



Multifunctional role of women as a key driver for rural development

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**MORE research study on multifunctionality of rural
women as a new paradigm for rural development**

**Snapshot at EU Level and National Levels for:
Spain, Poland, Italy, Greece, and Romania**
Compiled and Prepared by SEERC





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Overview of the Research

This report forms the foundation for the first extensive study within Europe on the multifunctional role of women in rural areas. One of the key aims of this project is the development of understanding new ways to promote development and regeneration of the EU rural contexts. Rural women still face serious disadvantages, compared not only to rural men, but also to urban women. Despite policy efforts, results of recent studies and reports show that progress remains insufficient.

An analysis was undertaken at the EU level and within each of the countries represented within the partnership, namely: Spain, Greece, Italy, Poland, and Romania. Each of these reports, in and of themselves, represents a unique view within these areas.

Within each of the country level analysis undertaken, a methodology was followed to ensure that the following areas of analysis were effectively covered:

- Definition
- Policy Framework
- Best Practices
- Training Needs
- Co-Creation Examples

It is important to note that this report also dovetails with, and creates an inseparable connection with, two additional MORE research output, namely: 1) An Analysis of Co-Creation and Community Engagement Approaches for Enhanced Rural Women's Role; and, 2) A Macro Level Analysis of the Multifunctionality of Women in Europe: A Labor Market Perspective

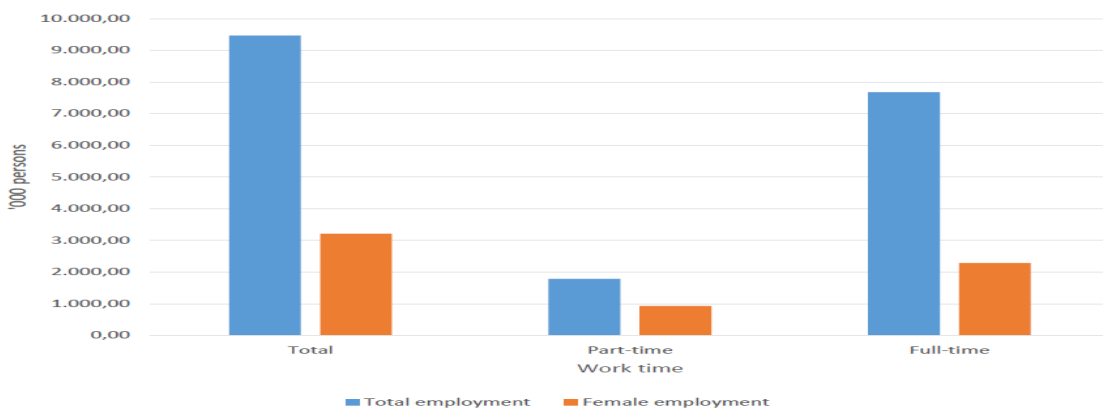
The report begins with an overview of the higher EU policy level analysis to provide the broader context. Next, each of the areas covered at the national levels are integrated to provide the foundations for understanding how the macro (EU level) coincides or diverges at the national level.

EU Level Policy Perspective

One of the main goals of the European Union is to establish equality and solidarity between member states and seeks to reduce inequalities that exist among different member states. This elimination of inequality does not refer only to the macro level, but also to the micro level of eliminating inequality between the genders as well as eliminating inequality between women in rural areas and women in urban areas, which is the the focus of the MORE project. The question arises, how far has the European Union really succeeded in its goal of reducing all kinds of inequality between member states?

“Globally, women remain less likely to participate in the labour market than men, they are more likely to be unemployed than men, and are over-represented in informal and vulnerable employment. Also, women bear disproportionate responsibility for unpaid care and domestic work. As a consequence, women are less paid than men on a global scale, and the gender pay gap is estimated to be 23 percent.” (European Parliament, 2019). Exhibit 1 only confirms the previous quote. It can be seen that there is a huge gap between total employment and employment of women in the 28 EU member states - in all three categories.

Exhibit 1. Total and female employment in agriculture, forestry and fishing by working time, EU-28, 2018



Source: European Parliament (2019)



What is particularly concerning is the gap in the full-time category. The mentioned gap can further worsen the position of women in society through several different channels:

- without a higher number of full-time employed women, the wage inequality may further worsen in favour of men
- there is a danger of a decrease in the number of women in rural areas through their relocation to urban areas
- without full-time employment, fewer women decide to have more children
- the demographic situation of rural areas may further deteriorate

There are several examples of good policy frameworks in different Member States which aim to improve the position of women in rural areas.

In Germany, women from rural areas are brought together through the German Association of Rural Women. Through its activities, the association strives to improve the position of women in rural areas but also highlights the main problems that women face. Inequality of pensions, women's migration to cities, lack of transport services, managing family and business life, etc. are just some of the difficulties faced by women from rural areas in Germany. Furthermore, through the European Agricultural Fund for Rural Development France introduced the topic of gender inequality in primary schools in rural areas. *"The project's activities included training school teachers, sourcing appropriate facilitation material (i.e. children's books on gender equality), coming up with creative workshops for students and also communicating and promoting activities within the local community"* (European Parliament, 2019).

On the other hand, in the province of South Tyrol, Italy implemented a program of Learning - growing - living with women farmers. Working with children, women farmers tried to develop children's awareness about the environment as well as the opportunities offered by living in rural areas. Similar to France, Belgium also used the programs of the European Agricultural Fund for Rural Development. The program aimed to develop the appropriate skills for farmers which they will use when providing adequate care to crops, livestock and land. Ultimately, the program ended with 300 new professional farmers able to provide care services. Furthermore, Spain implemented the program "Adding value to traditional rural products" also using funds from the European Agricultural Fund for Rural Development. The program resulted in 47 new jobs with 70% represented by women.



Through its Business Development for Women program, Sweden focused on the development of women's entrepreneurship in rural areas. The program is primarily focused on acquiring skills for creating business plans for women. However, unlike others, Sweden takes advantage of social networks through which female entrepreneurs make networking and support each other. One of the good examples of the inclusion of women in social life is a project of Social Innovation in Marginalised Rural Areas in Estonia. In order to solve the problem of unemployment, local people have developed a smart working centre. Through the centre, women share knowledge, take care of children, improve competencies and become competent teams for participation in the labour market.

Another example of the Social Innovation in Marginalised Rural Areas project can be found in the Rodopi Mountains in Bulgaria. The purpose of the project was to connect the younger and older population in a rurally isolated area of Bulgaria. Additionally, one of the goals was to encourage the unemployed population to undertake entrepreneurial activities. An example of a good project that includes coordination between several partners can be found in Croatia. Four different partners participated in the project "European opportunities for rural women": Centre for Education, Counseling and Research, K-zone (gender and media association), a local radio station, and women's association HERA. The goal of the project was to bring women from rural areas closer to the opportunities provided by Croatia's membership in the European Union. Similar to the program in Sweden, the partners shared the results of the research on social networks, thus connecting women from different rural areas of Croatia. In order to preserve rural areas, Ireland has adopted a Rural Development Policy 2021 – 2025. Some of the most important guidelines are as follows:

- Invest significantly in remote working infrastructure to enable more people to live and work in rural communities, with good career prospects, regardless of where their employer is headquartered.
- Examine the potential to introduce specific incentives to encourage remote workers to relocate to rural towns.
- Invest in water and wastewater infrastructure to support the development of rural towns and villages.
- Deliver a suite of new measures to support the development of Social Enterprises in rural areas to increase their social, economic and environmental impact and contribute to job creation locally.
- Ensure that public transport services in rural and regional areas are accessible to persons with disabilities and reduced mobility.
- Support generational renewal, including young farmers and women in agriculture, through measures including the CAP, taxation measures and access to finance initiatives. (Government of Ireland, 2021)



Definition

One of the key elements in understanding any particular area of development is in defining the understanding and foundation of a concept or area of concern. Within this framework we have identified no clear definition of multifunctionality as it relates to women in rural communities. While general understanding of the concept revolves around countability and non-countability, and coming from the root word multifunctional, its specific contextual definition is lacking across the partner countries.

The concept of the “multifunctional role of rural women” in Europe is traditionally understood as the multiple roles of women within rural societies, encompassing, among other things, social, labour, and family aspects. As highlighted in a European Parliament report, women with this multifunctional role could save Europe's rural areas, whose populations have been declining (Petir & Senra Rodríguez, 2017). To this end, the notion of multifunctionality in the role of women is critical for the future of rural development because other economic, social, cultural and environmental activities in rural areas should combine towards boosting female employment. But yet without a clear gateway definition this becomes more challenging and open to interpretation.

Rural women appear to be constantly involved in new organizational forms (associations, foundations). The role of women involved in rural and communal self-government and participation in public life and territorial partnerships is also increasing. As such, these activities, which are aimed at the development of rural areas, are not necessarily included within current multifunctional perspectives.

The 2017 European Parliament resolution (2016/2204(INI)) stipulates, among other suggestions, that the supporting of work-life balance reconciliation efforts, the boosting of new job opportunities, and better quality of life in rural areas, as well as the encouragement of women to undertake projects is of critical importance. For example, historically, rural women in Spain have been associated with concepts such as the invisibility of work, pluri-activity, the informal economy, domestic service, and family care (Pérez Rubio, 2017). Therefore, even though the concept of multifunctionality has not been developed in partner countries, rural women perform a multiple role that sustains the rural environment, working in the fields, often without social security contributions, carrying out household chores, and caring for children, the elderly and dependents.



What is also important to remember is that it is not only European women fulfilling multifunctional roles, but also immigrant women, who participate in sustaining the rural environment thanks to their activity, usually in precarious conditions and taking refuge in gender stereotypes and roles.

Overall, it is concluded that the multifunctional role of rural women is a reality and, although there is no formal definition, the situation is similar in participant countries to that of the rest of the EU countries. Although no official or formal working definition regarding multifunctionality appears present, it is clear that the multiple roles of rural women are indirectly acknowledged and addressed in various contexts.

Policy Framework

Policy frameworks across the participant countries appear fragmented and haphazard to say the least. Participant countries are all experiencing similar problems and concerns related to their rural environments but their policy approaches differ substantially from reactive to proactive.

Regarding the political framework around the multifunctionality of rural women in Spain, there are a series of laws and measures aimed at promoting a better quality of life in rural areas and preventing migration to the cities, such as Law 45/2007, of 13 December, for the sustainable development of the rural environment, or Law 35/2011, of 4 October, on shared ownership of farms, with the aim of increasing women's participation in agricultural organisations and making their work on farms more visible, promoting equality and quality of life. In addition, the Spanish Government, with the aim of improving the socio-labour inclusion and economic participation of rural women, has had several plans aimed at promoting equality, the most recent being the Plan for the Promotion of Rural Women 2015-2018. Although this plan has already been implemented, its main objectives are still valid and are part of the political agenda of the country, while working on the next action plan with new measures to contribute to better conditions for rural women.

In Romania the term 'multi-functionality' is not explicitly used at the national level and thus the evolution at policy level is not easily trackable. In Poland reducing gender inequalities is possible through a variety of state-supported programs yet 150 years have passed since women in the Polish countryside began to organise themselves and operate in the Polish countryside and the integration of opportunities to improve the situation of women, their empowerment, brought about by the new concept of rural development, is still an open issue. In Greece, 2021 research revealed that the majority of rural women did not have any advisory support in setting up businesses because such structures are rare in the Greek



countryside thus they have been unable to take advantage of women's entrepreneurship support programs dedicated to these environments.

In Italy, the Ministry of Agriculture, Food and Forestry, as part of the strategy to improve and strengthen the presence of women in agriculture, implemented a measure called "Women in the field". The idea is that all women who invest in agriculture, regardless of age, can receive an interest-free mortgage loan, the costs of which will be borne by the state. The maximum amount of an individual mortgage loan with a zero rate is 300000€, and the total amount approved for allocation is 15 million euro. Its goals include:

- 1) Increasing yield and the global sustainability of farms.
- 2) Improving agronomic and economic conditions and animal welfare.
- 3) Constructing and optimising infrastructure related to the development, adaptation and modernization of agriculture.

Best Practices

Despite varying policy frameworks there appear to be a number of what can be considered best practices both inside MORE participating countries. What is interesting is that many of these practices appear to be inside the area of agriculture and agri-tourism, somewhat stereotypical of rural environments. As well, they tend to be private initiatives rather than policy-level interventions which is in alignment with the discussion around policy frameworks discussed earlier. While each of the country reports have identified multiple best practices, we will focus on a cross-section in this report.

Spreading best practices is an effective way to inspire people to achieve things similar to those outlined in the good practices. In the case of the MORE project, best practices around rural women as a target group allow their multifunctional role in society to be better known, and they themselves can be inspired to improve their own situation, while also encouraging other people and institutions to support their development.

In Romania, through TalentA¹, a programme developed by Corteva Agriscience for women in rural areas, involved in agricultural activities, willing to make their business more durable, dynamic and competitive, while supporting the development of their own communities, the best business plans are awarded. The programme is at its 3rd iteration and each year the winners are announced on the International Day of Rural Women (October 15). Furthermore, a cooperation agreement has been signed between 15 local entities

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<https://www.corteva.ro/produse-si-solutii/campanii/programul-talenta-corteva-romania/editia-2022-program-talenta-romania.html>



(producers, processors, individuals and organisations) in order to facilitate a short supply chain for a local agri-food brand and its 'food basket' product. Following on from its success, other farmers joined in expanding the product offer; the brand has been launched through local media, events and workshops, a partnership has been signed with a local restaurant and the project inspired other partnerships to be developed in the area.

In 2021 in Spain, the Mental Health Federation of Castilla y León promoted a course on "Rural Women and Mental Health" as an accredited university training, with the aim of specialising students in social intervention with women in rural areas with their own experience in mental health. The course was targeted at promoting collective support networks, personal and collective empowerment, inclusion, and leadership of rural women and was formally accredited by the European University Miguel de Cervantes, with professionals specialised in the field. In 2010, in the rural area of Campo de Gibraltar, in the south of Spain, the Association "El Avío" was set up by 4 women, with the aim of covering the needs of quality food at home in kindergartens and in the homes of dependent and elderly people in the area. Later, the association became a women's association specifically for catering management, alleviating the workload traditionally associated with women while creating decent jobs, as some of the women working in the association were long-term unemployed and lacked specific training. As a result, they now have 13 women cooking, delivering and administrative staff, who each day deliver more than 500 meals a day to children and 80 to the elderly, dependents and immigrants. In 2019 they won the first award for excellence of innovation in diversification of economic activity, in the framework of the 10th edition of the Awards for Excellence in Innovation for Rural Women of the National Rural Network (RRN) in Spain.

In Italy a best practice is related to the Fattoria del Colle, a farm located in the Italian province of Siena. Since 1998, the farm has been managed by Donatella Cinelli Colombini, who inherited it from her ancestors. Today, the farm consists of 160 hectares of cereals, 6 hectares of olive trees and 22 vineyards (vine production represents the core business). She was one of the first in the wine industry to introduce Open cellar events. The all female staff now numbers close to 700 and the structure is dominated by women with degrees in the field of agriculture and enology who do not see work as an obligation but as a choice of life.

In Poland, on March 8 2022 the Deputy Prime Minister and Minister of Agriculture and Rural Development Henryk Kowalczyk handed over the acts of appointment to the Women's Council in Agriculture where women became the heads of agricultural institutions subordinate to the ministry. The tasks of the Women's Council in Agriculture were formed to:

- analyse the current situation of women in rural areas and identification of problems;



- recommend and undertake initiatives to improve or strengthen the position and role of women in rural areas and their activation, as well as to counteract discrimination, in particular, against women with special needs (disabled);
- initiate and support social actions, trainings, debates, conferences as well as social programs and campaigns raising social awareness of women's rights, issuing opinions on draft legal acts concerning areas directly or indirectly related to equality and the situation of women and girls;
- cooperate with organisational units in the Ministry of Agriculture and Rural Development and units subordinate to or supervised by the Minister of Agriculture and Rural Development in the field of activities for equality and respect for women's rights, including family policy, access to health care, mental health prophylaxis, protection against violence, professional activation and equality in all areas of life;
- support activities aimed at promoting: good practices in agriculture and processing, organic food, rural heritage and culture, positive aspects of living in non-urbanized areas; and,
- undertake other activities directly or indirectly related to the broadly understood situation of women in agriculture.

In Greece, women in rural communities have self-organised to create associations and cooperatives – estimated to be over 50. Some of the key reasons behind the motivation of women to create agritourism cooperatives have included:

- a) *Financial and professional*: to combat female unemployment, acquire a profession, income, insurance and pension rights, participation in local economic and social development. The collective nature of cooperatives allows for sharing of business risk and responsibilities, and higher possibility of securing loans.
- b) *Social*: to allow the combination of professional and family activities as well as socialisation.
- c) *Personal*: to reveal the abilities and skills related to house chore tasks and the overall invisible work undertaken by rural women. This allows for gaining additional confidence and recognition by further participating in associations.

These Greek cooperatives have been particularly active in the following fields:

- a) Agritourism [accommodations, guesthouses, rented apartments, rooms, houses, etc. cultural, ecological activities]
- b) Crafts (textiles, embroidery, traditional costumes etc.)
- c) Processing (production of baked goods and foodstuffs)
- d) The production of organic and local products (tsipouro, oil, mastic, trachanas, noodles, etc.)
- e) The production desserts and catering products
- f) Catering



Training Needs

The training needs related to the multifunctionality of rural women are naturally varied given the number of different activities they are involved in and are responsible for within their communities. What has been identified across the countries is that, apart from the general training offered within countries, targeted training related specifically to the needs of rural women is quite absent despite some pockets of activity in some countries. What is clear is that many of the activities are fragmented and primarily focused on building agrarian knowledge as opposed to the fundamentals of entrepreneurship including digital transformation. There exists a dynamic need to much more directly understand the needs of rural women from a holistic perspective and tailor training more directly to their circumstances and geared towards their personal future success as well as that of their communities.

Although there are good examples of public and private sector training in Spain aimed at improving the skills of rural women, none of these programmes focus on the multifunctional role of women in rural areas. Within public sector institutions examples include:

- **Desafío Mujer Rural (Rural Women Challenge).** One of the most complete and well-known, promoted by the Women's Institute. It provides online training in business, marketing, digital communication, among others and disseminates and recognizes initiatives, studies, and news of relevance to rural women.
- **CERES Programme.** This programme focuses on training rural women in basic skills such as computer use, information search and digital participation from a gender perspective and is also promoted by the Women's Institute. More than 1,000 people have been trained.
- **Support Programme for Women in Rural and Urban Areas.** The Andalusian Regional Government is developing a support programme for rural women that aims to reach more than 6,000 women through individualised itineraries to improve the skills of unemployed women.

Examples from the Spanish private sector include:

- **Extraordinarias (Extraordinary women).** Virtual programme on digital skills and digital marketing promoted by Facebook and aimed at training 1,000 women entrepreneurs in rural areas throughout Spain.
- **Digitalizadas (Digitalised women).** This programme organised by Google aims to promote the acquisition of digital skills and the use of technological tools for women in rural areas. More information in <https://digitalizadas.org/>.



- **Rural Women University.** This programme is a collaboration between public (Ministry of Economy, Industry and Competitiveness) and private (Caja Rural Castilla-La Mancha Foundation) institutions. It focuses on developing the talent and leadership of rural women in Castilla-La Mancha.

In Italy, The Empowering Women in Agrifood (EWA) program was organised by the Future Food Institute in cooperation with the representative office of the European Commission in Italy. Participants apply for training and personalised mentoring with a business expert and can receive six-months of training related to creating business solutions (live or online). Namely, the program supports women to bring their ideas and startups to a higher level through training, mentoring, networking and financial opportunities. As well, the CESIE ("European Center of Studies and Initiatives"), a partner of the InnovAgroWoMed project in Italy, held a free training program for young women aged 18 to 45 living in Sicily to enable young women to acquire new knowledge, skills and tools necessary for starting entrepreneurial activities in the agricultural and food sector or for training in the field of food processing.

In Romania no dedicated measures to encourage participation of women from rural areas in formal agricultural training or entrepreneurship training could be found despite the fact that agricultural training is a prerequisite in order to access specific types of funding, thus limiting women in rural areas to access financial resources and grants. Training that is available is generally addressed at students and of a 3-year duration. The Agency for Rural Investment Financing (AFIR) offers two free courses for farmers related to agriculture and the environment. More initiatives and training specifically designed for the target groups of rural women could be found within the private sector including training. One example is the training offered by Corteva Agriscience, through its TalentA programme. Targeting vulnerable women in Valea Hartibaciului (Sibiu county), the 'Digital Center for Women' implemented by Hosman Durabil Association and Orange Foundation with the involvement of other relevant organisations active in the field of rural development and promotion of equal opportunities, seeks to build digital competencies.

In Poland, training available for rural women was difficult to find given its general fragmentation across the country. The Minister of Agriculture and Rural Development runs and supervises 45 schools related to general forms of agricultural training. These institutions offer training in 25 professions for young people members of agricultural households. Different training offered by private companies and schools are available for young farmers with focus on obtaining qualifications in the profession of a farmer, and therefore the possibility of applying for subsidies and bonuses.



Within the Greek context it is important to understand the framework of women in rural communities. The typical woman in the in the Greek countryside is middle-aged, married, with an average education level, without training and specialisation, without life experience in an urban centre, and has turned to entrepreneurial activity not only as a way out, for self-employment (80% are 'born' local and always lived rurally, of which 38% have only a primary education). Through the remarkable increase of women's agricultural cooperatives through the assistance of the Hellenic General Secretariat for Demography and Family Policy and Gender Equality, that provided legal information for women as well as subsidised vocational training and education programs dedicated training opportunities have been nearly impossible to track. The implementation of LEADER EU programs, and related Integrated Rural Development Programs (IRDPs), have also played an unmeasured role in training throughout the country.

Co-Creation Examples (Bottom Up Approach / Observatory / VET Training)

The process of co-creation is a process, together with community hubs, that is intended to shape new and innovative ways of improving education and the participation of citizens, particularly women, in rural areas of the EU. It involves building relationships between stakeholder groups and sharing of knowledge and resources for mutual benefit. In the case of rural development, which is characterised by the collaborative economy, associations, and cooperatives, having a space such as a community hub makes it possible to promote synergies between all the parties involved, boosting the development of the rural environment.

What has been identified is a lack of initiatives and activities specifically aimed at rural women. This will contribute to the MORE project's objectives of improving access to and quality of training opportunities and qualifications for rural women in the EU, as well as making the project an instrument for the development of rural areas by empowering women who perform a multifunctional role.

Some examples of co-creation related to the development of rural areas in Spain:

- **HUB GENERA, Faenando futuro (Farming the future)** <https://hubgenera.org/>. A platform for dynamisation, and innovation aimed at exploring and promoting new forms of job creation for rural women with mental health problems in the productive sectors of care and proximity services. Coordinated by the Confederation Mental Health Spain, the hub aims to boost collective intelligence and teamwork, foster social entrepreneurship, promote diversity, analyse good practices, and create synergies between stakeholders.



- **Barrax Rural Innovation Hub** <https://barraxhub.com/>. A pioneering centre that works to promote entrepreneurship, innovation, and knowledge transfer for rural development. It conducts activities to promote research conferences, business meetings, networking, attracting European funds, information, and experimentation.
- **El Valenciano Rural Innovation Hub** <https://ruralinnovationhub.com/>. A meeting point for technology and innovation demonstrations in the rural world, to help optimise resources, sustainability, and productivity in the agri-food sector. Its training and networking activities help to create synergies between rural stakeholders.

In Italy, in the region of South Tyrol, as part of the project Social Innovation in Marginalised Rural Areas (SIMRA) a group of female farmers takes care of children on farms and thus diversifies the farm's income while at the same time encouraging children's interaction with nature. Furthermore, the social cooperative started a training program for women farmers to provide childcare on their farms. In addition, women through teaching, nursing, health or therapeutic professions on the farm encourage further empowerment of female farmers and provide additional income in rural areas. As part of the Social Innovation in the Agri-food sector for Women's Empowerment in the Mediterranean Sea Basin (InnovAgroWoMed) project, local women entrepreneurs in the agribusiness sector told inspiring stories about the origin of their businesses to future entrepreneurs in order to advise, inspire and share good practices with them. This training is also an opportunity to call for tenders for sub-grants.

In Romania, co-creation is a relatively new concept few activities were identified especially within the fields relevant to the MORE project. One such activity, although not explicitly named 'co-creation' took place in 2016 in a rural community in Alba County, bringing together representatives of the local community and public administration. "Project for the future of Ciugud, for women" – the Local Council of Ciugud commune organised in 2016 a public debate dedicated to the female citizens. During the debate, working groups were formed by localities and women were invited to come up with ideas about what kind of projects they would like to see implemented in their localities. Many of the ideas discussed were subsequently implemented by the local council.

In Poland, similar to Romania, limited co-creation activities have been identified. The AgriNatura Foundation (<https://agrinatura.pl/>) started in 2019 a new **Erasmus + project WORA** - i.e. ICT for Women in Rural Areas with the partnership of 4 organisations: AgriNatura Foundation (Poland), Kisleptek (Hungary), AMA Centar (Serbia) and EcoRuralis (Romania). The main objective is the exchange of good practices between partners involved in activities in rural areas. The target group are women - rural residents, often deprived of the ability to use a computer or the Internet. The lack of these basic skills causes social exclusion, known as digital exclusion.



In Greece, women's rural cooperatives and associations have played a critical role in co-creation, primarily from a bottom-up approach. With over 50 women drive organisations, a national association (<https://womenassociations.gr/>) has been formed providing for even greater co-creation opportunities. ELGO-DIMITRA ("GREEK AGRICULTURAL ORGANIZATION" (<https://www.elgo.gr/>) is a not for profit organisation that belongs to the wider Greek Public Sector, has administrative and financial autonomy, operates in the public interest, and is supervised by the Greek Minister of Rural Development and Food. The basic mission of ELGO-DIMITRA is the scientific and technical support of the Greek Minister of Rural Development and Food in planning and supporting the implementation of its policy in its context of the EU Common Agricultural Policy and the Common Fisheries Policy. Their activities have included a variety of co-creation activities including rural women related to Research: (promoting innovation, conducting research, disseminating knowledge, technology and consulting services in all sectors of the agri-food chain) and Education & Training (the provision of agricultural vocational education and training).

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² Please note that the materials contained are based on the individual country reports where full bibliographical references are provided