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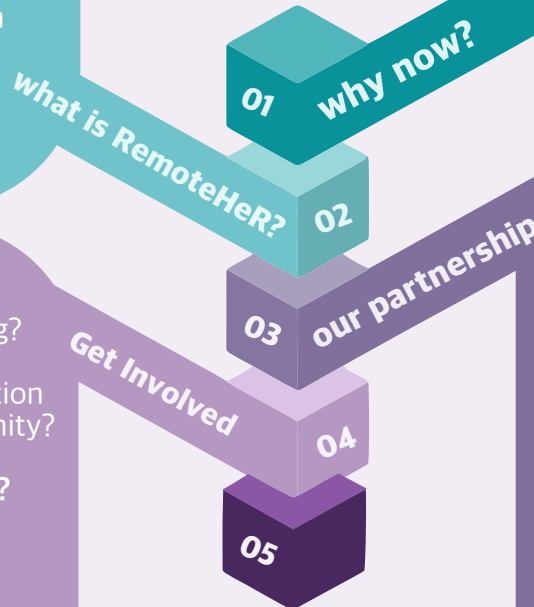
RemoteHeR is a European cooperation partnership in vocational education and training (Erasmus+ KA220-VET) that responds to growing demand for skilled professionals in remote and hybrid HR roles - especially among women facing barriers to traditional employment.

Our Mission:
To develop high-quality, competency-based training in digital HR skills and make it accessible to women, VET educators, and organisations across Europe.

Our Vision:
A workplace where women thrive in flexible, remote HR roles with the skills, confidence, and support to succeed.

The shift to remote and hybrid work is accelerating. HR has become increasingly digital. Yet many women - especially those facing barriers such as caregiving responsibilities, geographic isolation, or interrupted work histories - lack access to training and confidence in these emerging roles.

RemoteHeR closes that gap.



Do you know women who would benefit from RemoteHeR training?

Are you an educator or organisation interested in joining our community?

Have questions or suggestions?

We'd love to hear from you!

email: geral@morecolab.pt

website: www.remoteher-project.eu

facebook: [link](#)

**Empowering Women.
Transforming HR. Building Remote
Careers.**

RemoteHeR Erasmus+ Project

RemoteHeR brings together four experienced organisations across Europe:

- * MORE CoLAB (Portugal) - Research & collaboration hub
- * Egeria Desarrollo Social (Spain) - Gender equality & social innovation
- * European Learning Network (UK/EU) - Digital learning expertise
- * Universität Paderborn (UPB) (DE) - Academic excellence & training development

Together, we're building something meaningful for our communities.



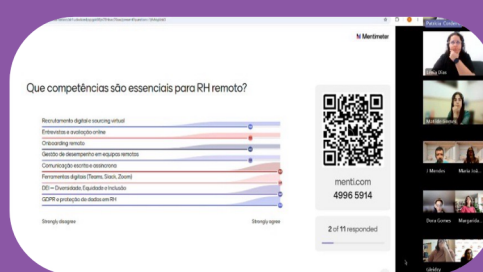
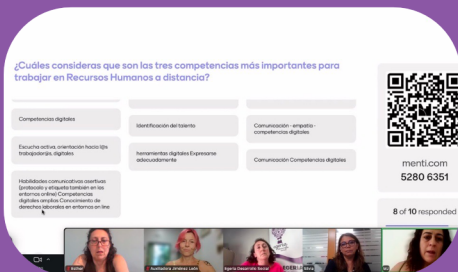
01 - Kickoff meeting

The project partners gathered at MORE CoLAB for the official RemoteHeR Kick-off Meeting, marking the start of a collaborative journey to empower women in digital and remote HR careers.



02 - Focus group

The focus group aimed to explore digital skills and training gaps associated with remote work in the Human Resources field, with particular attention to gender and inclusion issues and here are the preliminary results.



03 - Results

Portugal

Main barrier: Double burden of work and domestic care, worsened by after-hours training

Top need: Remote-work fundamentals and career preparation

Training style: Gamified, goal-driven, tied to career progression

Stance on AI: Useful for screening, but empathy remains irreplaceable

Soft skills as the true differentiator

Spain

Main barrier: Conciliation, low confidence, and gender stereotypes, each named by half the group

Top need: Digital tools and communication skills for HR

Training style: Blended approach, then live virtual sessions with a trainer

Stance on AI: High impact, but feared for dehumanising filtering

Strong culture of workplace presence still limits remote-work uptake

Estonia

Main barrier: Geography (roles cluster in Tallinn/Tartu), confidence gaps, and parental leave return

Top need: The "people-plus-digital" combination: HR judgement with confident tool use

Training style: Online-first with a live cohort and mentoring, modular and restart-friendly

Stance on AI: Digital ability is now a baseline, not a bonus

HR already a female-dominated field with no reported pay gap

Germany

Main barrier: Low confidence with data and analytics, plus caregiving time limits

Top need: HR analytics, KPI reporting, and critical thinking about AI outputs

Training style: Short modular units, self-paced plus interactive sessions, micro-credentials

Stance on AI: Transforming HR fast; risk of amplifying bias

Strongest push toward data and AI literacy



mountains of research



egeria
desarrollo social



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