

THEMATIC ANALYSIS OF THE INTERVIEWS

The thematic analysis of the interviews was meticulously structured based on variables derived from a comprehensive literature review, including economic disparities, migration patterns, social cohesion, infrastructure development, policy interventions, and cultural revitalization. The process began with designing the interview structure around these key variables, followed by conducting online semi-structured interviews with various stakeholders involved in Apadrina and the community of Oliete. A summary of the principal information from these interviews was then compiled, allowing for a thematic approach to identify common threads and differences. By comparing the themes across interviews, we established connections to the literature review variables, providing a cohesive analysis of the data.

1. INTERVIEW CAROLINA SERNA:

- a. In the interview, Carolina Serna discusses her motivation and experiences working with Apadrina. She highlights how Apadrina offered her the first job opportunity in Spain, emphasizing the noble purpose of the organization, which includes both environmental and social aspects. Carolina's role focuses on human resources, aiming to create a happy and productive work environment. She mentions that one of the biggest challenges for Oliete is the availability of adequate housing for new residents. Carolina describes her own positive experience finding housing and integrating into the community, contrasting it with the current difficulties new arrivals face due to increased demand. She notes the town's growth and the significant impact of Apadrina in providing quality jobs, contributing to a circular economy, and enhancing social cohesion within the community.
- b. Carolina also addresses the broader implications of Apadrina's work on rural depopulation and community resilience. She explains how Apadrina's efforts have helped keep the local school open by attracting more families to Oliete, thus fostering a sense of community among residents. The organization not only focuses on job creation but also on environmental conservation, such as recovering abandoned olive trees and orchards. Despite these successes, Carolina points out the internal challenges that come with rapid organizational growth, requiring better planning and adaptation. She envisions a future where Oliete continues to thrive, providing opportunities for young people to stay and build their lives in the town. This vision includes potential partnerships with universities to offer specialized training in olive oil production, further solidifying Oliete's economic and social infrastructure.

2. INTERVIEW GUILLERMO CANO:

- a. In the interview, Guillermo Cano elaborates on his journey from Zaragoza to Oliete, motivated by a desire for a rural lifestyle he discovered during his time abroad. Guillermo, a computer scientist, initially collaborated with Apadrina in a freelance capacity before being offered a full-time position to address the organization's growing technological needs. He emphasizes the challenges of rural infrastructure, particularly internet connectivity, and the contrasts between rural and urban living, highlighting the peacefulness and tight-knit community of Oliete. Guillermo also notes the significant social integration in Oliete, with diverse populations, including migrants, being welcomed and forming strong community bonds. He speaks about the different layers of integration within the town, from initial acceptance to deeper involvement, which can be challenging without local lineage.
- b. Guillermo discusses the impact of Apadrina on Oliete's economic and social fabric, noting its role in job creation and community cohesion. He also points out the internal challenges of rapid organizational growth, requiring improved technological infrastructure and better planning. Guillermo envisions opportunities for local youth, emphasizing the importance of creating pathways for them to return after pursuing education and careers elsewhere. He reflects on the positive experiences of raising children in Oliete, where they enjoy greater freedom and a closer connection to nature compared to urban settings. Guillermo remains committed to Oliete,

expressing his satisfaction with his life there and his desire to continue contributing to the community's development and resilience.

3. INTERVIEW PILAR CARBONELL:

- a. Pilar Carbonell, an agricultural engineer from Barcelona, has lived in Oliete for 22 years. Her move was motivated by her maternal ties to the town and her desire to experience rural life. Pilar highlights the significant economic challenges in Oliete, particularly the need for stable employment and affordable housing. These challenges are exacerbated for those without family connections in the village. Despite advancements like fiber optics, the lack of public transportation and basic services such as medical facilities and educational opportunities remains a significant barrier. For higher education, her children will likely need to move to other towns, which adds to the challenges of staying in Oliete.
- b. Pilar notes the transformative impact of "A Padrina," a project that has created nearly 40 jobs, significantly boosting the local economy and attracting new residents. This initiative has not only increased employment but also fostered a sense of community and revitalized the local school, preventing its closure. However, some residents are wary of the changes brought by "A Padrina," fearing it might overshadow local traditions or take over the village. Pilar emphasizes the importance of better communication and transparency from the project to alleviate these concerns. Overall, she believes that both economic opportunities and a strong sense of belonging are crucial for Oliete's growth and that initiatives like Apadrina play a vital role in this process.

4. INTERVIEW ALBERTO PORDOMINGO:

- a. Alberto Pordomingo, with a background in business administration and telecommunications, has taken a proactive role in addressing the socio-economic challenges facing Oliete. His project "A Padrina," focuses on leveraging the town's endogenous resources, particularly its olive trees, to create a sustainable model that combines rural development, social inclusion, and environmental protection. By connecting urban and rural environments, the project fosters an emotional bond between people and the land, encouraging investment and care for the community's natural assets. The initiative has led to the creation of around 40 jobs and a significant increase in the school population, showcasing the project's impact on reversing depopulation trends and reviving local services.
- b. A key aspect of Apadrina is its holistic approach, integrating tourism with social and economic development. The project not only attracts tourists passionate about olive oil but also promotes rural repopulation by offering opportunities to marginalized groups, including immigrants, women, and youth. Alberto underscores the importance of embracing new technologies and innovative practices to modernize traditional processes, making rural living viable and attractive. However, the project faces challenges such as local skepticism and defeatism, which Alberto attributes to decades of decline and abandonment. Despite these hurdles, the positive results of "A Padrina," such as increased employment and community vitality, demonstrate the potential for rural regeneration through strategic, multifaceted initiatives.

5. INTERVIEW MARIA LUZ JOVIANA:

- a. In the interview with Maria Luz Joviana, several key themes emerged regarding her connection to Oliete and her experiences in the town. Maria Luz discusses her deep-rooted ties to Oliete through her maternal lineage and how her frequent childhood visits cultivated a strong sense of belonging. This connection influenced her decision to return to Oliete with her husband at the

age of 50 to start a new project, reflecting a desire to engage in meaningful activities that align with her roots. Her narrative highlights the balance between personal fulfillment and the practical aspects of life, such as having grown children and financial stability, which made the move feasible.

- b. Another prominent theme is the impact of the "sponsor" project on Oliete. Maria Luz emphasizes the significance of community support and the collaborative efforts involved in revitalizing the town. She acknowledges the positive aspects of the project, such as increased visibility and economic opportunities, while also pointing out areas for improvement, particularly in terms of job creation and integration with the local population. Her perspective sheds light on the challenges of balancing commercial growth with community satisfaction and the importance of listening to and involving local residents in development initiatives. Furthermore, the interview touches upon the broader social dynamics in Oliete, including the integration of migrants and the educational challenges faced by the younger generation, underscoring the need for tailored educational programs to address local needs and promote sustainable development.

6. INTERVIEW JOSE LUIS BURILLO:

- a. In the interview with Jose Luis, several important themes emerged that highlight his deep connection to Oliete and his perspective on the town's challenges and opportunities. One prominent theme is his involvement and observation of the sponsorship project aimed at revitalizing the town through the reclamation of abandoned olive groves. Jose Luis contributed to the project initially and has closely followed its progress. He emphasizes the project's significant impact on creating jobs and bringing economic opportunities to the town, which previously struggled with limited employment options and population decline. This theme underscores the importance of community-driven initiatives and external support in addressing rural depopulation and economic stagnation.
- b. Another key theme is the broader socio-economic dynamics within Oliete. Jose Luis discusses the historical context of the town, noting the decline following the closure of local mines and the subsequent reliance on agriculture. He highlights the challenges small towns face due to limited administrative support and the migration of residents to larger cities for better opportunities. Despite these challenges, Jose Luis remains optimistic about the future, noting the positive integration of immigrants who contribute to the community and the potential for further development through tourism and other projects. His narrative reveals a strong sense of place and community, with a focus on leveraging local resources and fostering a supportive environment for both long-term residents and newcomers.

7. INTERVIEW JAIME GRIMALDO:

- a. In the interview with Jaime Grimaldo, the key themes revolve around his work in the Apadrina project and the socio-economic dynamics of Oliete. Jaime's involvement in the sponsorship initiative, which he joined for employment reasons, illustrates a broader impact on the town's economic revitalization. He describes his role in facilitating visits from sponsors and how this has indirectly contributed to rural tourism. Jaime highlights that while the project doesn't explicitly focus on tourism, it effectively draws visitors who spend money locally, thus benefiting local businesses. This theme emphasizes the significance of productive projects like Apadrina in fostering economic growth and community sustainability in depopulated rural areas.
- b. Another major theme is the challenges and opportunities associated with living in a small town like Oliete. Jaime points out the difficulties related to infrastructure and communication, such as the lack of public transportation and limited access to services like gasoline stations. These limitations contribute to a sense of isolation for residents without personal vehicles. Despite these challenges, Jaime notes the strong sense of community and the positive social dynamics

within the town, where everyone knows each other and supports one another. He also underscores the impact of the Apadrina project on job creation and local economic activity, noting an increase in employment opportunities and the influx of visitors. This theme underscores the interplay between local development initiatives and the quality of life in rural communities, highlighting both the potential and the obstacles in addressing rural depopulation.

8. INTERVIEW PAOLA CARACOCHE:

- a. In the interview with Paola Caracocche, the central themes revolve around her recent relocation to Oliete, her experiences adapting to the town, and her perception of the community and local amenities. Paola moved to Oliete from Andorra primarily for work-related reasons and has found the transition positive despite the town's smaller size. She highlights the quiet and peaceful nature of the town and the friendly and welcoming attitude of its residents, which contrasts with the anonymity often found in larger cities. Paola's initial adjustment was aided by the community's openness, even though she faced some challenges, such as finding a rental that accepted pets.
- b. Another significant theme is the comparison of amenities and services between Oliete and Andorra. Paola notes that Oliete's limited healthcare services, such as fewer medical hours and lack of emergency services, pose challenges. Additionally, the town has fewer stores and services, making it necessary to travel to Andorra for larger purchases. Despite these limitations, Paola appreciates the efforts to improve local infrastructure, like plans for a school and enhancements to a local park. She also discusses the importance of community projects like Apadrina in promoting tourism and economic activity. Paola emphasizes the potential for further improvements in services, such as extended pharmacy hours, which would enhance the quality of life in Oliete. Overall, she expresses satisfaction with her life in Oliete and a willingness to continue living there as long as job stability and peace are maintained.

THEMATIC ANALYSIS:

The eleven principal variables that can be focused on are: employment opportunities, housing and infrastructure, community integration and social cohesion, rural depopulation and migration, economic development and circular economy, environmental conservation, educational opportunities, healthcare services, tourism and local economy, challenges of rapid organizational growth, and future vision and opportunities.

Employment Opportunities:

The interviews revealed that the creation of jobs through projects like Apadrina has been crucial in providing quality employment opportunities and contributing to economic growth in Oliete. Carolina Serna, discussing her role in human resources, highlighted how Apadrina has been instrumental in creating numerous job opportunities in the town, significantly bolstering the local economy. She pointed out that these job opportunities not only offer employment but also foster a sense of purpose and community among residents.

Guillermo Cano echoed this sentiment, noting the positive impact of Apadrina on job creation. He emphasized the importance of providing career opportunities for local youth, stressing that such initiatives encourage young people to return to Oliete after pursuing education and careers elsewhere. By creating pathways for youth to build their futures in Oliete, Apadrina helps to combat the issue of rural depopulation and ensures the sustainability of the community. Alberto Pordomingo further illustrated the success of Apadrina by highlighting

the creation of around 40 jobs through the Apadrina project. This achievement showcases the project's effectiveness in addressing employment challenges in rural areas. Pordomingo's insights underline the broader economic impact of Apadrina, demonstrating how the project not only creates jobs but also stimulates local economic activity and development.

Despite these successes, challenges related to finding stable employment, particularly for those without local connections, remain. The increased demand for jobs in Oliete means that securing stable employment can be difficult, highlighting the need for continuous efforts to create more job opportunities and support for new residents. Addressing these challenges is essential to ensure that the economic benefits of projects like Apadrina are accessible to all members of the community.

Housing and Infrastructure:

The availability of adequate and affordable housing for new residents remains a significant challenge in Oliete. Carolina Serna highlighted that the town's growth has exacerbated the issue, making it difficult for newcomers to find suitable housing. The increased demand for housing due to the success of projects like Apadrina has led to a shortage, posing a barrier to attracting and retaining new residents. Efforts to improve local infrastructure, such as plans for a new school and park enhancements, are ongoing and vital for supporting the growing population. These improvements aim to make Oliete more attractive and livable, addressing some of the challenges faced by current and prospective residents.

Issues with public transportation, limited medical services, and basic amenities further complicate life for Oliete's residents. Jaime Grimaldo pointed out the difficulties related to infrastructure and communication, such as the lack of public transportation and limited access to essential services like gasoline stations. These infrastructural shortcomings contribute to a sense of isolation, particularly for those without personal vehicles. Paola Caracoche mentioned her own challenges in finding a rental that accepted pets and noted the limited healthcare services available in the town. These issues underscore the need for comprehensive planning and investment in local amenities to enhance the quality of life and ensure that the benefits of Oliete's growth are broadly shared.

Community Integration and Social Cohesion:

The welcoming attitude of residents towards newcomers and the strong sense of community in Oliete play a crucial role in fostering social cohesion. Guillermo Cano spoke about the significant social integration within the town, highlighting how diverse populations, including migrants, are warmly received and quickly form strong community bonds. This inclusive environment helps to create a positive social dynamic, where individuals feel supported and connected to one another.

Maria Luz Joviana emphasized the importance of community support and collaborative efforts in revitalizing the town. She noted that such cooperation is essential for maintaining the town's vibrancy and unity. Community-driven initiatives and projects foster a sense of belonging and collective responsibility, which are vital for the town's overall well-being and resilience. These efforts help create a cohesive environment where residents, both old and new, can thrive together.

However, challenges in social integration persist, especially for those without local lineage. Jaime Grimaldo noted that while Oliete has a strong sense of community where residents know and support each other, newcomers sometimes find it difficult to integrate deeply into the social fabric. Despite these challenges, the impact of community projects in fostering social cohesion cannot be overstated. Initiatives that bring people together for a common purpose, such as those spearheaded by Apadrina, are instrumental in building a cohesive community.

These projects not only provide practical benefits but also strengthen the social ties that bind the community, making Oliete a more inclusive and supportive place to live.

Rural Depopulation and Migration:

Efforts to combat rural depopulation through initiatives like Apadrina have been instrumental in attracting families and individuals to Oliete. These projects play a crucial role in reversing the trend of population decline by creating economic opportunities and improving the quality of life in rural areas. By providing stable employment and fostering a supportive community environment, initiatives like Apadrina encourage people to settle in Oliete, thereby contributing to the town's growth and sustainability.

Migration, particularly the integration of immigrants, is a significant aspect of these efforts. While attracting new residents is essential, ensuring their successful integration into the community is equally important. Immigrants often face unique challenges, including cultural adjustment and finding their place within the local social fabric. Effective integration strategies are necessary to help newcomers feel welcomed and become active members of the community, which in turn strengthens social cohesion and resilience.

Carolina Serna addressed the broader implications of Apadrina's work on rural depopulation and community resilience, highlighting how the project has helped attract more families to Oliete. She emphasized that beyond job creation, Apadrina's efforts have contributed to keeping local schools open and fostering a sense of community among residents. By drawing more families to the area, Apadrina has played a pivotal role in ensuring the town's long-term viability and growth. Maria Luz Joviana and Jaime Grimaldo also underscored the importance of community support and collaborative efforts in addressing depopulation and revitalizing Oliete. Maria Luz emphasized that strong community bonds and collective initiatives are vital for the town's vibrancy and unity. Jaime highlighted the role of productive projects like Apadrina in fostering economic growth and combating rural depopulation. These projects not only provide immediate economic benefits but also contribute to a more resilient and cohesive community, capable of adapting to future challenges and opportunities.

Economic Development and Circular Economy:

The impact of Apadrina and similar projects on local economic development has been profound, significantly contributing to the prosperity of Oliete. These initiatives have created quality jobs, thereby stabilizing the local economy and providing residents with reliable sources of income. By fostering economic opportunities, these projects have helped to ensure that the town remains vibrant and sustainable, reversing trends of decline and economic stagnation. One of the key contributions of these projects is their role in promoting a circular economy by connecting urban and rural environments. Carolina Serna highlighted how Apadrina has facilitated this by creating quality jobs that enhance social cohesion. This circular approach not only provides immediate economic benefits but also ensures that resources are utilized sustainably, supporting long-term environmental and economic health.

Guillermo Cano emphasized the significant impact of Apadrina on the town's economic fabric, noting that its role in job creation has been crucial for community cohesion. The project's ability to attract and retain residents through economic opportunities has strengthened the social structure of Oliete, making it a more cohesive and resilient community. This demonstrates how economic development initiatives can go hand in hand with social benefits, reinforcing the overall well-being of the town. Alberto Pordomingo focused on leveraging Oliete's endogenous resources, particularly its olive trees, to create a sustainable model that integrates rural development, social inclusion, and environmental protection. By utilizing local resources and connecting them

with broader markets, Apadrina has fostered a model of development that benefits both the environment and the community. This holistic approach ensures that economic growth is not only immediate but also sustainable, preserving the town's natural and social assets for future generations.

Environmental Conservation:

Initiatives focused on environmental conservation, such as recovering abandoned olive trees and orchards, are critical components of sustainable rural development in Oliete. Projects like Apadrina have undertaken significant efforts to revitalize the natural landscape by restoring neglected agricultural resources. These conservation activities not only enhance the local environment but also contribute to the economic and social vitality of the community by creating jobs and fostering a sense of stewardship among residents.

Carolina Serna discussed Apadrina's specific efforts in environmental conservation, emphasizing the project's work in recovering abandoned olive trees and orchards. By bringing these resources back into productive use, Apadrina helps to maintain the ecological balance and promote biodiversity in the region. These activities also serve as a foundation for other economic and community-building initiatives, demonstrating the interconnectedness of environmental health and rural development. Alberto Pordomingo highlighted the importance of combining rural development with social inclusion and environmental protection. He pointed out how the "A Padrina" project fosters an emotional bond between people and the land, encouraging community members to take an active role in preserving their natural heritage. This holistic approach ensures that development efforts are sustainable and inclusive, benefiting both the environment and the people who depend on it.

The emphasis on sustainable practices in rural development underscores the need for long-term strategies that balance economic growth with ecological preservation. By integrating environmental conservation into their core activities, projects like Apadrina demonstrate that it is possible to achieve a harmonious relationship between development and nature. This approach not only supports immediate economic and social goals but also ensures that the natural resources of Oliete are preserved for future generations, creating a lasting legacy of sustainability.

Educational Opportunities:

The impact of projects like Apadrina on keeping local schools open and fostering educational opportunities has been substantial. By attracting more families to Oliete, Apadrina has helped maintain the viability of the local school, ensuring that it remains operational and can continue to serve the community. Carolina Serna emphasized that this influx of families not only supports the school but also contributes to a vibrant, thriving community where education is valued and accessible.

Despite these positive outcomes, challenges persist, particularly related to the lack of higher education facilities and the need for specialized training programs. Guillermo Cano underscored the necessity of creating pathways for local youth to return to Oliete after pursuing education and careers elsewhere. This approach would help mitigate the brain drain that often affects rural areas and ensure that the community benefits from the skills and knowledge of its young people. Furthermore, Alberto Pordomingo explored the potential for partnerships with universities to offer specialized training in olive oil production. Such collaborations could significantly enhance Oliete's economic and social infrastructure by providing residents with advanced skills and knowledge tailored to the local economy. This would not only improve employment prospects but also strengthen the community's capacity for innovation and development.

Overall, fostering educational opportunities and addressing the challenges of higher education are crucial for the long-term sustainability of Oliete. By supporting local schools and developing specialized training programs, projects like Apadrina can help build a more resilient and skilled community, capable of thriving in a rapidly changing world.

Healthcare Services:

Limited healthcare services in Oliete, including fewer medical hours and a lack of emergency services, create significant challenges for residents. Paola Caracoche pointed out these limitations, describing how the restricted availability of medical care impacts the daily lives and well-being of the community. The absence of emergency services, in particular, poses a serious risk, leaving residents vulnerable during medical crises.

Pilar Carbonell also highlighted the lack of medical facilities as a major obstacle for the town. She stressed that the inadequate healthcare infrastructure not only diminishes the quality of life for current residents but also discourages potential new residents from moving to Oliete. This limitation makes it difficult for the town to attract and retain a diverse and healthy population. Enhancing healthcare infrastructure is essential to improving the quality of life in Oliete. Investing in better medical facilities, increasing the availability of healthcare professionals, and ensuring access to emergency services would meet these critical needs. Such advancements would not only provide immediate health benefits but also support the broader goal of making Oliete a more attractive and sustainable place to live. Addressing the healthcare deficiencies in Oliete is a crucial step towards building a resilient and thriving community. By focusing on the enhancement of healthcare services, the town can significantly improve the well-being of its residents and foster a more stable and appealing environment for all.

Tourism and Local Economy:

Rural tourism plays a vital role in boosting local businesses and economic activity in Oliete. By attracting visitors who are interested in experiencing rural life and local culture, tourism provides a steady stream of customers for small businesses, enhancing their revenue and sustainability. This influx of visitors not only supports existing businesses but also encourages the development of new enterprises, further stimulating the local economy.

Jaime Grimaldo described how the Apadrina project, while not explicitly focused on tourism, indirectly promotes rural tourism by drawing visitors to Oliete. These visitors, who come to see the project and participate in its activities, spend money locally, thereby benefiting businesses in the town. This demonstrates how productive projects can have multiple benefits, including economic boosts through increased tourism. Paola Caracoche also discussed the importance of community projects like Apadrina in promoting tourism and economic activity. She highlighted that such initiatives create interest and bring people to Oliete, which helps local businesses thrive. Additionally, Paola noted the potential for further improvements in services and infrastructure to enhance the quality of life in the town, making it even more attractive to tourists.

The indirect benefits of productive projects in attracting visitors and promoting tourism are significant. By leveraging the appeal of community initiatives and improving local services, Oliete can continue to boost its economy through tourism, ensuring long-term economic vitality and sustainability for its residents.

Challenges of Rapid Organizational Growth:

Apadrina face internal challenges due to rapid growth, which necessitates better planning, adaptation, and technological infrastructure. Carolina Serna highlighted the internal difficulties that accompany rapid expansion, noting that enhanced planning and adaptation are crucial to sustaining Apadrina's impact. Without addressing these issues, the organization risks losing its effectiveness and ability to continue its mission.

Moreover, Guillermo Cano emphasized the importance of improving technological infrastructure to support the organization's growth. He pointed out that adequate technological resources are essential for managing increased activities and ensuring smooth operations. Better planning and technological upgrades would help Apadrina handle its expansion more efficiently and maintain its momentum. In addition, Jaime Grimaldo discussed the broader challenges associated with organizational growth, particularly the need to address infrastructure limitations. He noted that as Apadrina grows, it must overcome these infrastructural hurdles to ensure continued success. Failure to do so could hinder the project's progress and its ability to deliver on its goals.

Therefore, to manage the challenges of rapid growth effectively, organizations like Apadrina must prioritize better planning, adaptation, and technological infrastructure. These steps are essential for maintaining the organization's success and ensuring it can continue to make a positive impact in Oliete and similar communities.

Future Vision and Opportunities:

Envisioning a future where Oliete continues to thrive involves offering opportunities for young people and leveraging partnerships with universities. Carolina Serna highlighted her vision of a thriving Oliete that provides young residents with the chance to stay and build their lives in the town. By creating such opportunities, Oliete can retain its youth, thereby ensuring a vibrant and sustainable community.

Additionally, the potential for further development through tailored educational programs and innovative practices is significant. Guillermo Cano underscored the possibility of rural regeneration through strategic, multifaceted initiatives that create pathways for local youth. By implementing specialized educational programs and fostering partnerships with universities, Oliete can equip its young people with the skills and knowledge needed to succeed in the modern economy. Alberto Pordomingo emphasized the importance of embracing new technologies and innovative practices to modernize traditional processes. He pointed out that making rural living viable and attractive requires integrating these advancements into the local economy and daily life. By doing so, Oliete can enhance its appeal and competitiveness, attracting both residents and businesses.

These variables capture the key themes discussed across the interviews, highlighting the multifaceted nature of rural development and the various factors influencing the quality of life in Oliete. The combined focus on youth opportunities, educational programs, and innovative practices reflects a comprehensive approach to ensuring the town's future prosperity and resilience.