

Interreg
Danube Region



Co-funded by
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Fem2forests



WHY NOT FORESTRY?

Comparative analysis of barriers and needs for inclusion
of girls and young women in forestry sector

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Insights from the Fem4forest project



First insights into the status of women in the forestry sector in Danube Region provided by the Fem4forest project:

- Women are present in the forest sectors of the Danube Region.
- Women own significant shares of private forest land but represent a smaller share in the forest work force.
- Forest management and interest representation is clearly male-dominated.
- Women assume leadership roles in others fields including teaching, research and nature conservation.

Given the high shares of female graduates in forestry programs, the future of the sector may become more female.

Women working in forest sector:

- Female forest professionals are recognized members of the forest workforce.
- Female forest professionals carry out a broad range of activities.
- Different stereotypes, family care responsibilities, career mobility and part-time work make women unable to take leading roles in forestry enterprises, administrations, and interest groups.
- Women work in the forest sector because jobs are varied and provide purpose.



The forest sector is changing and women are a part of this transformation.

- Women are active and becoming more frequently employed in the sector.
- Their great interest in topical issues including adaptation to climate change, nature conservation, forest maintenance, and the planning of forest operations is key to improving sustainable forest management and making it work for people and the planet.
- Sector is providing „green jobs“.
- Forestry and forest-based industries are facing labour shortages.





Project Fem2forests aims to:

- develop innovative career pathways for girls and young women.
- strengthen the capacity of forestry education institutions through mainstreaming of the gender perspective.
- facilitate the framework conditions for efficient involvement of women at different levels and stages in forestry organizations and relevant labour markets.

Goal is to significantly boost female representation in forestry by 2030.

Why don't more girls choose a career in forestry?



F2F research:

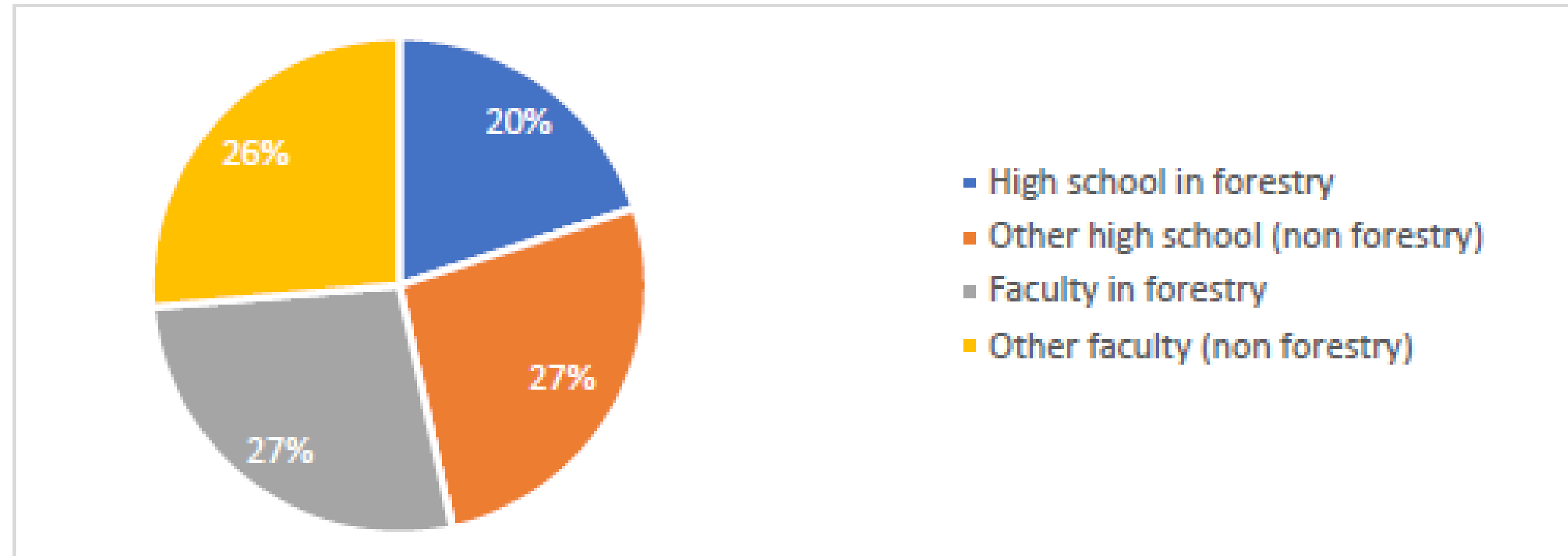
- 9 countries (Slovenia, Germany, Ukraine, Bosnia and Herzegovina, Serbia, Romania, Czech Republic and Croatia)
- Starting at the source - girls and young women, using participatory approach (quantitative data) - two sets of online questionnaires (for girls in forestry education and non-forestry education)
- Stakeholders involved through round table discussions (qualitative data)
- Analysis at national and transnational level

Barriers and needs for inclusion of girls and young women

Joint report



1170 respondents

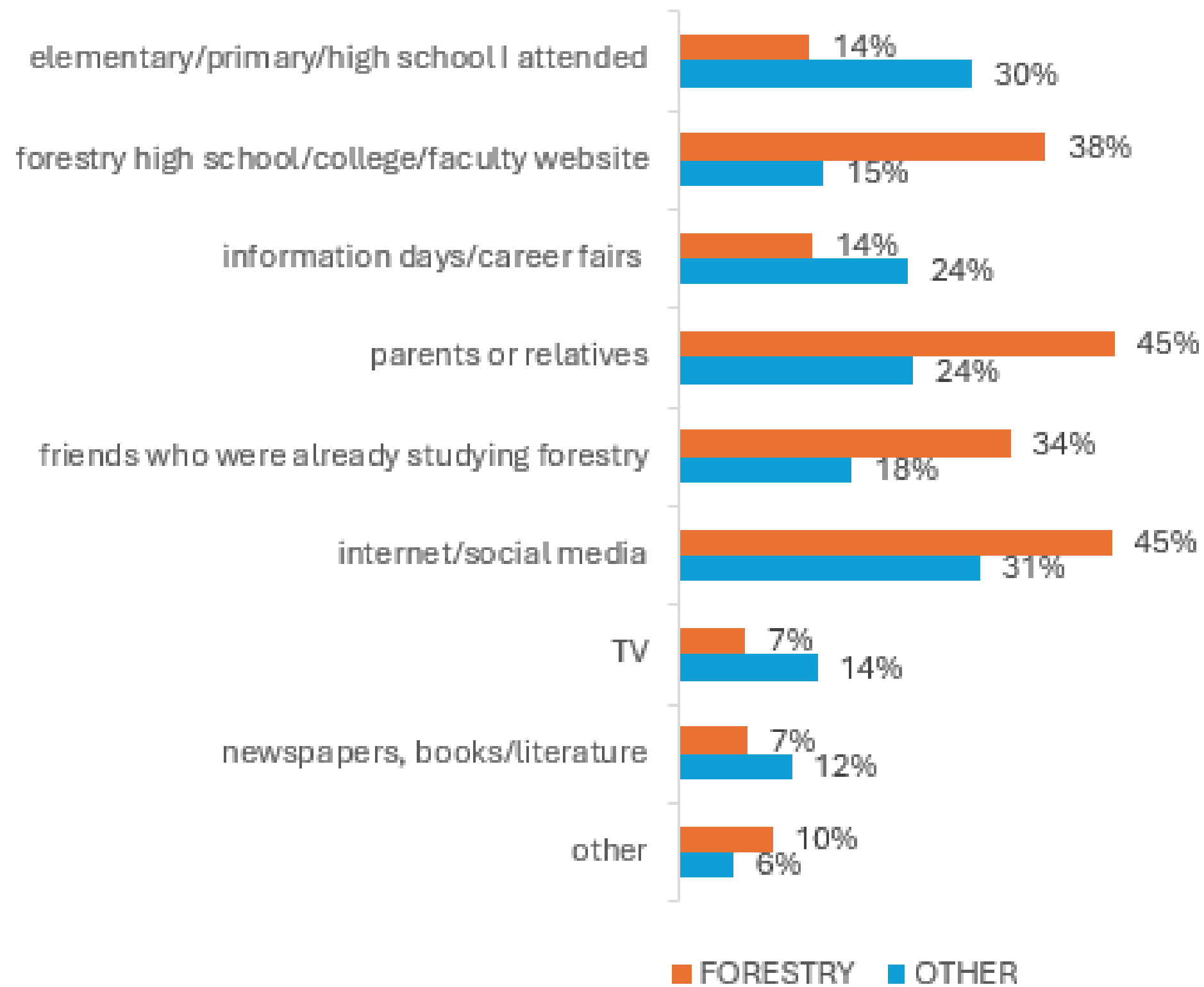


Most of the students in forestry come from the rural area.

Factors that influence the career choice



Decisions on career choices in forestry



Sources of information

Most important reasons

(forestry students)



The meaning of work

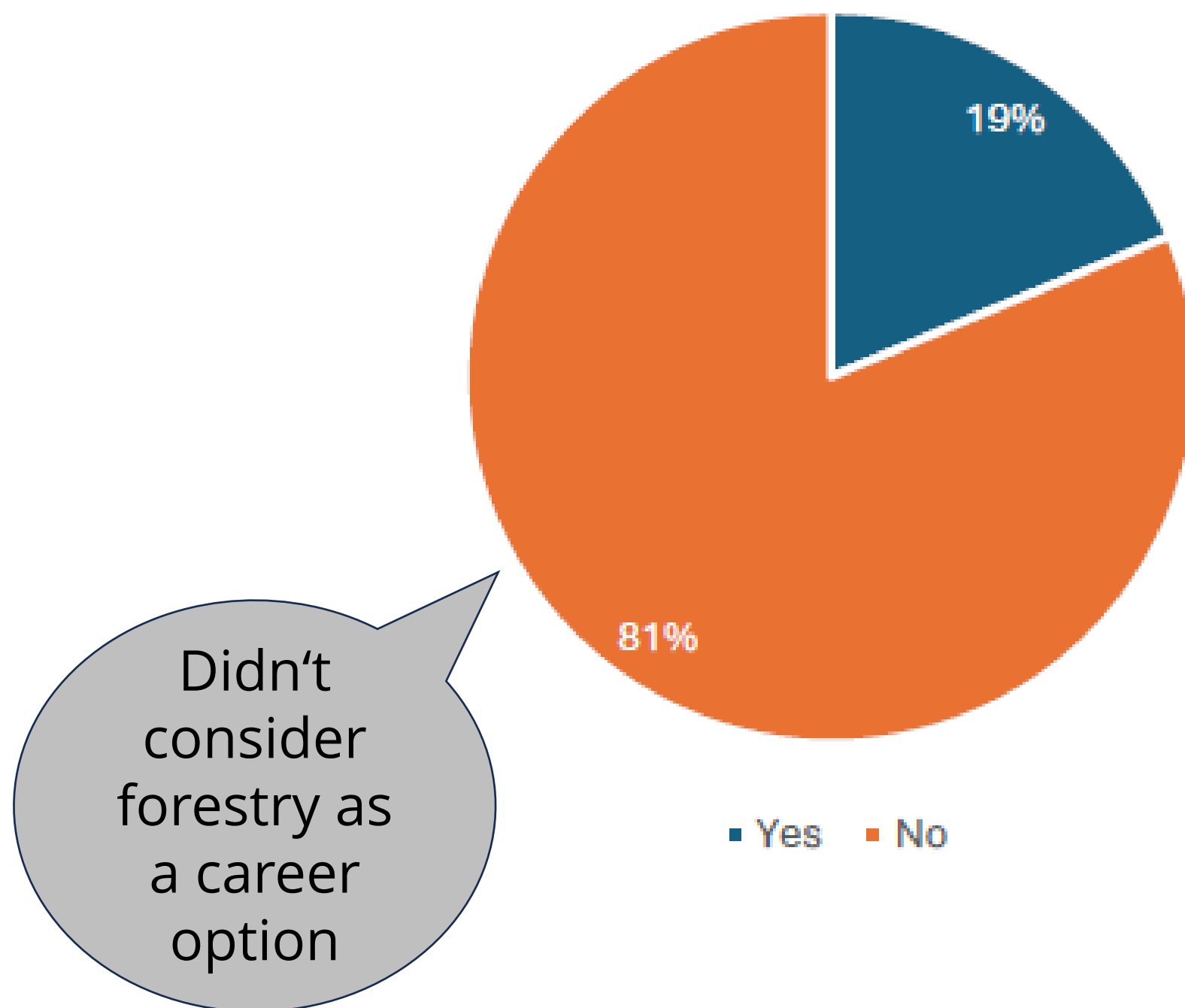
Sustainable & ecological orientation

Way of educational offer

Awareness of climate problems

...

Non-forestry students decisions



77 %

had limited
knowledge
about
forestry
careers

Would appreciate to have:

- Info materials on forestry careers
- Opportunities for job shadowing
- Forestry related workshop/field trip
- (Female) role models in forestry
- ...

MAIN BARRIERS FOR GIRLS TO STUDY IN FORESTRY

gender stereotypes/stigma
underestimation of women's abilities & contribution
lack of visibility of successful women in forestry
cultural & social norms
job safety or physical demands

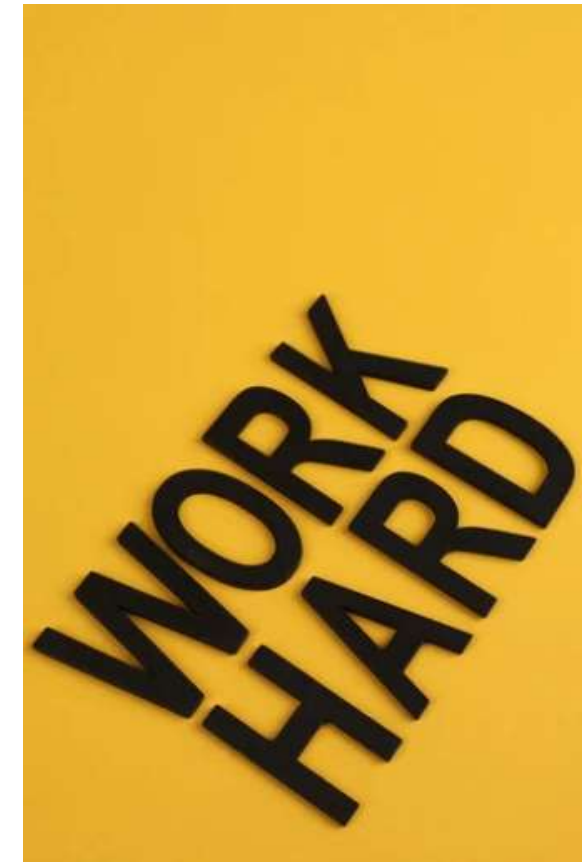
Biggest misconceptions/stereotypes



57 %



52 %



48 %



42 %

...low payment, no higher education required, limited career growth...

Perception of community



How well prepared am I to enter the forestry sector?

**51 %
unsure**

But I'm (extremely) confident to find employment in the forestry sector in my country
51 %



**Forestry
student**

Preferably in **nature conservation, forest management, sustainable forestry, research...**

What would attract other students to forestry career?

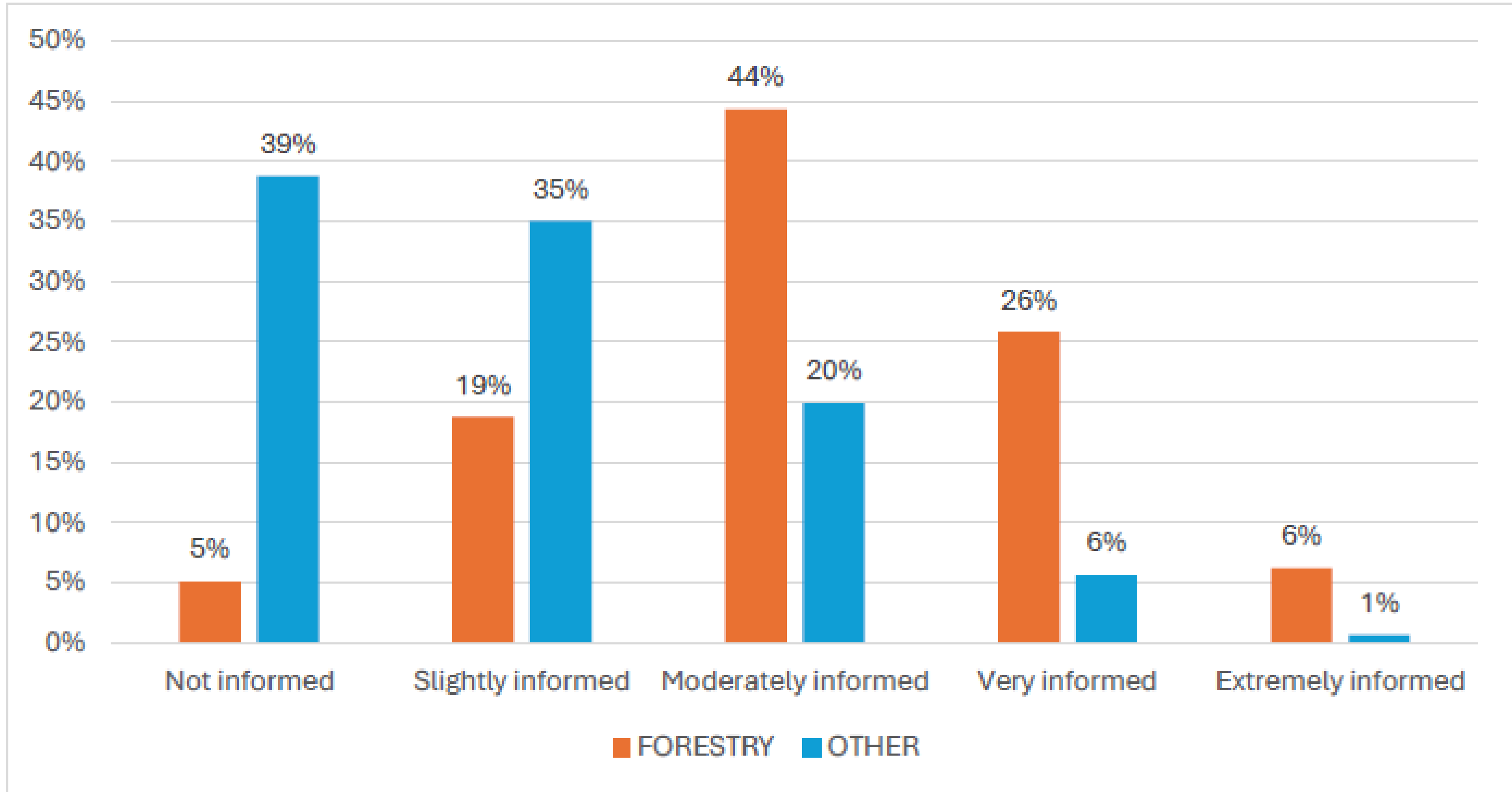
Appropriate payment

Understanding that forestry can impact climate change positively

Career path involving understanding, conserving and managing most valuable natural resources



Skills and qualifications required for forestry careers???



- Mentoring
- Job shadowing
- Promotion of career with female role models
- Extra-curricular courses (e.g. sustainable development) and practical approach (fieldwork)
- Introducing innovative elective courses (e.g. sociology of forestry)
- Presenting forestry professions and introducing forest pedagogy in kindergarten and school environment
- Using potential of social media for promotion
- Organising promotional events (e.g. forestry career fairs, open days, reforestation projects...)

Enhance awareness and change perceptions of forestry

- Information campaigns
- Marketing strategies
- Public engagement initiatives

Promote gender equality and inclusion

- Mentorship programs and role models
- Addressing stereotypes

Strengthen educational and career guidance

- Early education initiatives
- Career counselling and job shadowing
- Interactive and digitalized learning
- Informing schools counsellors and parents ...

„And they lived happily ever after.“

