



# Women in BiH: from faculty to forestry sector reality

*Situation from different angles*





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## Situation within forestry related high schools

- There is a total of 15 forestry related high schools throughout the country (9 in Republika Srpska and 6 in Federation BiH).
- In total 3,016 students were enrolled in secondary schools of forestry and wood processing in BiH in the school year 2012/2013.
- Out of 3,016 students, percentage of **female students** in this school was **27.4%**.
- The High School of Environment and Wood Design in Sarajevo currently has a total of 43 teachers and board members of which **26 (64.46%) are women**.

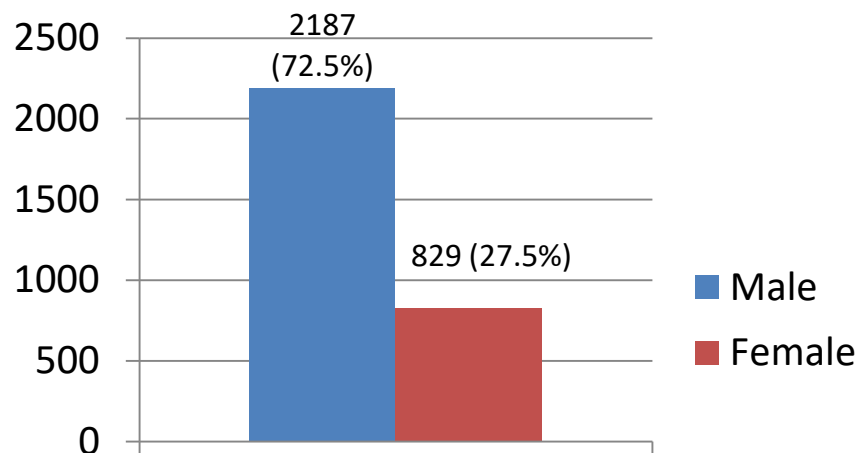


*Reference: Preparation of IPARD Forest and Fisheries Sector Reviews in Bosnia and Herzegovina (Food and Agriculture Organization of the United Nations – FAO, 2015), Official website of The High School of Environment and Wood Design 2020*



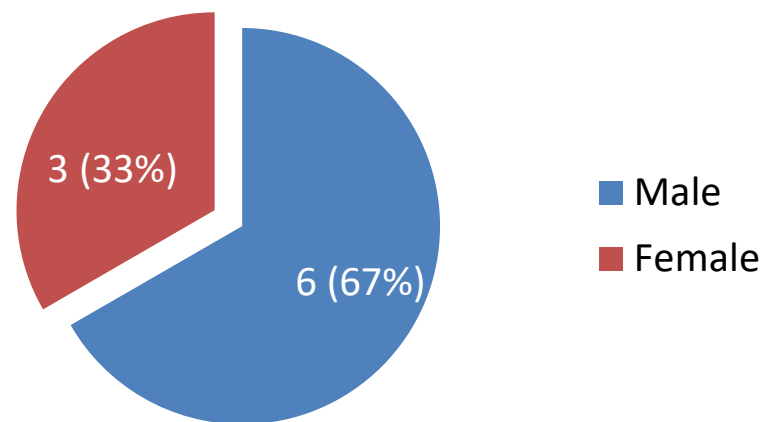
# Situation within forestry related high schools

## Number of students in High Forestry Schools in FBiH and RS



*Gender Structure of High school Forestry Students in BiH*

Out of a total of 43 teachers, 9 were teachers of professional subjects of which **3 were women**.



*Gender structure of professional subjects teachers in High School of Environment and Wood Design in Sarajevo*



## Situation within Faculty of Forestry, University of Sarajevo

- Out of a total of 39 professors, 26 were men and **13 were women (33%)**.
- There was a total of 7 employees in the other services, of which **5 (71.4%) were women** and 2 were men (**not forestry professionals**).



Reference: Faculty of Forestry University of Sarajevo - <https://www.sfsa.unsa.ba/web>

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## Situation within Faculty of Forestry, University of Sarajevo



- Women are quite confidently enrolling in the Faculty of Forestry without considering the situation on employment in the sector.
- According to USAID/Monitoring and Evaluation Support Activity (MEASURE-BiH), a significant number of female (**app. 33%**) students enroll the Faculty of Forestry. However, forestry faculties are still mostly preferred by male students.

*Reference: Gender analysis report for Bosnia and Herzegovina (USAID's Bosnia and Herzegovina Monitoring and Evaluation Support Activity (MEASURE-BiH), 2016)*

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## Situation within Faculty of Forestry, University of Sarajevo

Below are enrollment statistics, segregated by gender, for the 24 faculties in the FBiH, in 2015.

*Table 1. Faculties preferred by male students*

FACULTY	MEN	WOMEN
Information Technology	90%	10%
Sports and Physical Education	84%	16%
Engineering and Computer Science	82%	18%
Engineering	76%	24%
Criminal Justice Studies, Criminology and Safety Studies	75%	25%
Polytechnic	74%	26%
Mining – Geology – Civil Engineering	69%	31%
Electrical Engineering	67%	33%
Forestry	67%	33%
Civil Engineering	64%	36%
Transportation and Communication	62%	38%
Veterinary Science	61%	39%

*Table 2. Faculties preferred by female students*

FACULTY	WOMEN	MEN
Education and Rehabilitation	85%	15%
Pharmacy	83%	17%
Mathematics	66%	34%
Technology	64%	36%
Philosophy	60%	40%
Pedagogy	59%	41%
Medicine	59%	41%
Metallurgy	58%	42%
Architecture	57%	43%
Dentistry	57%	43%

*Reference: Gender analysis report for BiH (USAID's Bosnia and Herzegovina Monitoring and Evaluation Support Activity (MEASURE-BiH), 2016)*



## Situation within Public Forestry Sector in FBiH

- In 2015, a total of 4,627 workers were employed in the FBiH forestry sector of which 4,126 or 89.2% were employed in public (cantonal) forestry companies and 501 or 10.8% were employed in cantonal or federal forestry administrations.
- Of the total number of forest workers, 2,573 or 55.6% of employees were forestry professionals.
- In the forestry sector in FBiH most employees had secondary education, i.e. 2,034 workers or 44%, while 630 or 14% of employees held a graduate diploma and 58 or 1.3% of employees held master's degree.



*Reference: Information on forest management in the Federation of BiH in 2015 and forest management plans for 2016 (Federal Ministry of Agriculture, Water Management and Forestry, 2016)*





## Situation within Public Forestry Sector in FBiH

- By its nature, forestry is a traditional profession in which more men are employed.
- Only **13%** of employees in public (cantonal) forestry companies were **women**, and on professional positions related to forestry there were only **9%** of women in 2015 (*data segregated by gender were not provided from all cantons*).
- Out of the total 314 employees in management positions in 9 cantons, 236 are forestry professions of which **25 (app. 11%) were women** and 211 were men.



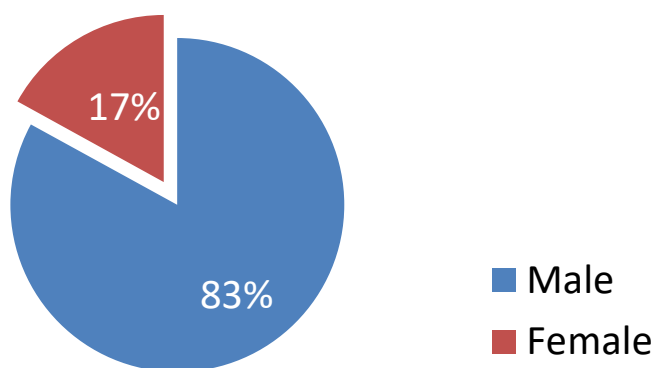
*Reference: Information on forest management in the Federation of BiH in 2015 and forest management plans for 2016 (Federal Ministry of Agriculture, Water Management and Forestry, 2016)*



## Situation within Forestry Administrations in FBiH

- Only **9%** of employees in the Cantonal and Federal Forestry Administrations were **women**, and on professional positions related to forestry there were only **6%** of women in 2015.

Percentage of employees in management positions in  
cantonal forest administrations in 9 cantons



## Situation within Public Forestry Sector in Republika Srpska



The total number of employees in the Public Forestry Enterprise - Forests of Republika Srpska was **4,568 in 2015, out of which 20% were women.**

Out of the 236 forestry employees in management positions, **25 (app. 10%) were women** and 211 were men.

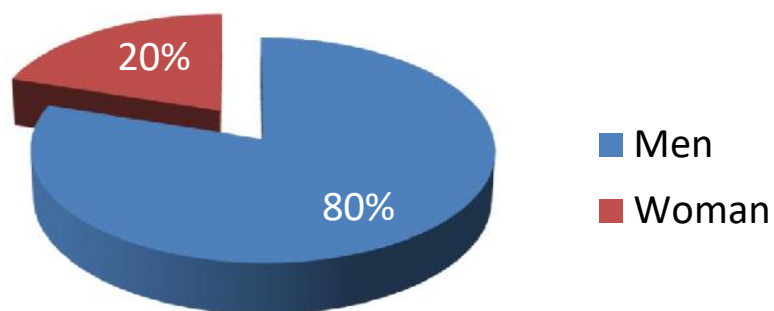
*Reference: Public Forestry Enterprise – Forests of Republika Srpska - <http://sumerepublikesrpske.org>*



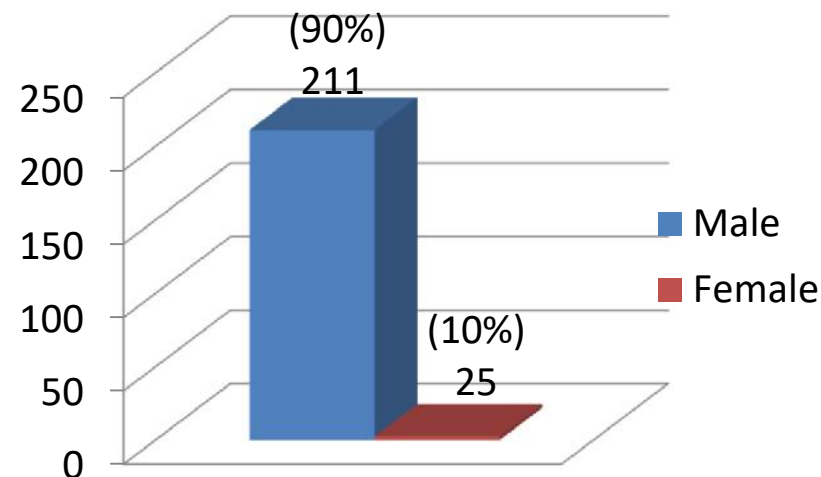


## Situation within Public Forestry Sector in Republika Srpska

Gender structure of all employees in the Public Enterprise



Gender structure of employees in management positions in Public Enterprise



## Situation within Public Forestry Sector in Republika Srpska

- The Management Board of the Public Enterprise is consist of the Director of the PE and 5 Executive Directors.
- Out of the 6 board members, 4 were men and **2 (33%)** were women.
- The Audit Committee has been consisted of 3 male members.



Reference: Public Forestry Enterprise – Forests of Republika Srpska - <http://sumerepublikesrpske.org>

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# Private Forest Owners in BiH

- Private forests in BiH are mainly owned by **men (97%)**
- Women rarely share formal ownership rights (particularly land) with their husbands.



*Reference: Forest Land Ownership Change in Bosnia and Herzegovina - COST Action FP1201 FACESMAP Country Report (Avdibegovic M. et al., 2015)*

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## Private Forest Owners in BiH

- Forest land is mainly a subject of family heritage, but in many cases the process of formal ownership transfer is not officially completed.
- All children, regardless their gender, have equal right to inherit the land.
- Still, customary rights in BiH imply that **mainly sons inherit the land while daughters are giving up their inheritance rights.**

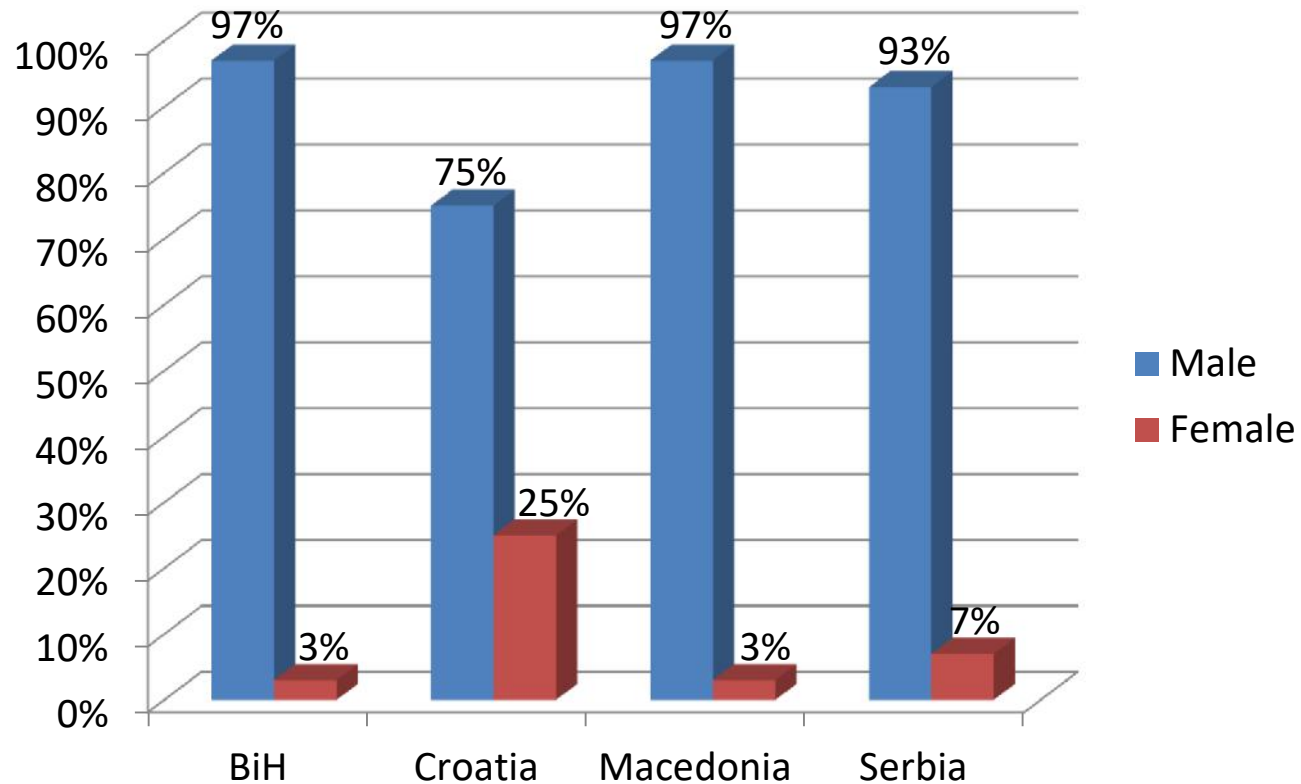
*Reference: Forest Land Ownership Change in Bosnia and Herzegovina - COST Action FP1201 FACESMAP Country Report (Avdibegovic M. et al., 2015)*

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# Private Forest Owners in BiH



Reference: *Private Forest Owners in the Western Balkans – Ready for the Formation of Interest Associations (PRIFORT)* (Glück P. et al., 2011)

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## Women in forestry sector in BiH- conclusions

- The forestry sector in BiH is an extremely traditional industry (economy branch).
- Public perception - forestry is considered as primarily a physical work intended for men.
- App. every third person who enrolls in forestry related high school or faculty is a woman.
- The employment of women in the sector varies from about 10% in the FBiH to 20% in the RS (many of them filling non-forestry positions such as economy, administration and others).
- Women's political participation is very limited – women in decision-making positions are few. On average, every 10th person in a managerial position in the sector is a woman.
- There is a small number of female PFOs due to traditional patriarchal lifestyle where women rarely share the land with husband and/or they giving up their inheritance rights.
- There is a lack of initiatives or budgetary support which would encourage women to work in private forest sector or rural area as well as lack of programs for women's empowerment in forestry and rural area in general.





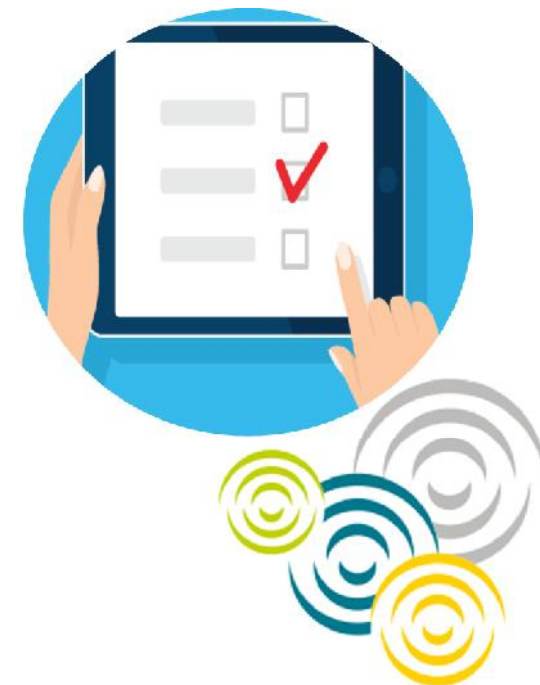
# Questions/Survey

**1. Do you think that women have fewer chances of success in the forestry sector in your country?**

- ✓ Yes
- ✓ No
- ✓ I don't know

**2. Do you think that female and male employees in the forestry sector have equal competencies?**

- ✓ Yes
- ✓ No
- ✓ I don't know





# Thank you for your attention!

