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FEM4FOREST

FOREST IN WOMEN'S HANDS (FEM4FOREST)

**TRANSNATIONAL GENDER
REFLECTED GUIDELINES**

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- ✓ Forestry and Environmental Action (Bosnia and Herzegovina)
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- ✓ Czech University of Life Science Prague (Czech Republic)
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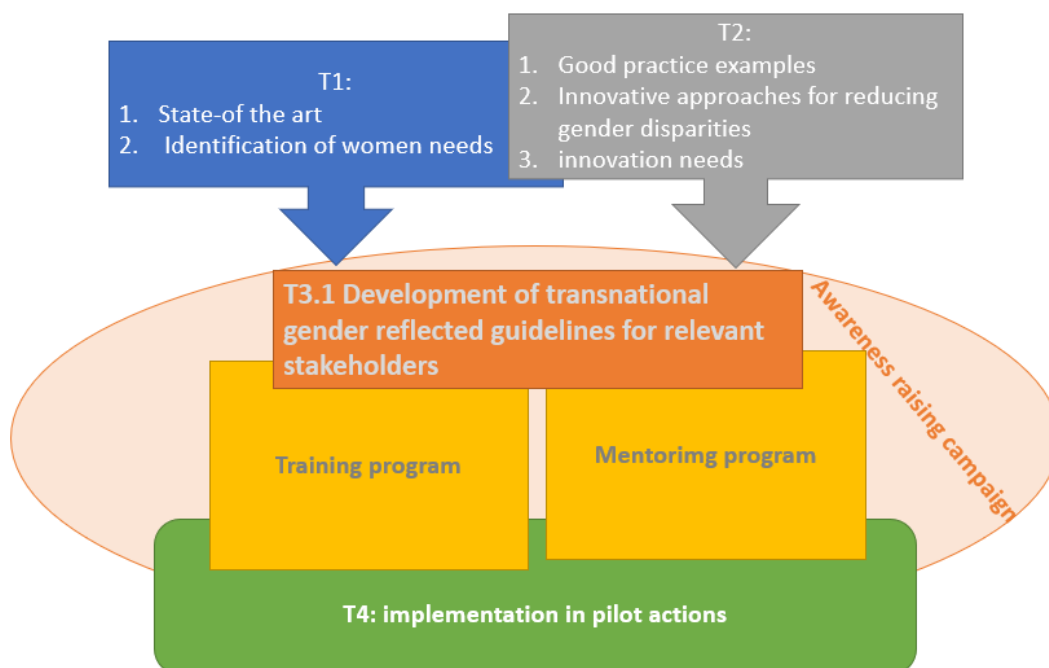
1 Introduction

There is no universal recipe for gender mainstreaming processes. These processes are based on goals, framework conditions, environment and possibilities of the respective project. Nevertheless, a common understanding is required with regard to a basic attitude to the topic, terminology and procedure.

These guidelines are both working documents and gleanings and support actors and stakeholders in the development, implementation and validation of the planned content and measures in the Fem4Forest project and beyond.

A transnational workshop with all project partners in the first half of 2021 provides the basis for the targeted use and dissemination of this document. This workshop serves to establish a common understanding of gender equality and supports the participants in the development and implementation of equality-oriented activities in the forestry sector. They act as multipliers and experts at national level.

The guidelines are an integral part of all work packages



2 Initial Situation

Women are an important human resource in the increasing need for skilled workers. They bring in different perspectives and points of view, different potentials and approaches, release creativity and innovative forces and contribute to efficient solutions.

Companies, organizations and forest owners with an equality-oriented approach are more successful in the long term and generate a higher return on investment. The consequences are an increased competitive advantage and an increase in the attractiveness of the business location.

Forestry is no exception, but so far there is little material or scientific contributions on the situation of women in the sector.

These guidelines are the basis for further results/products:

- Report on needs and interests of women in forestry in Danube region
- Transnational Innovation Roadmap
- National Action Plans
- Awareness Raising Campaign
- Training and mentoring programs for women in forestry

2.1 Situation of women in forestry in the Danube region

2.1.1 Extract from Deliverable: D.T1.1.1:

“Report on current situation and position of women in forestry in Danube region”¹

Forest coverage ranges largely between 30 and 70% in the countries of the Danube Region.

Irrespective of the state of forests, timber harvesting and wood processing are considered crucial industries for rural development. For instance, 10 out of 100 Austrians work with wood. After tourism, it is the second most important good in foreign trade. In Bosnia and Herzegovina, which is one of the most heavily forested countries in Europe, domestic wood processing is considered one of the most important sectors of the economy. Czech Republic and Romania are major exporters of round woods to European markets and home to significant wood processing industries. Slovenia steps up its already strong position in forestry and will employ 250 forestry professionals additionally in the next 5-10 years.

Non-wood forest products (NWFP) are considered as potential fields for development in rural areas.

The **labour market** in the forest sector covers a broad range of jobs. A recent FAO/UNECE report defines the notion of workforce as “people engaged in or available for work, either in a country or area or in a particular firm or industry” to include both employees and self-employed people who are active in forests and forests.² The report lists a broad range of jobs and job opportunities:

- Forest workers (legal and illegal, formal and informal, long term and seasonal)
- Foresters, forest managers, forestry professionals
- State forest organizations
- Other public organizations, including municipal forest structures
- Private forest management organizations
- Forest contractors, including machinery operators
- Sawmill employees
- Other manufacturing sector employees
- Forestry consultants, advisers and extension worker

The evidence provided in the country reports covers most of these categories, yet not in a consistent way. A distinction can be made between employment opportunities between the public and the private sector. First of all, more data is available on positions and gender distributions in forest administrations and state-owned forest companies. Secondly, jobs in the public forest sector seem to be more attractive for women.

There is limited data available for female employees in national parks and forest pedagogy. Apparently, working for nature conservation is more attractive for female foresters than in timber production.

There is no data on female ownership in Bosnia and Herzegovina, Bulgaria, Romania, Serbia and Ukraine. In Bosnia and Herzegovina, their share is estimated low because inheriting forest property goes along the male line and women rarely share formal ownership rights with their husbands. The average parcels of private forest holdings range broadly between 1 and 2 ha – slightly higher in Slovenia (2.5 ha) and Austria (<5 ha). Female forest owners tend to own smaller parcels than their male peers.

Women tend to play marginal roles in **leadership** positions of forest administrations in the Danube Region (Bavaria, Bulgaria, Czech Republic, Romania). Nonetheless, in some cases it seems common that women hold leadership positions in forest directorates at ministerial level (Austria, Croatia, Czech Republic, Serbia, Slovenia, Ukraine), manage educational centers and research institutions (Austria, Bavaria, Croatia, Slovenia) and are key in managing protected areas (Austria, Ukraine). In four out of the ten countries covered in this report, women act as forest ministers (Austria, Bavaria, Bulgaria, Croatia). Overall, however, women are virtually absent from assuming leadership roles in forest companies – both public and private.

The available data indicates that women tend to be more present in forestry societies, play greater roles in ENGOs and civil society groups and may lead entrepreneurial associations.

The future of forest management and governance may become more female. There are significant shares of women in forestry education – both as students and partly as teaching and research staff.

The evidence presented in the country reports seems to reflect a growing interest in forests and forestry among women.

Women are present in the forest sectors of the Danube Region. They 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. Nonetheless, women assume leadership roles in other 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.

2.1.2 [Extract D.T2.1/2.2 Transnational Innovation Roadmap/National Action Plans](#)

Will be added when available.

2.2 Reasons for underrepresentation of women in forestry

There are various reasons for the underrepresentation of women; 3 key assumptions/factors were selected:

Forestry = forest work = men's work

Forestry in common is associated with hard physical work (traditionally with male connotations). The practical forest work in one's own forest is often done by male family members, who usually also make all other forestry decisions. Forestry is less often considered as an educational opportunity and occupational field by girls and young women.

Forest competence

Female forest owners have less formal forest knowledge, they participate less in occupational training and further training courses in forestry.

Male culture

Female forest owners take part less often in events, meetings and further training measures that are traditionally tailor-made towards male participants in terms of their structures and framework conditions.

Studies from Germany and Scandinavia show that women, as forest owners, are a special group of customers with specific habits, behaviors and needs. When they are active in forest management, they focus (even more) than men on multifunctionality, sustainability and closeness to nature. ³

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The non-participation of women in forestry networks has consequences for forest owners, businesses, forestry institutions as well as for forestry as a whole.

Based on the facts and data collected, the following can be determined:

- Little participation of women in forestry
- Traditional understanding of roles in the sector
- Lack of role models in the sector
- Forestry is an economic sector with a male connotation
- Women are not represented on committees
- Lack of networks and contact persons

For the forestry sector as a whole, this means that for female forest owners there are no positive multipliers for various forestry issues (multifunctionality, sustainability, closeness to nature, etc.).

Experience shows, that female owners often leave forestry management to male family members and that these female owners therefore do not appear as actors in forestry.

When not considering female knowledge, skills, approach and experience, organizations in the forest and wood sector lose technical, organizational and social benefits. Women are “missed” here as members and / or customers, but also as employees with forestry know-how.

Conversely, if women are more present in the forest sector, the following effects may be likely:

- A more diverse set of perspectives is brought in and the finding of better solutions fostered
- A more diverse workforce helps to better address current and emerging issues in forestry (climate change, biodiversity loss, growing demands from society)
- Broader inclusion of women in forestry strengthens collective intelligence
- More women in forest sector facilitates higher acceptance of forestry in society

3 Gender Mainstreaming and Gender Equality

3.1 Definition Gender Mainstreaming

Gender mainstreaming is the (re) organization, improvement, development and evaluation of political processes with the aim of creating a gender-related (equality-oriented) view of all political concepts, at all levels and in all phases, by all actors involved in political decisions and stakeholders. "(Council of Europe 1998)⁴

3.2 Gender Mainstreaming in the European Union

"On March 5, 2020, the EU Commission presented its strategy for equality between women and men 2020-2025 (factsheet). It will include the gender equality perspective in all policy areas of the EU (so-called gender mainstreaming).⁵

The EU envisages the following measures:

- Legal regulations on equality
- Gender mainstreaming
- Promotion of women

Relevant objectives from the Strategy for Gender Equality 2020–2025

- Deconstruction of gender stereotypes
- Reduction of horizontal and vertical segregation in the labour market
- Living income in different phases of life
- Women and men participate equally in (political) decision-making processes

3.3 Gender Mainstreaming in the Danube region

Sources and explanations can be found at the end of the document for better readability.

3.3.1 Slovenia

The Slovenian Constitution guarantees equal human rights and fundamental freedoms, prohibits discrimination based on any personal circumstances, including sex (Article 14), and guarantees the right to equal employment opportunities (Article 49).

Gender mainstreaming in Slovenia is legislated through the Equal Opportunities for Women and Men Act (2002). The government and all ministries are obliged to take gender equality into consideration when planning, designing and implementing policy measures. The responsibility for promotion of gender equality is set at ministerial level, with Ministry of Labour, Family, Social Affairs and Equal Opportunities as line ministry. Several methods for gender mainstreaming were adopted such as gender awareness-raising, gender budgeting, gender impact assessment, gender indicators, gender planning, gender statistics and sex-disaggregated data. On the other hand, gender impact assessment is rarely used, while gender budgeting is not in practice. Regional administrations are obliged to promote and create equal opportunities and to take a gender perspective into account when planning and implementing their actions and activities. Local administrations are encouraged to be appointed with an aim to strengthen local engagement and local gender equality policy and practice.

As gender equality is still unsatisfactory in practice, the main goal is to increase action in areas where differences are most apparent. These include, in particular, violence against women, the elimination of inequalities in employment, science and politics.

Female forest owners are large, but overlooked source of knowledge and values. Findings about older rural women are important for the future as they root in local environment and may serve as an example of broadly useful living style for the economic crisis period.⁶

3.3.2 Austria

With 66.5 out of 100 points, Austria ranks 13th in the EU on the Gender Equality Index. Its score is 1.4 points lower than the EU's score.

Since 2010, Austria's score has increased by 7.8 points (+ 1.2 points since 2017). The country's ranking has remained the same since 2010.⁷

The Austrian Federal Constitution, in Article 7, calls for equal rights for women and men: "The federal government, states and municipalities are committed to actual equality between men and women. Measures to promote de facto equality between women and men, in particular by eliminating actual inequalities, are permissible."⁸

There are specific targets for government-related areas and the public service: a 50 percent promotion rate for women is set out in the Federal Equal Treatment Act⁹. Until this 50% has been reached at all levels, women with the same qualifications will be given preference.

By resolution of the Council of Ministers in 2020, it was determined that the proportion of women in state-affiliated companies (at least 50 percent federal participation) should be increased to 40 percent. This target is to be achieved within the existing legislative period.

For the private sector, the Equal Opportunities Act for women and men on the supervisory board (GFMA-G)¹⁰ has been in force since January 2018, which sets a target of 30 percent for women or men on the supervisory boards of listed and large companies (with more than 1,000 employees).

There are no mandatory quota regulations for politics; some parties have decided to voluntarily commit between 40 and 50 percent.

On March 11, 2021, the Styrian regional government decided on the *“Styrian Equal Opportunities Strategy”*. Particular emphasis is placed on preventive measures that address the root causes and have a long-term effect. The Styrian equality strategy builds on what has already been worked out and is intended to bundle forces and not “start all over again”.¹¹

Gender mainstreaming is a mandate to the top of the administration, but also to all employees, to consider the different interests and life situations of women and men in structures, in the design of processes and work flows, in the results and products, in communication and public relations work and in the control from the beginning.

The catalogue of measures includes the compilation of gender-specific statistics, cost-benefit analyses according to gender and gender roles and the preparation of gender analyses. The 3-R method, which examines every political measure under the three categories of representation, resources and reality, is of particular importance.

First of all, a gender analysis is used, for example, to check whether and to what extent women and men in their diversity are affected by the corresponding measure. Such a gender analysis can lead to taking measures to promote women, which is particularly important where the disadvantages of women need to be reduced. However, it is also possible to take suitable measures to promote men if this leads to equality, such as encouraging fathers to take parental leave.

3.3.3 Bavaria

Article 118 of the Bavarian Constitution regulates that “Women and men have equal rights. The state promotes the actual implementation of equal rights for women and men and works towards the elimination of existing disadvantages.” Ensuring equal rights for women and men is thus a mandatory requirement in Bavaria. The Bavarian Law on Equality between Women and Men (BayGlG) came into force on July 1, 1996. The law, which was initially valid until June 30, 2006, was extended indefinitely by the amending law of May 23, 2006. Data for employment in the public sector is published frequently by the responsible State Ministry for Labour and Social Affairs.¹² The most recent report is from 2014. A new report will be available in 2021.

According to the available data, the overall workforce in the public sector was 661.633 (FTE) with women constituting a larger share of 374.375 (56.5%) in 2013. There are two types of employees in the public sector: civil servant staff and non-civil servant staff. The latter group tends to have lower incomes. The share of female civil servants was 48.3% in 2013, yet rising from 35.9% in 1999. The share of women in the trainee tracks for civil servant positions is relatively high, amounting to 61.4% in 2013 (yet without a significant increase since 1999). Except for schools, the share of women in leadership positions is comparatively low, however: 23.3% in higher management positions (director) and 27% in middle management positions (head of unit). The share of women in leadership positions at the State Ministry of Food, Agriculture and Forestry is fairly low, namely 13% in 2013.

In its 2018 equal opportunities report, the State ministry stated that a higher share of women can only be achieved when new jobs are filled. The key components for selection of leadership personnel include excellence in the trainee tracks for civil service positions, performance, expertise, eligibility as well as the regular job appraisals. Moreover, emphasis is also placed on communication and social skills and the need to encourage women apply for leadership positions. The report defines gender equality as parity in selection decisions with female / male representation in the candidate pool. The Bavarian State Forest Company has also started conducting Girl's Days, offering internships for future forestry professionals, and participating in a mentoring program for forestry graduates from the University of Applied Sciences in Weihenstephan to attract higher shares of women in its workforce.

3.3.4 Romania

Romania ranks 25th in the EU in terms of the gender equality index, with 54.5 out of 100 points. The progress towards gender equality has a slower pace than in other Member States (EU Gender Index, 2019). For example, only 38% of the young people consider that the school in Romania is promoting the gender equality (UNICEF, 2020). However, the differences between the salaries and the access to the education are lower than in European Union (Romanian Government), e.g. only 5.8% difference on salary paid for equivalent jobs. At the level of government, there is a National Agency for the Equality of Chances for Women and Men. It has to be said that the main priority in the Romanian policies is to stop the women abuse, trafficking and violence. This is the reason why the National Strategy from 2018 (National Strategy, 2018) has two pillars, one dedicated to stop violence against women, and the second to stop discriminating practices. The women situation should definitely improve in regard with their effective involvement in political decision making.¹³

3.3.5 Croatia

The Croatian Constitution assures gender equality through the Gender Equality Act (OG 82/08, 69/17) that is effective from 15. July 2008, and renewed on 22.07.2017.¹⁴ This Act determines the general basis for protection and promotes gender equality as fundamental values of the constitutional order. It defines and regulates the manner of protection against discrimination on the grounds of sex and the creation of equal opportunities for women and men. One of its main goals is to combat gender discrimination in several social areas in which it occurs. Therefore, the following areas to which the Law applies are: employment and work, education, political parties, media, and official statistics.

The Office for Gender Equality is responsible for the development of national policy for the promotion of gender equality and supervision of its implementation, as well as oversight of compliance with laws and other regulations on gender equality concerning international documents.¹⁵ The main documents for gender equality in Croatia are National Policy for Gender Equality, for the period 2011-2015¹⁶, Strategy of Women Entrepreneurship Development in the Republic of Croatia 2014. - 2020¹⁷ and The Protocol in the cases of sexual harassment.¹⁸ Currently, the new National policy for gender equality is in the process of making for the next period.

On the Gender Equality Index Croatia ranks 20th in the EU with 57.9 out of 100 points.¹⁹ Croatia's scores are highest in the domains of health (83.7 points) and money (72.6 points) while in the domain of power, gender inequalities are most pronounced. The aim of the future strategy aims to focus on the areas where the most significant improvements are needed: power, knowledge and the domain of work.

Some initiatives were made for women entrepreneurs such as „Cheap loans for Croatia's women entrepreneurs“, as well as several campaigns with the aim to raise public awareness of the importance and ways of protecting women from violence.

The initial results of the analysis of the economic impact of the COVID-19 pandemic indicate that there is a risk of undoing the progress in the economic independence of women that has been achieved in the last 10 years. In the sectors of the economy that were negatively affected by physical distance, a large number of employees are women, with women's employment falling more sharply than in the 2008 economic crisis. In addition, the closure of schools and other institutions requires a growing need for childcare, where it is assumed that there will be a need for a disproportionate impact on working mothers.²⁰

3.3.6 Ukraine

Equality of men and women is anchored in the *Constitution of Ukraine*, part II, article 24. Legislation of Ukraine forms the basis for gender equality policy; the leading Law of Ukraine in this domain is "On the provision of equal rights and opportunities for women and men" (2005), along with the Law of Ukraine "On Principles of Prevention and Combating Discrimination in Ukraine" (2012).

Ministry of social policy of Ukraine is the state central executive body specially empowered on issues of provision of equal rights and opportunities for men and women. Since 2017 there is a position of the Government Commissioner for Gender Equality Policy of Ukraine.

The gender component is enclosed in the following national policy documents: *Annual National program under the Ukraine-NATO commission; Social program of the provision of equal rights and opportunities for women and men for the period to 2021, National action plan for the implementation of the resolution of UN Security Council "Women, peace, security" for the period to 2025, National action plan on the implementation of recommendations of the UN Committee on the Elimination of Discrimination Against Women (CEDAW Committee) for the period to 2021. Ukraine joined Sustainable Development Goals 2030 Agenda.*

Also, the country implements the *Concept of prevention and combating domestic violence for the period to 2023*, based on international standards and the respective law of Ukraine.

Human Development Report 2020 states that Ukraine is at the 52nd place out of 162 countries by *Gender Inequality Index*. In 2019 gender pay gap was identified at the level of 23%.

In September 2020, Ukraine formally became a full member of the Biarritz Partnership for Gender Equality, and in December 2020, the Government of Ukraine joined the Equal Pay International Coalition.

Currently, there are significant difficulties in the access to statistical data and other gender-segregated data about salaries, type of employment and professions, types of social aid. At the end of 2020 Cabinet of Ministers of Ukraine approved a list of indicators for collecting data for the monitoring of gender equality.

3.3.7 Bosnia and Herzegovina

In 2019, according to the gender development index (GDI) calculated for 167 countries, Bosnia and Herzegovina had GDI value of 0.937, placing it into Group 3.²¹ However, Bosnia and Herzegovina has a Gender Inequality Index value of 0.149, ranking it 38 out of 162 countries in the 2019 index.²² Taking into consideration that BiH was ranked 81st out of 188 countries in the 2016 Gender Inequality Index, this is very noticeable progress. Progress of Bosnia and Herzegovina in respecting and promoting gender equality is highlighted in a series of international commitments and in Bosnia and Herzegovina's legal and policy frameworks.

Bosnia and Herzegovina is in the process of acceding to the European Union and over the past years has successfully set up the legislative and policy framework for gender equality in a pre-accession perspective. Normative achievements that influence the institutional practice in promoting gender equality in BiH include:

- Article 2 of the Constitution of Bosnia and Herzegovina defines that the enjoyment of the rights and freedoms shall be secured to all persons in Bosnia and Herzegovina without discrimination on any ground, including sex;
- The Parliamentary Assembly of Bosnia and Herzegovina passed the Gender Equality Law²³ (GEL) in 2003 (revised in 2010). Article 20, paragraph (2) of this law defines that equal representation of the sexes exists in the case when one of the sexes is represented by at least 40 percent. To achieve equal representation, all bodies are obliged to adopt special measures;
- Amendments to the Election Law instituting candidacy quotas;
- Ratification of the Istanbul Convention and adoption of the strategic framework for implementation of the Convention;
- Adoption of the recently expiring BIH Gender Action Plan (2018-2022)²⁴ and Action Plan for the implementation of UNSCR 1325, both expected to be revised in the coming period.

Gender institutional mechanism and legal provisions guaranteeing women's rights and gender equality are largely in place. Within the Ministry of Human Rights and Refugees, the Agency for Gender Equality of Bosnia and Herzegovina²⁵ (the Agency) is established to implement and monitor the implementation of the GEL. The Agency has action plans and implements as well as foreseen activities for providing security, peace, and the improvement of the status of rural women²⁶, gender-responsible budget in general, gender-responsive budgeting for youth²⁷. Besides the Agency, more detailed activities are in charge of Gender Centers on the level of two entities of Bosnia and Herzegovina: Gender Centre of the Federation of Bosnia and Herzegovina²⁸ and Gender Centre of the Republic of Srpska²⁹. These Gender Centers provide expertise to the institutions by introducing gender equity and equality in all spheres of life. Beside these main stakeholders, important actors are also: Directorate for European Integration in its capacity of being the main coordinator of the European integration process at the state level (horizontal coordination) and between the state institutions and entities (vertical coordination), the government units and gender focal points in line ministries responsible for gender mainstreaming as well as women's civil society organizations.

BIH is a signatory to a number of important and binding international documents³⁰, which guarantee the equality of men and women and prohibit gender-based discrimination. Yet, implementation of laws and gender equality policies and measures remains a challenge and requires constant support, systematic approach and strong political commitment in addressing gender equality and women's rights. The institutional capacity to implement normative frameworks for gender equality remains one of the most serious challenges in BIH, as there is a need to achieve fully operational systems of gender mainstreaming. Moreover, there is a need to strengthen the gender focal points in institutions and build their capacities to monitor the implementation of GEL and to produce analyses, indicators and monitoring reports.³¹

Traditional patriarchal attitudes are still very prominent with gender inequalities present in all spheres of social and economic life while violence against women is widespread. Inequality between women and men cuts across all social strata and interlinks with other inequalities as well as with all social, political and economic exclusions. Regardless of the strictly defined system that reaches towards gender equality, the number of 40 percent of women presence is hardly reached in any sphere in BiH (it is estimated that representation of women in state institutions and administration is 17 percent). There is a huge lack of statistical data on the presence of women in the forestry sector and the sector still has the prefix “male” before its name. It is necessary to first create a strong base of statistical data and then analyze and systemically reach towards measures to realize gender equality.

3.3.8 Serbia

The Constitution of Serbia³², adopted in 2006, guarantees human rights envisaged in ratified international treaties, the generally accepted provisions of international law and legislation (Article 18, paragraph 1), provides for equality of men and women and the development of an equal opportunities policy (Article 15) and prohibits discrimination on any grounds, including gender-based discrimination (Article 21, paragraph 3). The National Strategy for Gender Equality for 2016-2020 has expired and preparations are underway for a new one. The Law on Gender Equality³³, adopted in 2009, obliges all public authorities to implement an active equal opportunities policy, to monitor the exercise of gender-based equality principle in all fields of public life and the implementation of international standards and the respective rights guaranteed by the Constitution. The Anti-discrimination Law³⁴ obliges the state to implement comprehensive measures of prevention and protection against multiple discrimination, which is described as a severe form of discrimination (Article 13, item 5). According to the Labour Law³⁵, any direct or indirect discrimination against persons seeking ‘employment, as well as employees, on the grounds of sex, birth, language, race, colour of skin, age, pregnancy, state of health and/or disability, ethnic affiliation, marital status, family commitments, religion, sexual orientation, political or some other conviction, social background, financial standing, membership in political organisations or trade unions or some other personal traits,’ is prohibited.

In addition, Serbia is a signatory to almost all international documents that guarantee the equality of men and women and prohibit gender-based discrimination. These include: Council of Europe’s Social Charter; European Convention on Human Rights; UN Convention on Civil and Political Rights; Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention); and the United Nations Convention on the Elimination of All Forms of Discrimination against Women.

Several institutions have responsibilities related to addressing gender equality. The Ministry of Labour, Employment, Veteran and Social Affairs is in charge of the relevant legislative and strategic framework. The Coordination Body for Gender Equality was

founded in 2014 by the Government of the Republic of Serbia. The Coordination Body works on all issues and coordinate the work of the State administration in relation to gender equality in Serbia. The Parliamentary Committee for Human and Minority Rights and Gender Equality discusses draft laws and other regulations in terms of gender equality. It monitors the implementation of laws and regulations relating to gender equality.

In the last decade in Serbia, *“the progress has been made in harmonising legislation with the international and EU standards on gender equality, developing a comprehensive legal and policy framework, and increasing efforts to mainstream gender through all sectors at all levels”* (Dokmanovic, 2016). Some of the most important accomplishments in this field are: introducing gender sensitive budgeting as mandatory by a law for all budget users at all levels; starting the implementation of the Strategy for Gender Equality 2016-2020, and developing the Guidance for Social Impact Assessment that will assist the public administration and other stakeholders to assess social impacts, including on gender equality and vulnerable groups, when developing a policy proposal (Dokmanovic, 2016).

According to UN Women office in Serbia, *“...despite laws and policies promoting gender equality, women are under-represented in decision-making in all spheres of Serbia’s social, economic, and political life”*³⁶.

3.3.9 Czech Republic

Equality of men and women belongs to the fundamental principles of the Czech Republic and is stated in Charter of fundamental rights and freedoms; however, a number of gender inequalities persist in the Czech society. Besides the economic point (gender pay gap), also low number of women in decision-making positions, horizontal gender segregation in education or stereotypes in roles distribution in home and family care are the issues. *Strategy of equality between women and men for the years 2021 – 2030* is already *„the second framework government document for the implementation of gender equality policy in the Czech Republic. The aim of the strategy is to formulate a framework for state administration measures that will contribute to achieving equality between women and men in the Czech Republic. The purpose of these measures is to develop the positive changes that have been achieved in some areas of gender equality and to refute negative trends where they persist or are deepening (Gov, 2021)”*.

Gender quality Index of the European institute for equality of men and women (EIGE) shows a lower score than EU-average in case of the Czech Republic with bad results mostly in the area of power (women in decision-making), time (division of care taking) and equality in education. There are also other indexes used, such as SIGI (OECD) or Global Gender Gap index. However it holds true, that the situation has been improving in the past years (Gov, 2021).

According to the data published on webpages of the Czech Statistical Office (from 2017), the average difference between average gross hourly income between men and women expressed as a percentage of gross male income is 22,5 % in the Czech Republic. The data are presented also for other European countries (Germany 22 %, Austria 21,7 %, Croatia 10,4 % and Slovenia 8,1 %). Among managerial positions, the situation of the Czech Republic is almost the worst (worse only in case of Luxembourg) with female representing 25 % (CSO, 2017).

Topic of equal payment is an issue of a project called *The Issue of Equal Pay*. According to their general information, the „*Gender Pay Gap in the Czech Republic is 18,9 %. There are many reasons for unequal pay. These include, for example, a higher concentration of women in lower paid jobs (education, health and social care), smaller representation of women in leadership positions, gender stereotypes in the perception of social roles of women and men (woman - caregiver, man - provider), unequal division of child care and domestic work, or even direct discrimination (Rovná odměna)*“.

Issue „gender and science “was investigated in *Academics 2018: Proposals for measures to promote equality in the research and higher education environment (Linková et al., 2018)*. Within this topic, a National centre – gender and science aim at e.g. promotion of gender issue, mentoring for young researchers for developing their careers (Gender a věda).

Gender issue in forestry was mentioned by Lišková (2010) in her contribution „Gender issue in forestry “. She mentions the gender stereotypes connected with women and also interesting information about non-existence of equivalents for female workers for usually used words for (male) workers in forestry.

Issue of gender is also a subject of contributions published on webpage *Equal opportunities in a context*. In 2018 an interview with a female forest district manager (also with her view on the male-dominated sector and her personal experience) was published (Hausenblasová, 2018).

In game management a *Club of ladies in the Czech hunting of the Czech-Moravian Hunting Union* exists, uniting more than 150 female members. Another women’s hunting association exist – it is called Diana, was established in 2009 and currently unites around 90 members. In 2014 they organized a conference with participants from 11 countries.

3.3.10 Bulgaria

With 59.6 out of 100 points, Bulgaria ranks 19th in the EU on the Gender Equality Index. Bulgaria’s score is 8.3 points below the EU’s score. Since 2010, Bulgaria’s score has increased by 4.6 points³⁷. Main normative acts where the equality is taken into account are: Constitution of the Republic of Bulgaria; Labour Code; Social security code; Law on Equality of Women and Men (2016); Law on Protection against Discrimination; Social Assistance Act; Employment Promotion Act; Anti-Trafficking in Persons Act; Domestic Violence Protection Act.

At the national level, the equality policy is coordinated by the Ministry of Labor and Social Policy (MLSP). Since 2004, a specialized unit has been established in the MLSP, which is called the Department of Equal Opportunities, Anti-Discrimination and Social Assistance in the Disability Policy. The strategic document defining the framework of the implemented unified policy is the National Strategy for the Promotion of Equality between Women and Men 2016-2020. The main priority axes in the strategy are: Priority area 1: Increasing women's participation in the labor market and equal degree of economic independence.; Priority Area 2: Reducing the gender pay and income gap.; Priority Area 3: Promoting equality between women and men in decision-making processes.; Priority Area 4: Combating gender-based violence and protecting and supporting victims.; Priority Area 5: Changing the existing gender stereotypes in society in various spheres of public life.

To implement the set activities under the priority axes, numerous initiatives and trainings have been carried out in various ministries and state institutions. According to data reported as of 2017, the Ministry of Agriculture, Food and Forestry in Chapter 9 of the Maritime Affairs and Fisheries Program 2014-2020 includes the principle of promoting equality between men and women and non-discrimination. According to the Executive Agency for Forestry, a total of 45 women and 57 men took part in the trainings under Priority 5 in the part "Improving the human potential in agriculture and forestry through the dissemination of knowledge and improving skills"³⁸.

According to information from the National Statistical Institute, in 2017 the difference in pay by gender is 12.7%. According to data from the European Commission in 2018, the gender pay gap in Bulgaria stands at 14.4% while the average gender pay gap in the EU is 16.2%. For the same year the gender overall earnings gap in Bulgaria stands at 22.8% while the average gender overall earnings gap in the EU is 39.6%³⁹. There are three types of disadvantages that women face in term of payment: lower hourly wage; women work fewer hours of paid work; there are lower employment levels (when taking a career break to take care of children or old relatives)⁴⁰.

4 Definitions

As an introduction, the following terms are explained as the basis for dealing with the topic of gender equality and gender mainstreaming.

Sex

biological term

Gender

... means in contrast to the biological term "sex" the social term "gender" - different roles and norms that are assigned to women and men in our society. Because it is learned and not innate, gender can be changed.

Stereotype

A stereotype is a description of people or groups that is present in everyday knowledge. It is memorable and pictorial and refers to a simplified view that is considered typical. In contrast to prejudice, which expresses a general attitude, stereotypes are part of an unconscious and sometimes even automatic cognitive assignment.

Gender stereotypes

... attribute certain characteristics and behaviors to people based on their identifiable sex/gender. These attributions are acquired during the whole life and permanently activated through self and external perception, so that they appear "natural".

Equality between women and men

... the participation of both genders in all areas of society based on equal rights and equal resources.

Equality

... is achieved when all structures and decision-making processes are designed in a way that women and men based on their gender roles in relation to

- individual lifestyle
- distribution of power, resources and work

are neither preferred nor disadvantaged.

Equal rights

... equality between women and men within a legal system.

Equal treatment

... the right to be treated in the same way in the labor market as other people and groups of people in a comparable situation.

Gender competence

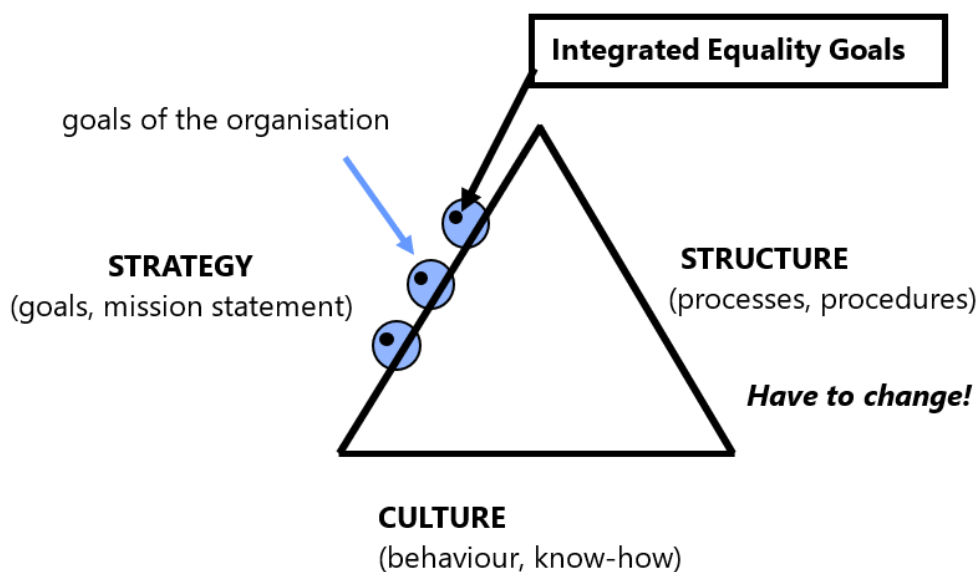
... includes knowledge of gender relations and their reasons as well as the ability to apply this knowledge in everyday activities and to reflect on it on an individual level. Gender-competent action aims at the individual and societal analyses of gender constructions and inequalities and is the basis of equality between women and men. Gender competence is required in order to be able to consistently implement measures and decisions in line with gender mainstreaming. It leads to an optimization of the competence of persons and organizations.

5 Intervention model

5.1 Systemic Triangle

The systemic triangle is an organizational development instrument, which relates the different dimensions of a system to one another.

The individual dimensions are explained below, the relevance of gender mainstreaming is made visible.



Considerations at the strategy level

- What runs our organization?
- What are the principles of our work?
- What are our strategic goals?

Considerations at the structure level

- How do we realize our strategic goals?
- How do we do this?
- Which structures / processes support strategy and culture?

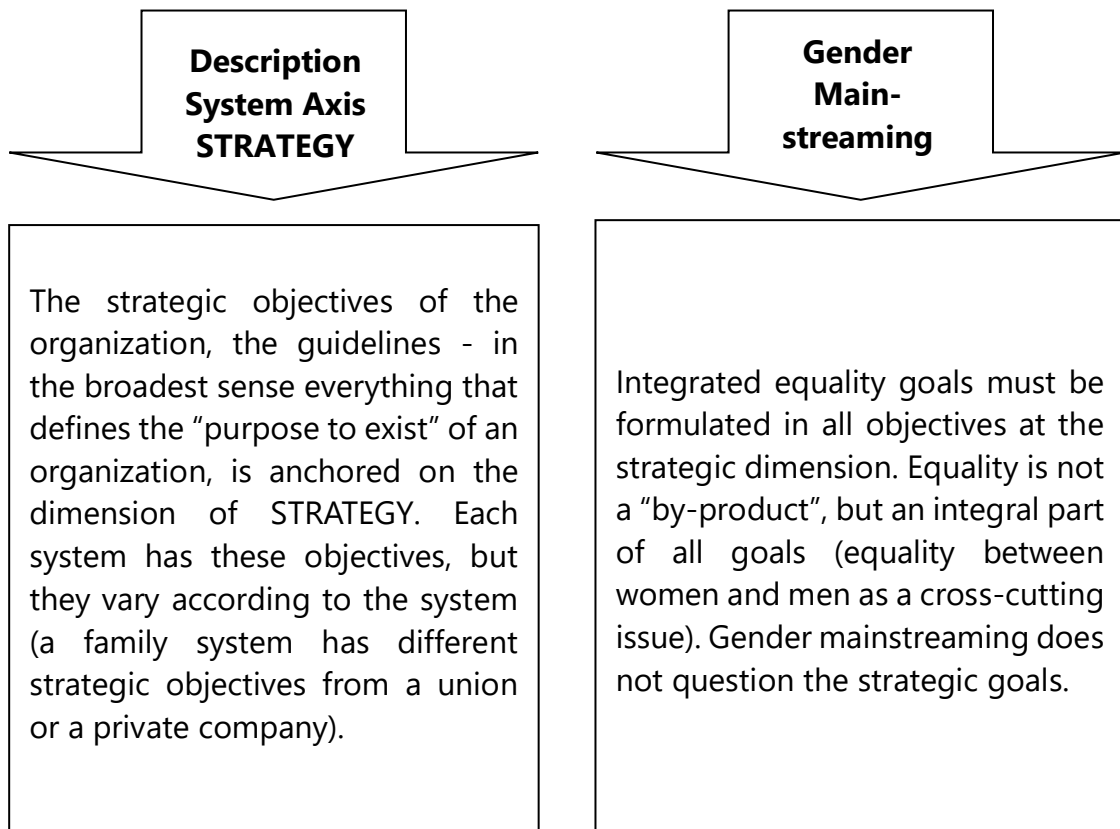
Considerations on the cultural level

- Which values guide us?
- How do we design and live "organization"?

5.2 The Dimensions in detail

Recommendations along the dimensions at the organizational level

5.2.1 System Axis Strategy

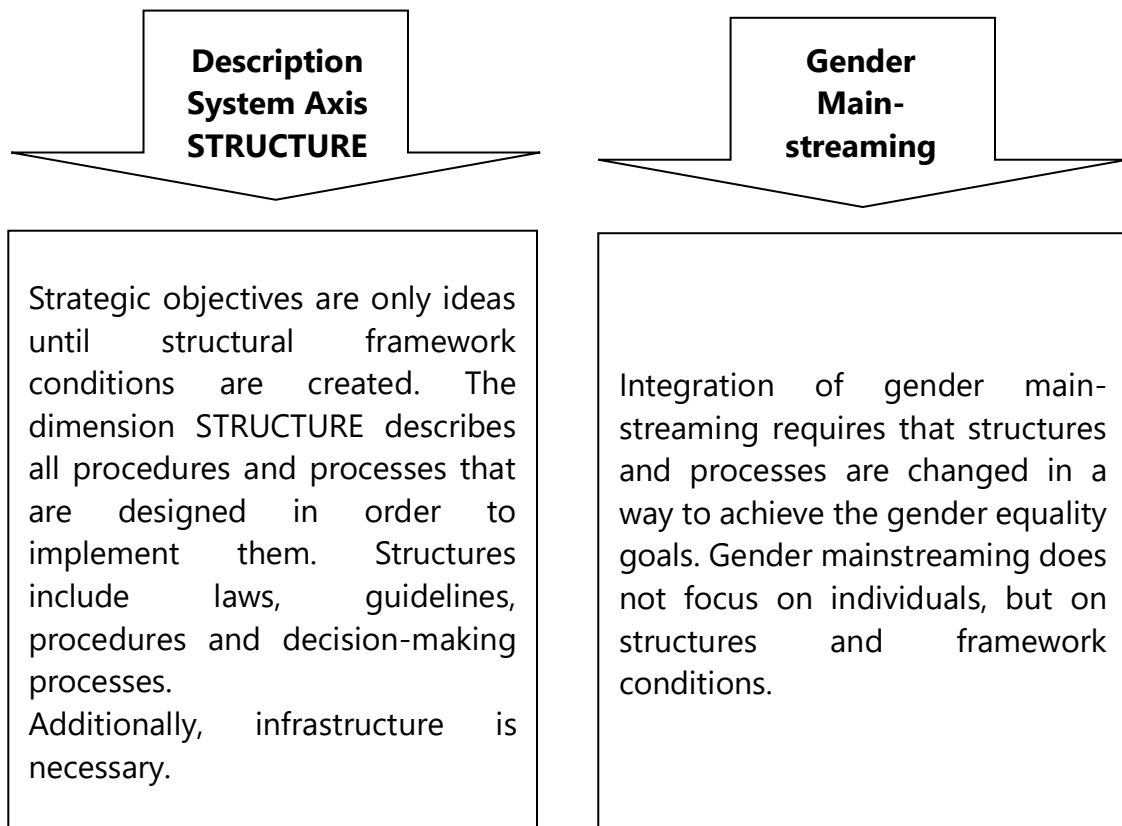


STRATEGY - Options for action

Equality in mission statements and all strategies of interest groups and bodies in the sector

- ➔ Plan and initiate programs
- ➔ Create new approaches to work / leadership
- ➔ Revise remuneration systems
- ➔ Introduce quotas for women
- ➔ Equality in educational strategies

5.2.2 System Axis Structure

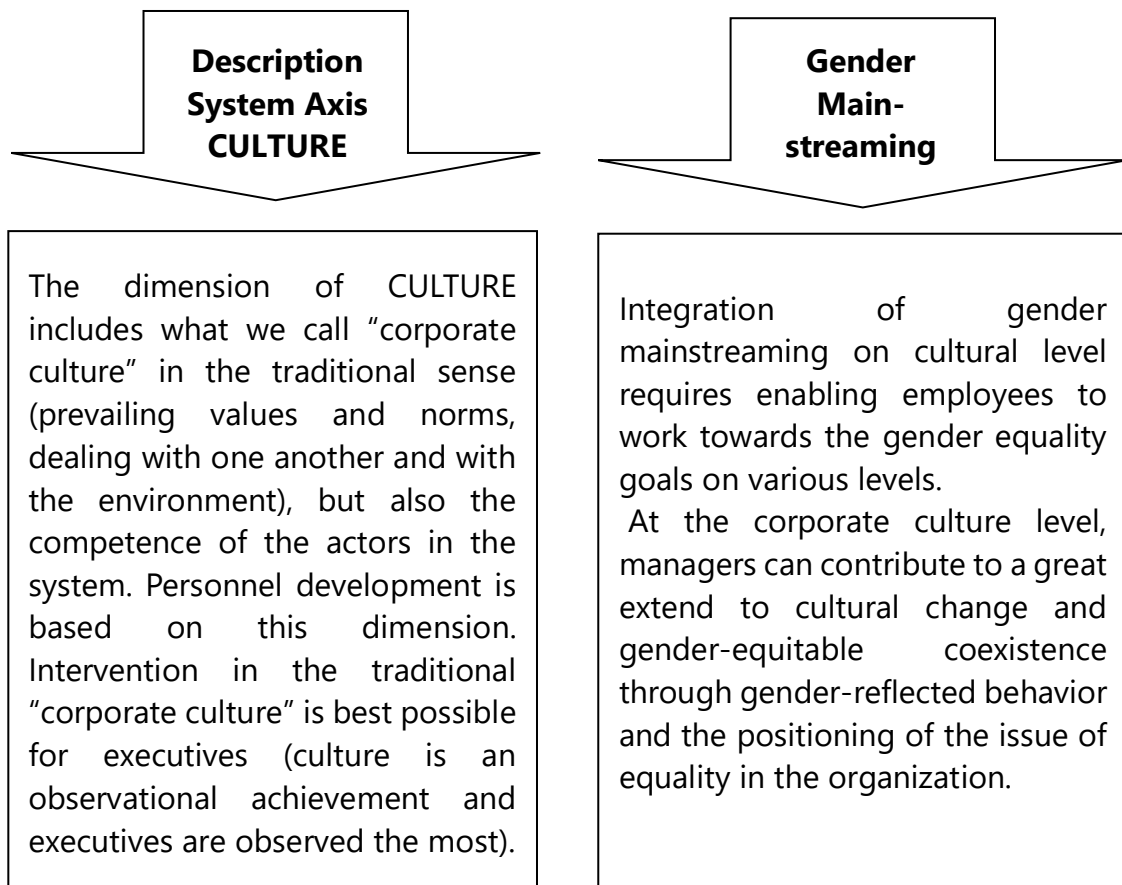


STRUCTURE - Options for action

Anchoring equality structurally in the organizations

- ➔ Change framework conditions (e.g. working hours, working conditions, care offers for children and relatives)
- ➔ Introduce measures to promote women
- ➔ Build and promote networks to support women in forestry
- ➔ Create access while taking gender roles into account (e.g. access to training opportunities, access to management and key positions)
- ➔ Structurally anchor transparency and objectivity
- ➔ Equality-oriented structures in the education system

5.2.3 System Axis Culture



CULTURE - Options for action

Implement equality top-down as a cross-cutting issue

- ➔ Break up attributions and stereotypes
- ➔ Consider different gender roles
- ➔ Actively encourage women to participate in the forestry sector in all fields of work and on all levels (horizontal and vertical de-segregation)
- ➔ Awareness raising - align the organization's mindset to equality
- ➔ Allow and promote networking to support women in forestry
- ➔ Personnel development - offer measures to promote women
- ➔ Promote transparency and objectivity

6 Possible Fields of Action

The three dimensions can be used to identify starting points for the forestry sector, to derive approaches for action and to develop measures.

Reasons for the targeted use of the potential of women in forestry

- Growing need for skilled workers - women are an important human resource
- Attracting and retaining employees – equality-oriented companies and organisation are more attractive for employees
- Efficiency and motivation increase in mixed-gender teams
- Women bring in different perspectives
- Different potentials and approaches set free creativity and innovative forces - innovations and efficient solutions
- Companies and organizations with an equality-oriented approach are more successful in the long term
- Competitive advantage and increasing the attractiveness of the forest sector and the business location

7 Recommendation for practice

Recommendations for practice are formulated for two purposes:

1. Implementation of equality perspectives in education and career choice processes
2. Increased involvement of women in forest-related decision-making

The following recommendations are possible measures to attract more women to forestry:

Implementation of the equality perspective in education and career choice processes

- Communicate equal opportunities for jobs in forestry to girls and boys
- Giving children practical insights into forestry at an early age (kindergarten, elementary school)
- Programs for girls to stimulate their interest in forestry (e.g. "Girls Day")
- Parental work: Bringing forestry to the parents' awareness as an attractive education opportunity for girls and boys
- Awareness raising for executives, employers and decisionmakers that both girls and boys can assume careers in male-dominated fields
- Equality-oriented presentation of the fields of work in forestry
- Create role models - make visible the strengths of women and their professional work in forestry

Raising awareness on the topic of forest / wood

- Wide opening of the topic considering the gender perspective in forestry
- Inclusion of urban and rural population in forestry matters and activities
- Promotion of leisure activities in forestry: e.g. forest pedagogy
- Draw attention to the special, wonderful workplace forest

Counteracting gender roles and gender stereotypes

- Question the distribution of tasks between men and women
- Deconstruction of the male connoted pictures of the field of work
- Development of alternative presentations from a gender perspective
- Equality-oriented public relations – being aware of language, pictures, examples

Promotion of women in the forestry sector

- Orient towards role models in (sub)-areas in which women are already promoted
- Create equality-oriented recruitment-processes for jobs in the forestry sector
- Equal composition of recruiting committees
- Inclusion of equality responsible staff in recruiting procedures and hiring decisions
- Give women with the same qualifications priority when occupy positions or functions
- Actively encourage women to participate in the forestry sector in all fields of work and on all levels (horizontal and vertical de-segregation)
- Include girls who already attend forestry schools in forestry associations and networks
- Address young female entrepreneurs in forestry sector personally and involve them in development and decision-making processes (e.g. create data base which cover entrepreneurs in forestry; collaborate with interest associations of forestry entrepreneurs)

Promotion of women in key positions and committees

- Enable participation of women in committees in all fields of work and on all levels of the forestry sector
- Bring as many women as possible to the relevant bodies
- Recommend a quota for women in committees
- Make decision-making processes more transparent (e.g. recruiting process, hiring, promotion into key position)
- Address women who are already active in forestry
- Actively attract more women to key positions
- Provide access for women to key positions
- Promote networks for women in key positions and committees

Create equality-oriented framework conditions

- Consider work-life balance and compatibility
- Establish training courses and projects for women in forestry
- Create equality-oriented settings in which women can contribute their knowledge and experience

There is a need to raise awareness of gender equality and opportunities for women in forestry to ensure their share and participation at all levels in this area.

Female forest owners should actively participate in forest management and contribute to the development of new sources of income from the forest. Their capacities are to be expanded not only for the marketing of wood, but also for the marketing of other functions of forests as recreation, food from forests or forest tourism. In order to be more active in these areas, they need knowledge and skills, but also a corresponding position in the sector and recognition.

Raising the awareness of relevant actors in relation to equality and working with experts, role models and forest women can be a powerful tool for implementation.

The media interest in topics such as “women in male-dominated industries” is quite high and can be used to transport different messages. The role of women in business and society, gender-independent opportunities general and in forestry as well as the importance of forestry for economy and society are topics that should be promoted.

Supporting female forest owners in increasing the income from their forest and entering new markets leads to increased competitiveness and livelihood security, as does the integration of innovative methods and instruments to better involve women in decision-making processes in the forest sector.

Diversity and equality lead to maximum use of potential and a multi-faceted view of topics and challenges, which contribute to innovation and competitiveness of the sector, regions and countries of the Danube region.

8 Further Links and Literature

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