ensures the cultural offer on the territory. In contrast, living culture is little present daily, except seasonally, and poorly coordinated. To attract people, this region can also count on a high diversity of sportive practices (ski, bike, alpinism, canoe, etc.).

Austria

Characteristics of the target area: Municipality of Doren

The municipality Doren is located in the region Bregenzerwald. The Bregenzerwald is one of eight territories in Vorarlberg and consists of 24 municipalities. In total 32.336 people have their main residence in the Bregenzerwald and are spread on 550km^2. Since Doren is rather small often there were not enough data regarding just the municipality. Therefore, data about either the region Bregenzerwald or the whole of Vorarlberg has been collected. Nevertheless, the same dynamics apply to Doren, the Bregenzerwald and Vorarlberg.
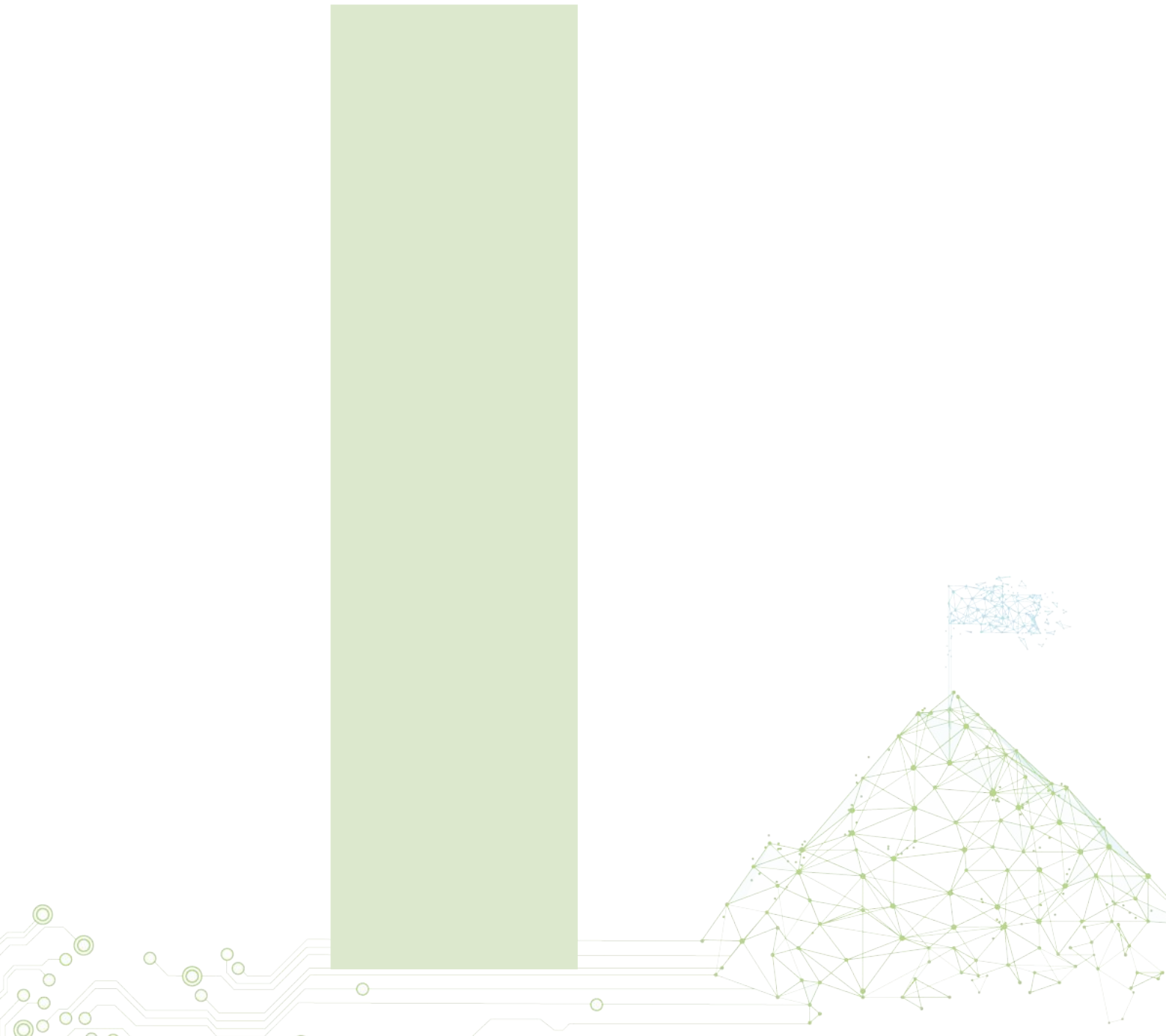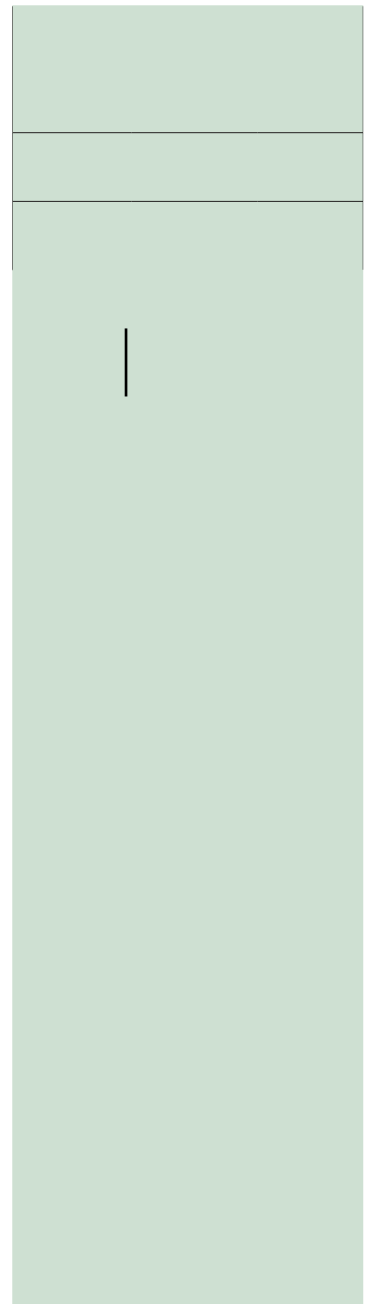
Geographical indicators

Vorarlberg is located in the very west of Austria with borders to three countries: Germany, Switzerland and Lichtenstein (external border of the EU to Switzerland). Size as well as population wise Vorarlberg is the second smallest state of the country (2602km²). 23 percent of the region are alps and 36 percent are forest being the reason why the state has some particularly high populated areas (mainly the lowlands). The municipality Doren (550km²) is located in the region Bregenzerwald in the more alpine part of Vorarlberg. Its village centre lies at an elevation of 711 meters.

Population

Population growth in Vorarlberg is forecasted to rise around 6.6 percent until 2025 mounting to a total of approximately 430,400 inhabitants. However, the growth concentrates on the regions Rheintal, Walgau and Leiblachtal, which are Vorarlberg's biggest lowlands. Furthermore, these are already highly populated areas. Outstanding growth is forecasted for the district Dornbirn and Feldkirch. Some mountain areas, also the Bregenzerwald, will experience a slight below-average growth (Sonnweber, 2022).

The population in the Bregenzerwald is distributed as follows: 17.6% are kids to the age of 15 (excluding 15), 60.2% are adults from the age of 15 to 60 which represents 19,131 people. Currently 22.3% of the population in the region are elders from the age of 60 (including 60) (Sonnweber, 2022).
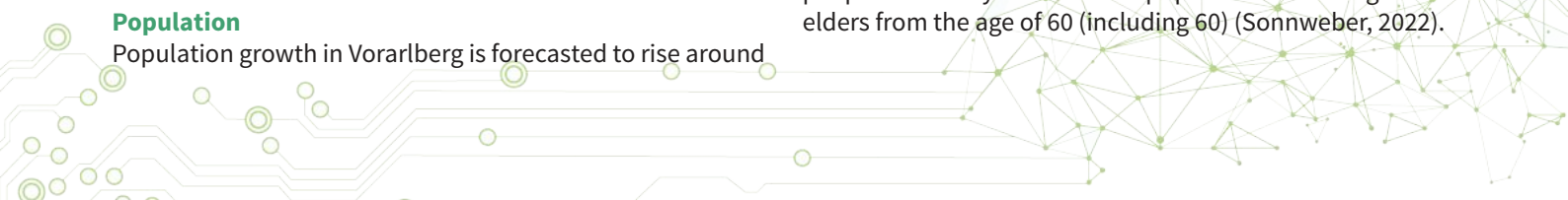
Labour market

The whole state Vorarlberg has a working population of 202,890 people. Since the state borders to three other countries many people also commute, mainly to Switzerland and Lichtenstein (in total 17,076 people) (Mitterlechner & Weber, 2022). The unemployment rate is currently rather low with 6.5% (11,625 people) and in the region Bludenz-Bregenzerwald the rate is even lower at 4.1% (*Arbeitsmarktdaten Österreich » aktuelle Berichte | AMS*, n.d.; Mitterlechner & Weber, 2022). Even though many political steps have already been taken in order to create a more women friendly labour market, the unemployment rate of women is still slightly higher than the one of men. In comparison to the whole of Austria, Vorarlberg has the biggest gender gap (on average a difference of 605€). In general the labour market is despite the current political and economic situation robust and will likely not change drastically, yet making forecasts is rather difficult at the moment (*Arbeitsmarktdaten Österreich » aktuelle Berichte | AMS*, n.d.). A trend that is steadily developing not only in Vorarlberg but the whole of Austria is the growing number of older people, the wave of retirements in the upcoming years (especially from the baby boomer generation) and the low-birthrate generations that are in or enter the labour market. This creates an imbalance in the labour system which not only makes it difficult for the working population to compensate this uneven distribution of people but also contributes negatively to the skill shortage. All these factors call for changes and developments in the current labour market. (*Arbeitsmarktdaten Österreich » aktuelle Berichte | AMS*, n.d.) Regarding the possibility to work from
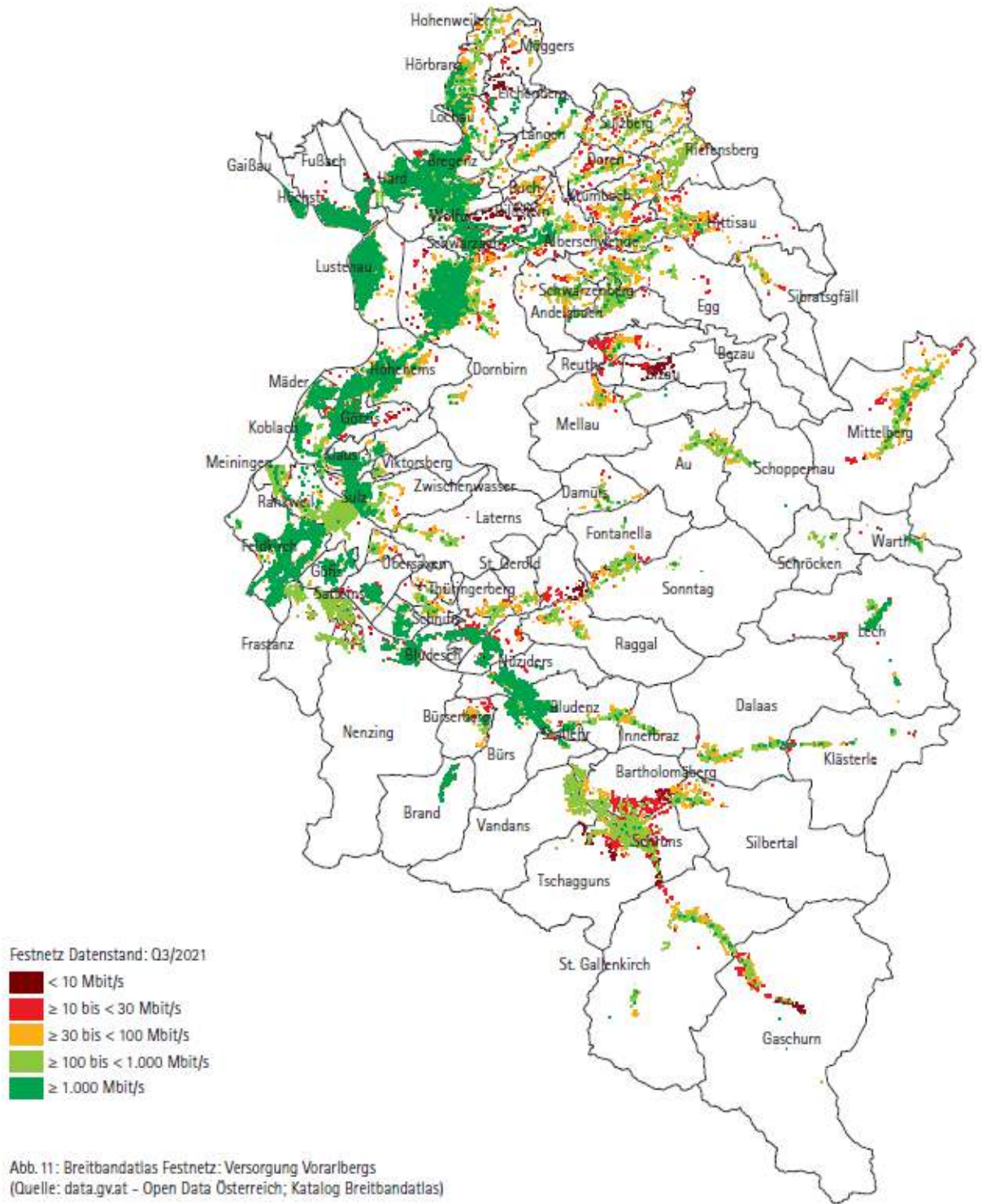
Land Line Vorarlberg

Festnetz Datenstand: Q3/2021
< 10 Mbit/s
≥ 10 bis < 30 Mbit/s
≥ 30 bis < 100 Mbit/s
≥ 100 bis < 1.000 Mbit/s
≥ 1.000 Mbit/s

Abb. 11: Breitbandatlas Festnetz: Versorgung Vorarlbergs
(Quelle: data.gv.at – Open Data Österreich; Katalog Breitbandatlas)

Figure 1: Land Line Vorarlberg
Original source of data: data.gv.at – Open Data Österreich;
Katalog Breitbandatlas
Source Illustration: (Amt der Vorarlberger Landesregierung
Allgemeine Wirtschaftsangelegenheiten, 2022)
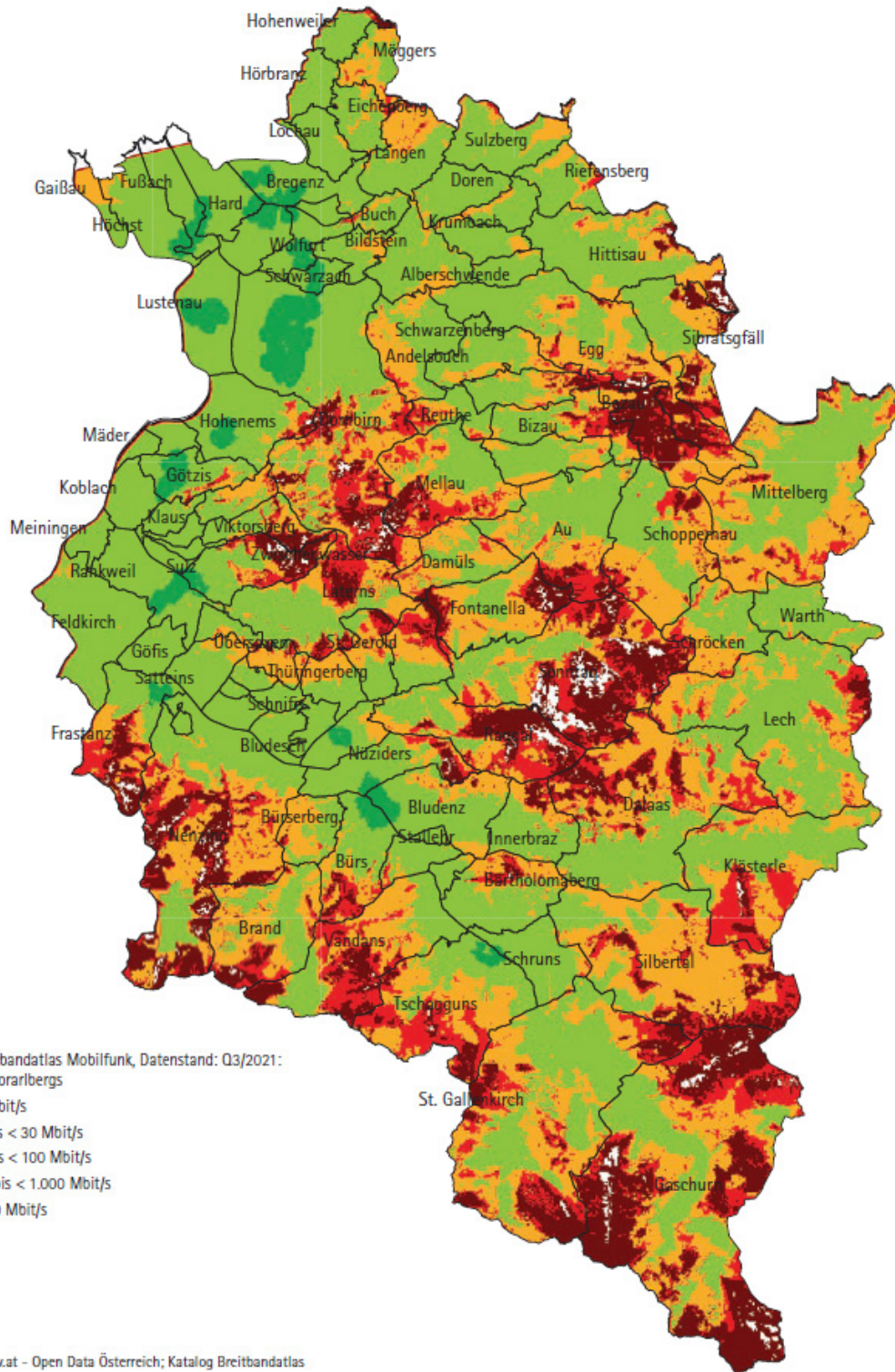
Cellular Network Vorarlberg

Figure 2: Cellular Network Vorarlberg
Original source of data: data.gv.at – Open Data Österreich;
Katalog Breitbandatlas
Source Illustration: (Amt der Vorarlberger Landesregierung
Allgemeine Wirtschaftsangelegenheiten, 2022)

COMPARING THE COUNTRIES

The three countries mentioned in the initial passage (Italy, France, and Austria) share some common characteristics and challenges:

Characteristics

Mountainous Terrain: All three countries have regions characterized by mountainous terrain. The Aosta Valley in Italy, the Pays du Gran Briançonnais, Ecrins et Guillestrois-Queyra in France, and the Bregenzerwald in Austria are all situated in mountainous areas.

Tourism-Dependent Economies: These regions heavily rely on tourism as a key economic driver. They attract tourists due to their natural beauty, outdoor activities, cultural heritage, and historical sites. Tourism provides job opportunities, and the seasonality of the work is a common feature in these mountainous regions.

High Cost of Living: The cost of living in these mountainous regions tends to be higher compared to other areas in their respective countries. Factors such as second homes, high energy and housing costs, and limited real estate supply contribute to the elevated cost of living.

Demographic Trends: All three regions face demographic challenges, including an aging population and a decreasing number of young residents. Younger generations may leave these areas in search of better job opportunities in larger cities, while new inhabitants may move to these regions to improve their quality of life.

Challenges in Healthcare Services: All three regions experience difficulties in providing adequate healthcare services, with some areas facing medical desertification. The central-

maintain a work-life balance. Remote workers may find it hard to "switch off" work mode. Solutions include setting clear boundaries and schedules and creating dedicated workspaces.

Career Progression: The lack of local career opportunities and networking events can hinder career progression. Solutions include seeking online professional development opportunities, attending industry conferences virtually, and joining remote work-focused professional groups.

Isolation and Loneliness: The isolation of remote work can be compounded in regions with a lower population density. To address this, consider joining online communities, engaging in local cultural events, and participating in remote work-related webinars.

Ideas and possible Solutions

Digital Skills Training: Encourage local initiatives or government support for digital skills training. This can help locals become more qualified for remote work opportunities, as seen in Pays du Gran Briançonnais, Ecrins et Guillestrois-Queyras.

Promote Remote Work: Local governments can promote the benefits of remote work and attract remote workers by highlighting the regions' unique attractions, such as the high quality of life, natural beauty, and cultural heritage.

Tech Investments: Invest in technology infrastructure and digital services to improve internet connectivity. This includes fiber optic network expansion and increasing network coverage.

Housing Initiatives: Consider creating affordable housing projects or offering housing subsidies to remote workers as

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