

Output Factsheet

Output title:

T3.3 Training and mentoring program for women in forestry

Summary of the output (max. 2500 characters)

The Training Program provides a basis which is adapted following the experiences in the pilot activities. Content, extent, duration, methods, framework and target group can vary according to the needs in the partner regions.

It consists of 2 pillars:

1. Awareness Raising for decision makers, executives, employers and employees, male and female, regarding gender equality, equality-oriented personnel development and organizational development. It creates a common understanding of terms and definitions, but also of necessities and benefits in the context of equality between women and men in the forestry sector. Special focus is on structural framework such as working hours, meeting structures, further education, etc. and a joint development of possible structural changes and alternative solutions incorporating best practices are the goal.

2. Training Modules for women in Forestry, such as forest owners, forest professionals and women in early career and formation:

- Leadership Skills
- Personal Skills
- Social Skills
- Digital Skills

The training modules aim to encourage and empower women to participate in all functions and at all levels of the forestry sector. They are an active offer to support them in better assessing, expanding and presenting their knowledge, skills and potentials, and successfully integrating them into their work environment. They will support women to develop professional and leadership skills and encourage them to get involved in all relevant areas.

Each partner country who has chosen the training program has to select at least 3 different modules and to prepare at least 1 workshop/module with minimum 4 units and 8 women per workshop.

Gender reflected mentoring is a way to promote the professional and personal development of women and to make their existing skills visible and usable. This output provides resources in the forestry sector by implementing a "Train the trainer-program for gender reflected mentoring" to open and strengthen the perspective of women.

If the Mentoring Program is chosen by partners, they have to send at least 1 participant to the transnational training. These participants are qualified as mentors and act as multipliers on national level (train the trainer principle).

Steps:

- ➔ Transnational Introductory Workshop
- ➔ “The Art of Mentoring”
 - Communication
 - Conflict management
 - Knowledge transfer
 - Basics of gender-reflected methodology / didactics
- ➔ Transnational Exchange of Experiences
- ➔ Transfer to national level

Contribution to EUSDR actions and/or targets (max. 1500 characters)

Contribution to EUSDR PA8 targets/actions:

Program of training and mentoring addresses diverse needs of forest-based business sector and aims to include also employers, training centers, SMEs and companies to be involved in the process of unlocking hidden human resource potential of empowered women (Action 3). OT3.3 among other women addresses also a large group of female forest owners who in majority live in rural areas to improve their knowledge, skills and competences in forestry sector (Action 5).

Contribution to EUSDR PA9 targets/actions:

Training modules are planned to be held on-line in terms to take advantage of digitalization and offer access to training to all interested women, who could not participate at face-to-face workshops (Action 2). Training modules are prepared with an aim to empower women to become competent and more active in male-dominated forestry sector. Additionally, the mentoring program provides a program to train gender-oriented mentors in forestry with the goal of encouraging and supporting female forest owners and female professionals (Action 3). Training and mentoring program will assist participants to develop their technical and leadership skills and encourage women to become involved in all aspects of forestry, including development of their professional career (Action 4). OT3.3 was developed in cooperation with experts from different fields with an aim to prepare quality and efficient tools which will help women in development of their digital, personal, social and leadership skills (Action 5, Action 6). OT3.3 promotes the professional and personal development of women regardless their current position, education or age (Action 7). By aiming to raise awareness the program aims to create structures and environment which would be attractive for both, women and men, to equally participate in forestry activities (Action 8).

Performed testing, if applicable (max. 1000 characters)

Training and Mentoring program will be implemented through pilot activities in T4.

Integration and use of the output by the target group (max. 2000 characters)

Empowerment and active participation of women at all levels and fields of forestry will contribute to improved options for employment, acceptability, negotiation capabilities and involvement of women into the business and enterprise environment. Therefore OT3.3 addresses not only women, but also **local public authority, national public authority, sectoral agency, interest groups including NGOs, higher education and research, education/training center and school, enterprises, SMEs, business support organizations and general public.**

Geographical coverage and transferability (max. 1500 characters)

Output T3.3 was developed through cooperation of experts from 10 DR countries. It is prepared in English language and therefore it can be easily replicable also in other DR countries, EU countries and beyond. Both programs of OT3.3 were translated into national languages with an aim to provide country-specific information and to ease handover of important content to the general public, professional associations and potential users at national level.

Experts from different fields (forestry, education and training, gender mainstreaming) were involved in preparation of OT3.3, following different sector and national related requirements. Also, the training program is structured in modules, which can be independently selected and combined in terms to be adapted according to national needs and circumstances. Transparent and well organised structure of OT3.3 makes it easy to follow and applicable also in other sectors.

Durability (max. 1500 characters)

OT3.3 provides training and mentoring activities for women in forest-based sector. It is based on the results of T1, T2 and OT3.1, and will be implemented through pilot activities in T4.

Program presented in OT3.3 can be easily adopted and used in other projects in the future and therefore address a longer timeframe than the project duration. Integrated into the existing national education systems at different levels, from vocational education and training to lifelong learning and training will support development of more inclusive working environment.

Synergies with other projects/ initiatives and / or alignment with current EU policies/ directives/ regulations, if applicable (max. 1500 characters)

Integrating women in companies and institutions into new fields of work opens up opportunities not only for them but for the whole sector. With the focus on strategies, structures and culture the Training and Mentoring Program provides a set of strategies, guidelines and activities developed under a gender perspective to be used in the forest sector, its organisations and companies.

Tools and methodologies for training needs analysis and assessment of skills were partly developed and tested within Competence Centre in Circular Economy (ESS). Comprehensive model of planning and forecasting needs for skills was developed, is the Career platform for employees.

Development of the Training- and Mentoring Program for more successful integration of women into the labour market and employment considered results from good NEWSS (Interreg SI-AT), the WomEn-Puls project (Interreg AT-HU) – Career promotion of women in Styrian public administration and companies and the synergic project Promotion of entrepreneurship and Crafts in the Forestry and Timber Sector.

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". The Fem4Forest project team in in close exchange with the actors of this strategy.

Output integration in the current political/ economic/ social/ technological/ environmental/ legal/ regulatory framework (max. 2000 characters)

In the case of decision-makers, executives and employers, sensitization aims to bring (interest) groups into discourse with one another and to recognize stereotypes and prejudices. By deconstructing and reconstructing these stereotypes and prejudices, situations in everyday life can be dealt with in a gender-sensitive manner. Creating a non-discriminatory environment is essential for women's career development. In order to achieve this goal, it is also necessary to sensitize employees and motivate them to participate in the development of an organizational / corporate culture that is oriented towards gender equality.

Development and implementation of Training Modules to promote equality between women and men in the forestry sector increases and strengthens the position of women in all areas of forest work and at all levels of decision making.

Output T3.3 addresses objectives in EU Commission's "**Gender Equality Strategy 2020-2025**". The results provide basis for the discussion of gender stereotypes and how to overcome them, address different gender gaps and aims to empower women through target trainings and mentoring based on collected needs.

Output T3.3 is in line with **FAO Policy on gender equality 2020-2030**, which recognizes importance of progress towards clear gender equality objectives. It aims to adequately address gender dimensions in all organizational functions, from results-based management to staff learning and evidence generation.

Output T3.3 highlights defined issues related to unequal participation of women and men in agriculture and rural development, Ageing and masculinization of rural areas, invisibility of women's role and under-representation of women in farm ownership and agricultural decision-making, defined in **EIGE Gender in agriculture and rural development**.

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