



FOREST IN WOMEN'S HANDS (FEM4FOREST)

Report “Collected needs of women and wider gender perspectives in forestry”

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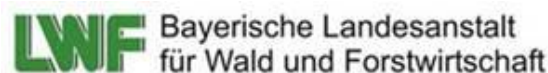
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1 Introduction

This report describes the results of the Fem4Forest online survey, summarizes the key findings from the in-depth interviews with women forest owners and professionals, and provides an overview of the stakeholder roundtables. It also briefly explains the underlying methodology (Section 2). A detailed version of the project’s research and action design is available as Methodology for Identification of needs and interests of women in forest sector.

The results of the online survey on the needs and interests of women in the forest sector are the focus of this report. It serves the current evidence requirements of the work packages T2, T3 and Communication. To put the evidence presented into perspective, it is beneficial to take a closer look at the respondents to the survey (Section 3).

The survey results, interview findings and stakeholder feedback from the roundtables provide a comprehensive overview of the situation and position of women in forestry in the Danube Region (DR) (Section 4 and 5). The project's stakeholder-based and participatory research approach ensures that demand-based interventions for women in forestry are defined. The report concludes with lessons learnt about women in forestry in the DR.

2 Methodology

The Fem4Forest methodology consists of three instruments for data collection:

- a. **Questionnaires** for different target groups (female forest owners, female forest workforce, early career female foresters)
- b. **Guided interviews** (with female forest owners, female role models in forest workforce, decision-makers in forest sector)
- c. **Round tables** with different target groups (depending on topic)

A detailed description of the Fem4Forest Methodology is provided in the document “Methodology for identification of needs and interests of women in forest sector”, which was adopted in April 2021 and is implemented by PPs. It allows to conduct the cross-country comparison and the benchmarking for involvement of women in the forest sector. The Methodology includes the various means for data collection and analysis in its Appendix.

The overview below shows indicators and timing for the questionnaires, interviews, and round tables.

Table 1: Timetable Fem4Forest Methodology

	Indicator	Implementation	Evaluation
Questionnaires			
T1	50	30.04.2021	30.06.2021
T2	30	31.05.2021	30.06.2021
Interviews			
T1			
12 total	8	30.04.2021	31.05.2021
	4	31.05.2021	30.06.2021
T2	3	30.06.2021	31.07.2021
3 total			
Round tables			
T1	1	31.05.2021	15.06.2021
10 participants			
T2	1	31.10.2021	30.11.2021
10 participants			

- a. Two sets of online **questionnaires** were designed to collect quantitative data about the needs and interests from: i.) female forest owners and forest professionals for T1, and ii.) early career forest professionals and forest professionals in formation for T2. The present report describes the findings from the T1 survey. It is the basis for the upcoming Booklet on facts and figures of women in forestry in the DR (D.C.3.1) and the benchmarking across the countries for the full report on the situation of women in forestry in the DR (D.T1.1.1), among others. The results from the T2 survey will be used to develop the Transnational Innovation Roadmap and Action Plans of T2.
- b. PPs conducted **guided interviews** to gain in-depth insights about female forest ownership and career paths of women in the forest sector. To this end, PPs have analysed their interviews with the pre-defined analysis templates and identified key insights. They are covered in the present report.
- c. The implementation of at least two **round tables** per country is planned in the project’s methodology. The PPs conducted their first round tables in the second reporting period as foreseen, and the second round tables in the third reporting period. Most used the round tables to inform stakeholders about the project,

results from the Status quo analysis and the T1 survey, and to facilitate commitment in the project’s aims. The present report lists the round tables that were conducted so far.

2.1 Data collection

Data collection was realized through snowballing. The table below shows the broad range of channels that PPs used to gain access to data. Own networks and direct contact with individuals were used by all PPs. Institutional avenues (forest services, schools, universities) were less prominent channels for data access. Desk research, thus researching the Internet to identify potential contacts for the survey, was also sometimes used.

Table 2: Data collection in Fem4Forest

Countries	Own networks	Associations	Associated Partner	Direct contact w ind.	Social media	Companies	Desk research	Forest service	Forestry schools	Universities	Student associations
Austria	Green	Green	Green	Green	Red	Red	Red	Red	Green	Green	Red
Bosnia and Herzegovina	Green	Green	Red	Green	Green	Green	Green	Green	Red	Green	Green
Bulgaria	Red	Red	Red	Green	Green	Green	Green	Red	Red	Red	Red
Croatia	Green	Green	Green	Green	Red	Green	Red	Red	Red	Green	Green
Czech Republic	Green	Green	Red	Green	Red	Green	Green	Green	Green	Green	Red
Germany (Bavaria)	Green	Green	Green	Green	Red	Red	Red	Red	Green	Green	Red
Romania	Green	Red	Red	Green	Green	Green	Green	Green	Green	Green	Red
Serbia	Green	Red	Green	Green	Red	Red	Red	Red	Red	Red	Red
Slovenia	Green	Green	Green	Green	Green	Red	Green	Green	Green	Green	Green
Ukraine	Green	Green	Green	Green	Green	Green	Green	Green	Green	Green	Red

2.1.1 The T1 survey

The first Fem4Forest online survey reveals the needs and interests of women involved in forestry in the countries of the DR. It is also referred to as the T1 online survey

„Questionnaire for female forest owners and forest professionals”. The survey was created by LWF with input from LP and PPs. The Lime Survey tool was used to implement the questionnaire. This tool helped to centralize the administration of the data collection and generate a consistent data set. PPs contributed by translating the questionnaire into their national languages. They were responsible for distributing the survey links to the target groups in their countries and ensuring participation. The survey was online from 22 March to 15 April 2021.

The PP from Ukraine – FORZA – opted for a different tool for the survey as they adopted an adjusted questionnaire. Whereas the T1 survey covered both female owners and forest professionals, the UA version covered female forest professionals only. Private forest ownership is non-existent in Ukraine. Therefore, a survey covering questions for forest owners was considered misleading by the PP from Ukraine. The Ukrainian dataset was integrated into the overall dataset by LWF.

The description of the results of the T1 survey follows the structure of the questionnaire and therefore contains general sections covering both female forest owners and forest professionals (blue, in the figure below). In addition, there are specific sections with findings on women forest owners' perspectives on (a) forest ownership and management (green) and (b) professionals' perspectives on working in forestry and gender equality (orange). Where possible, cross-country analyses were conducted to highlight country-level differences. Further insights into similarities and differences between countries can also be derived from the interview findings and the cross-country analysis in the Status Report on the current situation and position of women in forestry in the Danube Region (D.T1.1.1).

Sections	
0.	Getting started
I.	Views on women in the forest sector
II.	a. Please describe your forest b. Motivation to work in forestry
III.	a. Forest use and management b. Workplace and equality
IV.	Training needs and interests
V.	Demographic data

Figure 1: Structure of T1 survey

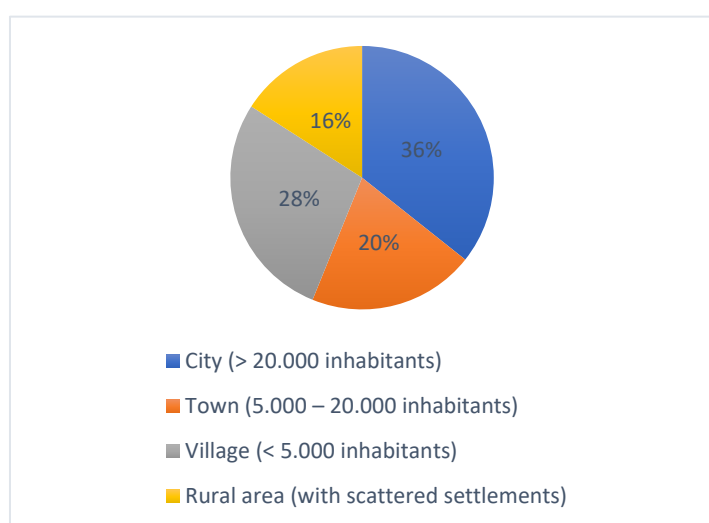
working in forestry and gender equality (orange). Where possible, cross-country analyses were conducted to highlight country-level differences. Further insights into similarities and differences between countries can also be derived from the interview findings and the cross-country analysis in the Status Report on the current situation and position of women in forestry in the Danube Region (D.T1.1.1).

3 Description of respondents to Fem4Forest T1 survey

Table 3: Respondents to T1 survey

Respondents to T1 survey	
Forest professionals (only)	611
Forest owners (only)	133
Both professionals and owners	52
Other (entrepreneurs, trainees)	84
Total	880

The dataset contains 880 completed questionnaires from the 10 participating countries of the DR. Most of these were answered by women working in forestry. A smaller proportion are female forest owners. A third group are respondents who consider themselves neither forestry professionals nor forest owners; they are entrepreneurs or trainees. The tables and figures provide an overview.



Most respondents live in cities or towns, less than half in villages and scattered settlements in rural areas. Moreover, asked if respondents have a family background in farming/forestry, slightly less than half answered Yes (425 / 48.3%) and a bit more than half mentioned to not have such a background (455 / 51.7%).

Figure 2: Place of living of respondents

Table 4: Respondents' age

Age of respondents (born)		
2000 or younger	17	1.9%
1980 – 1999	404	45.9%
1965 – 1979	311	35.3%
1950 – 1964	119	13.5%
1950 or older	9	1.0%
Missing	20	2.3%
Total	880	100%

A large proportion of the respondents can be described as relatively young. Almost half of the respondents were born between 1980 and 1999. Just over a third were born between 1965 and 1979. Both, respondents aged 20 or younger and respondents older than 70, participated in the survey to a rather small extent.

The distribution of respondents among countries is uneven. The largest proportion of respondents lives in Germany (mainly Bavaria), Croatia, Czech Republic, Slovenia, and Austria. The number of respondents from the other countries, including Ukraine, Serbia, Romania, Bosnia and Herzegovina and Bulgaria, ranges from (almost) 50 to 70. 7 respondents come from countries outside the Danube region (Iceland, New Zealand, Poland). They are included under “Other”.

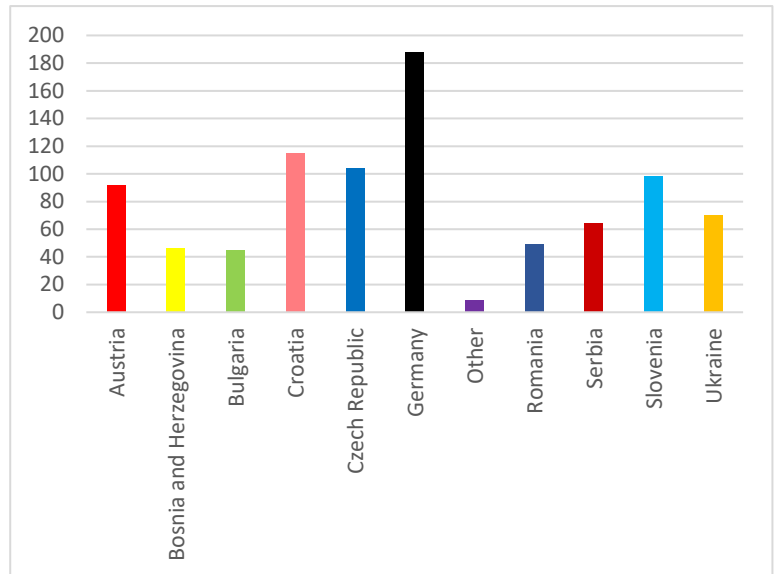


Figure 3: Countries of origin of respondents

3.1 Views on women in the forest sector

Respondents were asked to express their agreement with the following statements about women in forestry (Yes, No, Unsure, No response):

- Representation of women in the forest sector is satisfactory.
- Forestry is an economic sector with a male connotation.
- Women bring in different perspectives and contribute to efficient solutions.
- Female forest owners emphasize multifunctionality and closeness to nature in forest management.
- Female owners often leave forest management to male family members.
- There are female role models in forest management.

Most women who participated in the survey agree with the statement that (a) forestry is an economic sector with a male connotation (Yes: 75.7%) and (b) that women bring in different perspectives and contribute to efficient solutions (Yes: 82%). The results for the other statements underline that forestry is perceived as a male sector.

- **Women representation in forestry:** 56% say that the representation of women in the forest sector is not satisfactory whereas almost 20% (19.8%) say it is and 19% are unsure. Moreover, 54% of respondents agree with stating that female role models exist while 14.5% do not and almost one quarter (24.1%) is not sure that this is the case.
- **Women and forest management:** 53.6% underscore female owners' support for multifunctionality and closeness-to-nature in forest management whereas almost one third are unsure (30.3%), 4.4% say “No” and 11.6% refrained from giving an answer. Moreover, 51.7% of respondents say that women often leave

forest management to male members whereas one third are either unsure or do not know while only 13.1% indicate that women owners assume major roles in managing their forests.

3.2 Female forest owners

The proportion of female forest owners varies widely in the DR. In some countries female forest ownership is widespread, in others (much) less so (see Status Report). Accordingly, the available data on motivations, preferences and experiences of female forest owners reflects their unequal representation. 185 women forest owners responded to the survey. The figure to the right includes those who reported being farmers/forest owners: 132 respondents. Most of them live in Austria (53 / 39.8%), Slovenia (30 / 22.6%) and Germany (mainly Bavaria) (33 / 17.3%). Furthermore, the group of forest owners includes 52 respondents who are both forest professionals and forest owners.

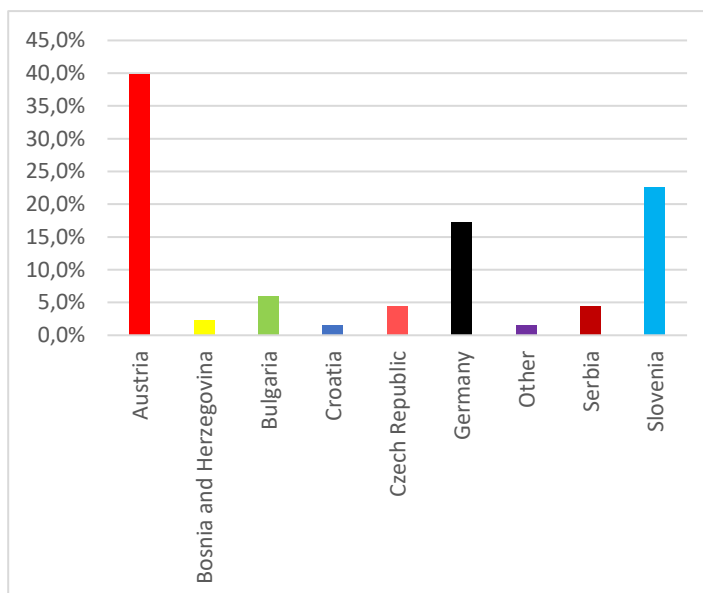


Figure 4: Countries of origin female owners

Thus, the present data represent women owners who live mainly in the western part of the Danube Region and own forests much larger than the average forest size in their respective countries. A large proportion have professional education in the field of forestry.

Three out of four women have inherited their forest or it was given to them as a gift (140 / 75.7%), which is common in Austria and Germany. There is also a significant proportion of women owners who have bought their forest (29 / 15.7%). A large proportion of them can be considered new owners: 40% (39.46%) own their forest for less than 10 years.

Almost half of all female owners who responded to the survey (n=185) own less than 10 ha of forest land (85 / 46%), one third owns less or equal than 5 ha. One fifth among female owners has land with less than 2 ha (40 / 21.6%). One third of the participating female forest owners own 10-50 ha. One in ten owns between 100 and 200 ha. The

Table 5: Forest ownership of respondents

Forest property		
≤ 2ha	40	21.6%
≤ 5 ha	21	11.4%
≤ 10 ha	24	13.0%
≤ 20 ha	25	13.5%
≤ 50 ha	34	18.4%
≤ 100 ha	14	7.6%
≤ 200 ha	19	10.3%
> 200 ha	8	4.3%
Total	185	100%

smallest group is represented by women who own more than 200 ha (8 / 4.3%). The average forest size of the participating women forest owners is therefore quite large, namely 73.66 ha.

Although two-thirds of the women surveyed own at least 5 ha, many of them are not strongly involved in interest groups. They are members of interest groups, but not consistently. The top three interest groups are:

- i. Forest owners' associations (47%)
- ii. Special women's association (15.7%)
- iii. Hunting association (13.5%)

Memberships in forest entrepreneur associations (4.3%) and nature conservation groups (3.2%) are very rare. One third (33.5%) have no memberships at all in any of the listed interest groups. There are good practice examples from some Danube countries (Austria, Bavaria), which show that a greater presence and active involvement of women in associations and interest groups strengthens their role in forestry.

3.2.1 Motivations and purposes of female forest owners

The most important factors that motivate female owners are:

- i. Family tradition (58.9%)
- ii. Like to work in the forest (48.6%) / Forest as long-term investment (47.6%)
- iii. Nature conservation (incl. biodiversity) (36.2%)

Asked for which purposes women use forests reveals that forest ownership goes hand in hand with timber harvesting. Harvesting timber for own use and sale represent the major purposes of forest ownership, followed by nature conservation and recreation. Hunting and extraction/sale of non-timber products are important to 17% and 13% of respondents, respectively, while use of the forest for educational purposes and research play a minor role. The category "Other" (10.3%) is not further specified.

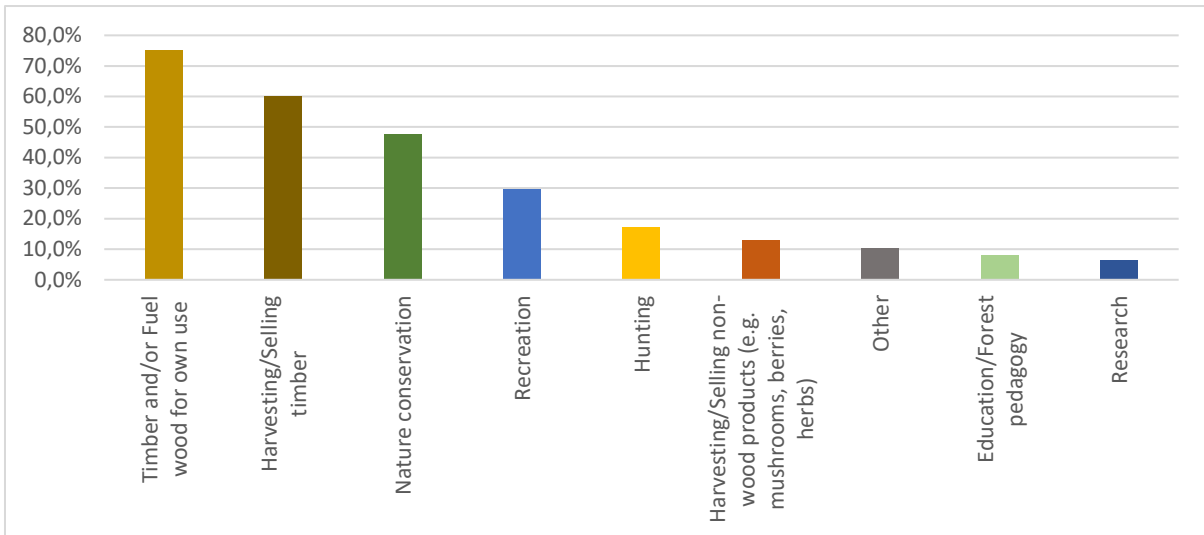


Figure 5: Purposes of forest ownership

The purposes related to forest ownership do partly overlap with the last uses of the forest by female owners. Most female owners have visited their forest in the last 1-2 months (70.8%). Harvesting timber is important, as is recreation. Dedication to nature conservation is less pronounced than the figure above might suggest. A large category is "Other." Respondents were asked to indicate what other activities they engage in when they spend time in their forests. These include a wide range of activities that overlap with the existing categories, covering timber harvesting, reforestation and planting, forest monitoring (e.g., to assess regeneration, after storms, and related to pests) as well as hanging nest boxes or using their own forest for horse riding.

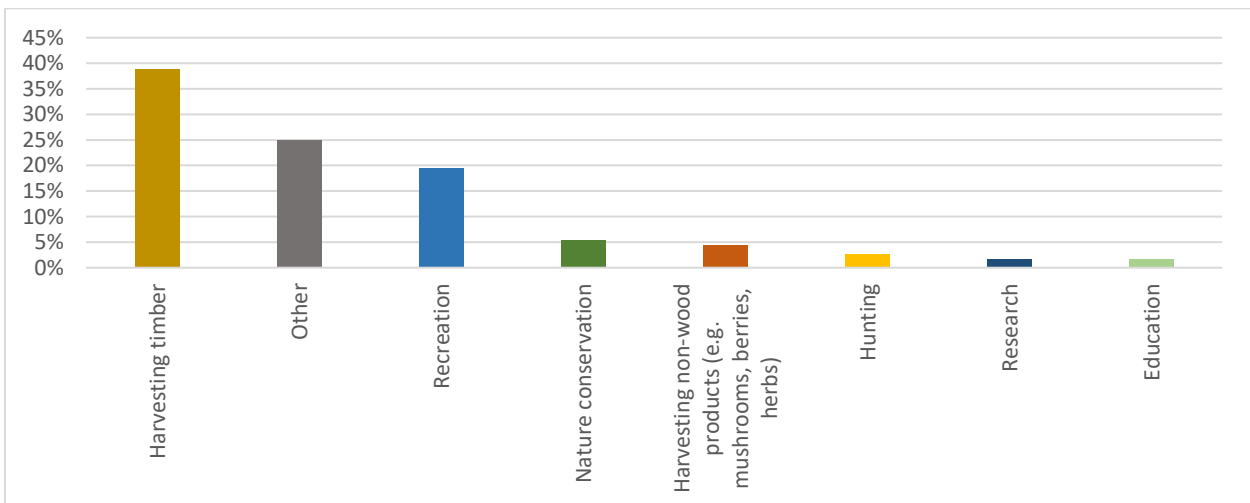


Figure 6: Last uses of forest

When asked what forest owners did last in their forest, the respondents' answers were as follows: Timber harvesting (38.9%), Recreation (19.5%), and Other (24.9%). "Other" includes here planting, tendering, planning timber harvesting and monitoring. The importance of the "Other" category in both questions about what female owners do in their forest reflects the general interest of women owners in managing their forest for multiple purposes.

A primary motivation of female forest owners is timber harvesting - as is the case for most forest owners regardless of gender. However, when it comes to selling the harvested timber, women feel they are treated differently by foresters, forest contractors or timber buyers because they are female. 40.5% of respondents indicated "Sometimes," while 22.7% indicated "Very often." Nevertheless, there is also a large proportion of female owners who answered "No": 36.8%.

3.2.2 Preferences and experiences in forest management

Most female forest owners who responded to the survey assume active roles in the management of their forests. When asked about their management plans, the majority responded that they plan to manage their forests as they have for the past five years (56.2%). 30.2% intend to manage them more intensively. A small percentage of 7.6% indicated that they plan to manage their forests less intensively than they have in the last five years. Very few either have no management plans at all or do not know (2.7% or 3.2%, respectively).

Almost every fifth female owner in the survey make a living from their forest; it accounts for more than 50% of their income. On the other hand, 40% of the female owners surveyed responded that their forest does not support their livelihood at all, while another 40% depend on income from their forest in a range between 20% and 50%. Thus, the presented data largely reveals the views of women owners who are knowledgeable about forest management.

Women mainly involve their husbands/partners and/or a (state) forester when making decisions about their forests. When asked about the type of support they opt for when managing their forests, knowledge and information is most important – followed by manpower and government funding. The figure shows the evidence to both questions. The table below provides the data.

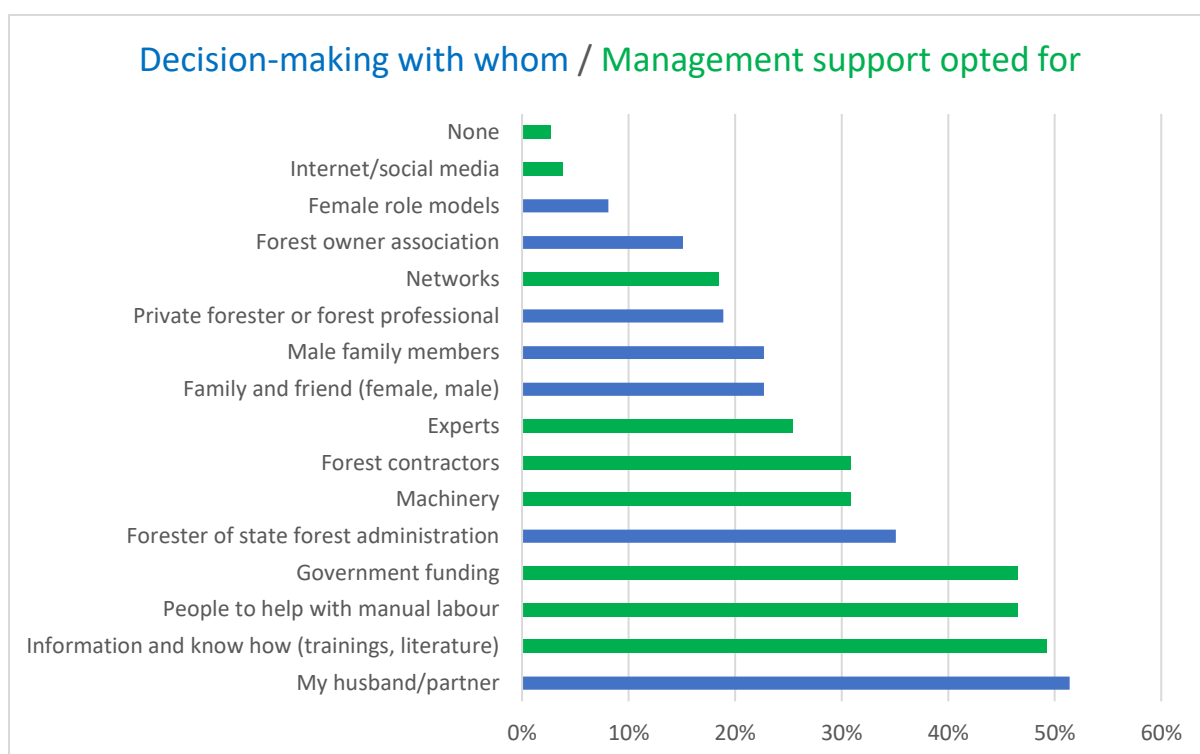


Figure 7: Decision-making and support preferences in forest management

Table 6: Decision-making and support preferences in forest management

My husband/partner	51,4%	95
Information and know how (trainings, literature)	49,2%	91
People to help with manual labour	46,5%	86
Government funding	46,5%	86
Forester of state forest administration	35,1%	65
Machinery	30,8%	57
Forest contractors	30,8%	57
Experts	25,4%	47
Family and friend (female, male)	22,7%	42
Male family members	22,7%	42
Private forester or forest professional	18,9%	35
Networks	18,4%	34
Forest owner association	15,1%	28
Female role models	8,1%	15
Internet/social media	3,8%	7
None	2,7%	5

Respondents were allowed to tick more than one answer (n=185). The percentages thus indicate the proportion of respondents who have indicated their preferences for one or more of the decision-making and support options listed.

3.2.3 Female role models in forestry

Women rarely choose to rely on female role models when making decisions about their forest. When asked if they are aware of female role models in forestry, most responded "No" (98 / 53%) or did not know of any role models (32 / 17.3%). Nevertheless, 55 women stated that they know female role models in forestry (29.7%). The typical qualities that were mentioned in the survey to characterize female role models can be grouped into four categories, as shown below.

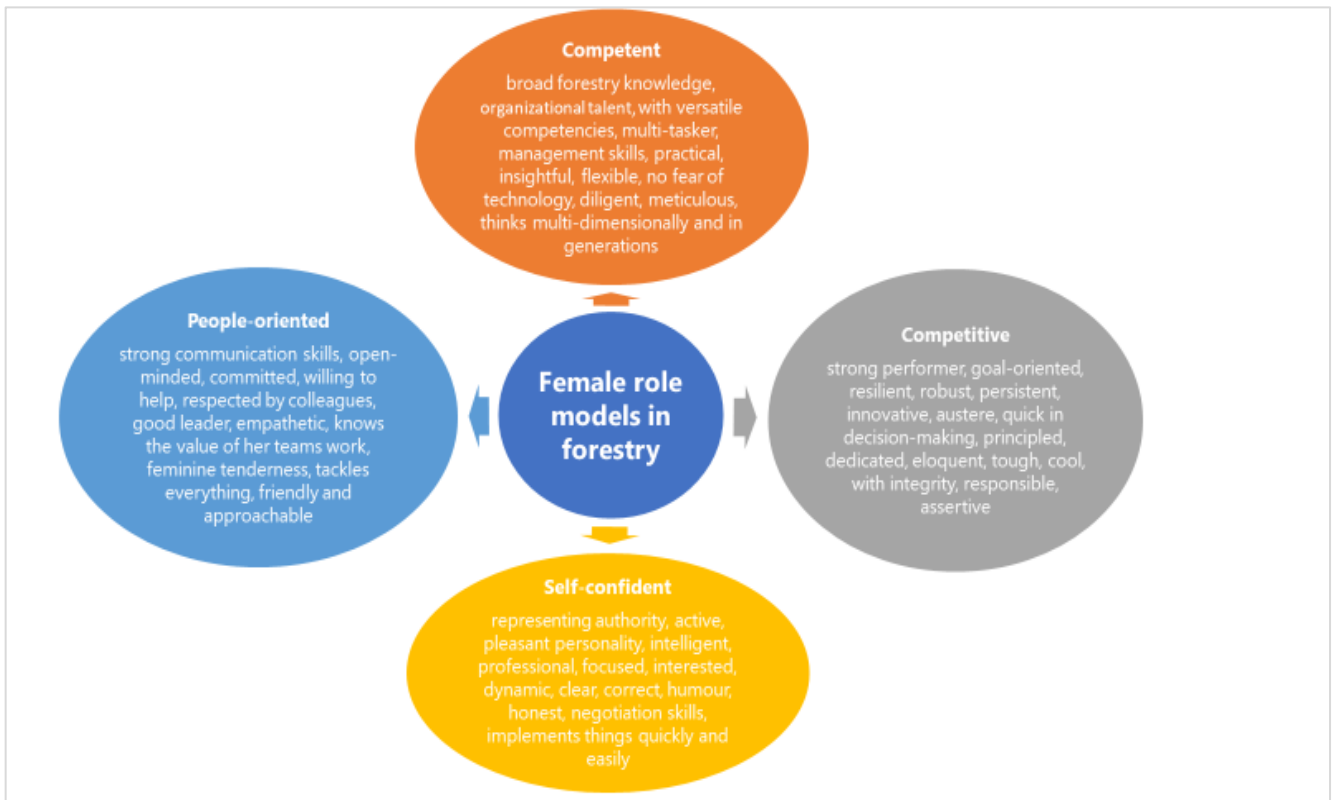


Figure 8: Female role models in forestry

Respondents have high expectations of female role models in forestry. Beyond competence and expertise for the field of work they are responsible for, role models are expected to act competitive, are self-confident, and people-oriented. These four different qualities of female role models summarize the attributes which respondents mentioned in the T1 survey to answer the open question what characterizes role models.

3.3 Women working in forestry

There are 663 survey respondents who identified as female forestry professionals, including 52 who are also forest owners (see above). The surveyed forest professionals are unevenly distributed among the different countries, between 147 from Germany (mainly Bavaria) and 30 from Austria.

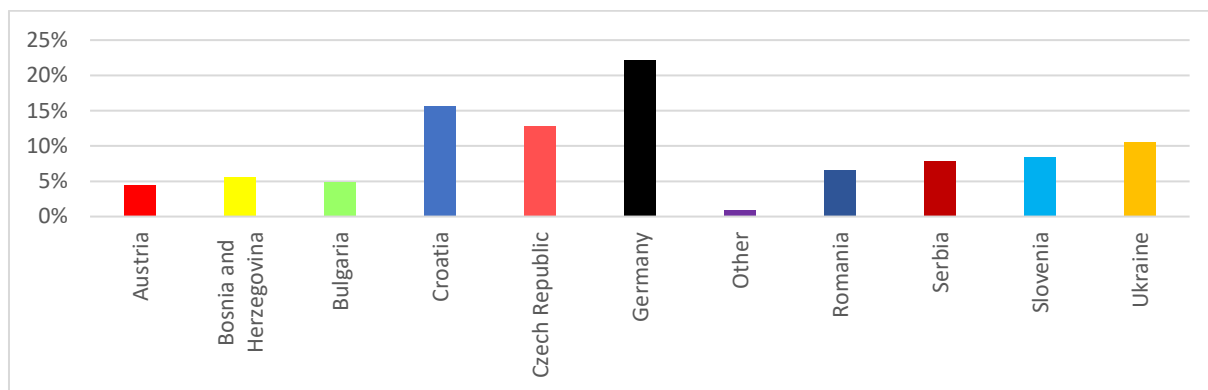


Figure 9: Countries of origin female professionals

Most of the surveyed women working in forestry are employees in the forest sector (585), very few are self-employed (29), entrepreneurs (12) or pursue other activities to make a living (47).

3.3.1 Motivations to work in forest sector

Female professionals are intrinsically motivated to work in the forest sector. They find their work interesting, varied, and meaningful and enjoy being in the forest. As shown and highlighted in the figure below, female professionals work in the forest sector because they find their work meaningful - not because they are rewarded with attractive salaries and benefits packages. In many cases, their jobs offer them a sense of stability, opportunities for work-life balance and happiness. Career-related factors are far less important. For example, people-oriented leadership and support from colleagues rank quite low as motivating factors. In addition, female professionals find it difficult to link their personal values with those of the company, which is somewhat dramatic given their high intrinsic motivation.

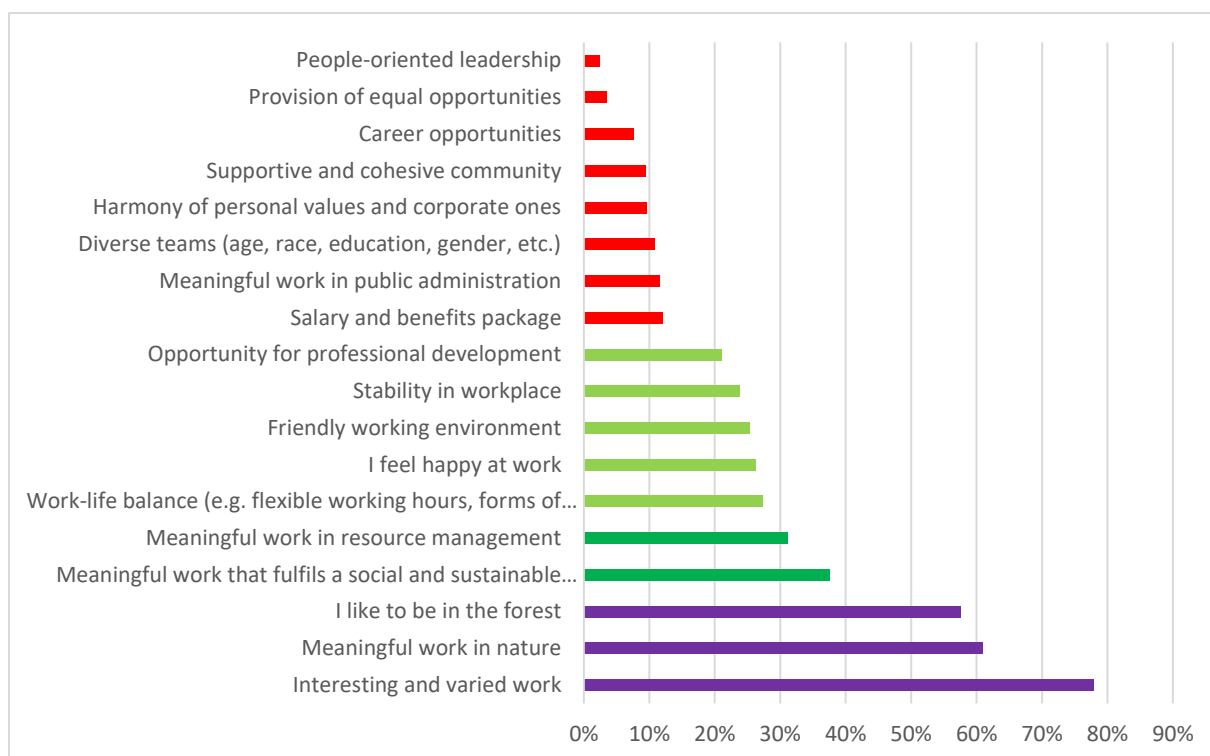


Figure 10: Motivations to work in forestry

3.3.2 Gender equality

Table 7: Importance of gender equality in forestry

What do you think, how important is gender quality in your organization?		
Very important	128	19.3%
Important	228	34.4%
Somewhat important	170	25.6%
Not important	99	14.9%
I don't know	38	5.7%

The vast majority of professionals surveyed believe that gender equality is a topical issue in their organization (n=663). One reason why gender equality appears to be a salient issue in the forest sector could be that gender equality is not satisfactory. Women working in forestry face significant barriers reaching top management positions. Almost half of

the respondents consider gender equality in top management to be underdeveloped. It is less of an issue at middle management and employee levels. Note the relatively high proportion of 'no response', which may indicate that there is limited knowledge of gender equality at different levels in the respective organizations and/or that this issue gained attention only recently.

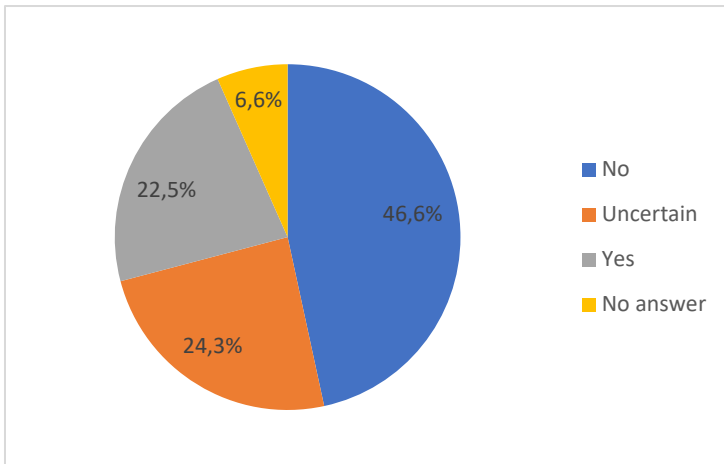


Figure 11: Gender equality at top management level

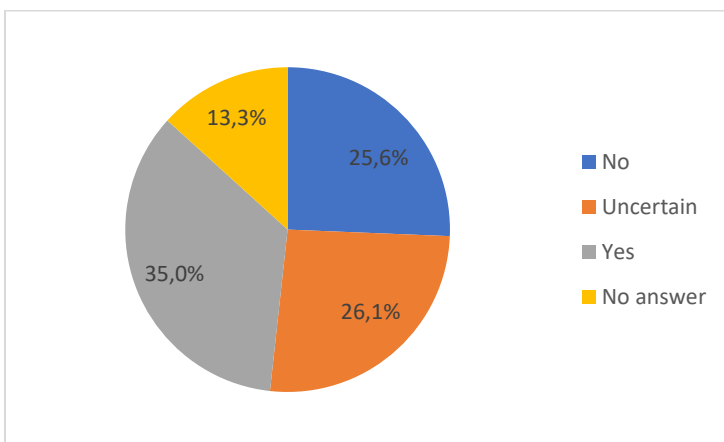


Figure 12: Gender equality at middle management level

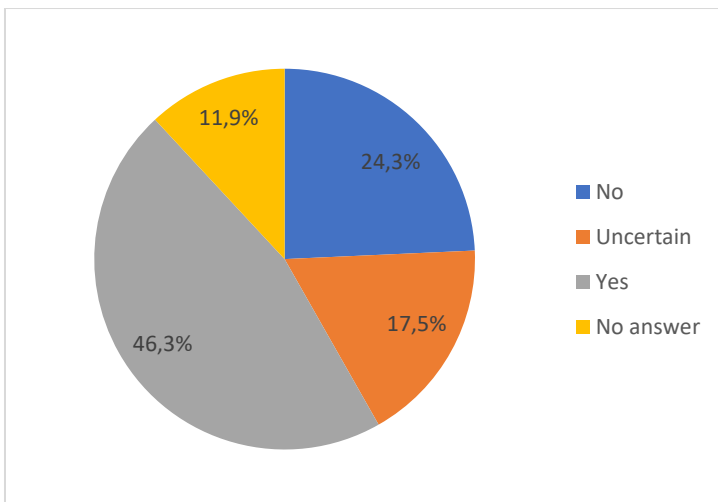


Figure 13: Gender equality at employee level

Gender equality continues to be measured in terms of recruitment, treatment in the workplace and payment. The figures below show that the proportion of professionals surveyed who rate the treatment of women and men as equal in hiring processes and in the workplace is as high as the proportion who disagree. In terms of payment, two-thirds believe that women and men are paid equally for comparable work. However, one in five professionals surveyed believe that this is not the case. It should be noted that a relatively high proportion of respondents say they are unsure about these issues.

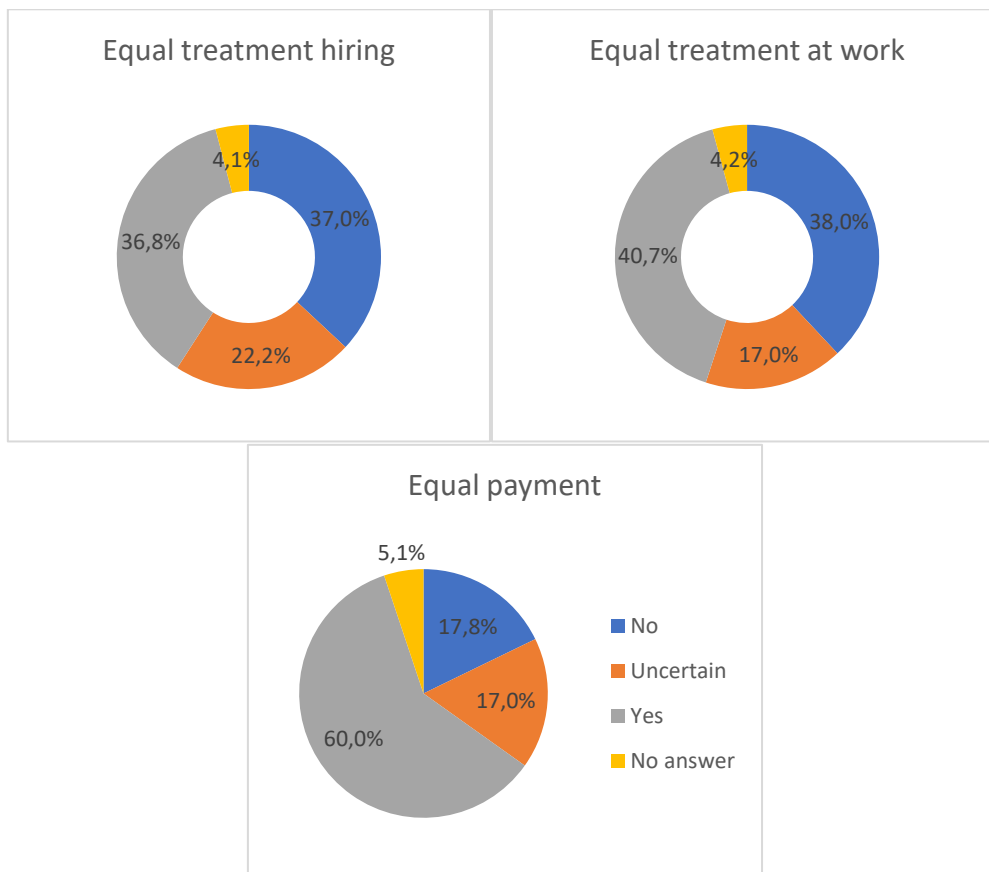


Figure 14: Dimensions of gender equality

Special programs to advance women’s careers in the forest sector seem to be largely absent in the DR. Only a very small group of women respondents know of specific programs to promote women's careers in their organizations, the overwhelming majority does not. If programs exist, they focus on communication, work-life balance, and time management. Sometimes, mentoring and networking opportunities are offered. There are concerns that women must constantly do double for half the recognition in all respects. Women need subsidies for childcare, flexible organization of home office times and vacation planning.

There are special programs in my organization to advance women in their careers. (n=663)

“No” – 72.1% (471)

“Yes” – 6.0% (40)

“Uncertain” – 14.9% (99)

“No answer” – 6.8% (45) / “I don’t know” – 0.2% (1)

3.3.3 Gender equality across DR countries

The general perspective on the dimensions of gender equality may obscure some interesting similarities and differences between countries. While gender equality is perceived as (somewhat) important in all countries, there are interesting differences between countries in the extent to which it manifests itself at management and staff levels. This chapter therefore presents the cross-country findings.

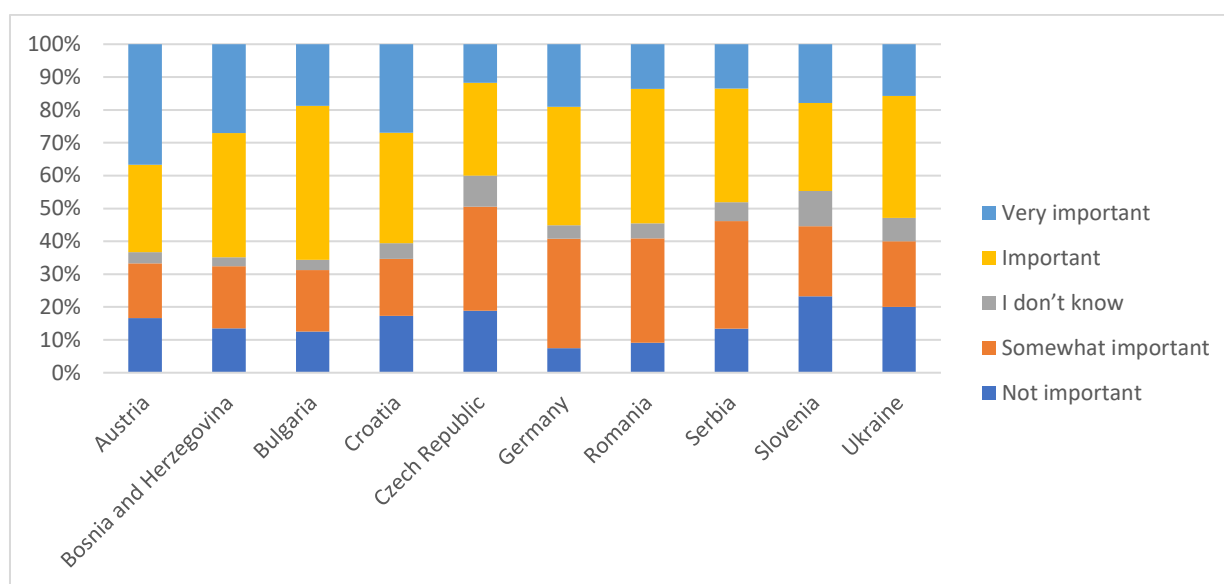


Figure 15: Cross-country comparison gender equality in organizations

For example, one-third of respondents from Austria, Romania and Ukraine say that gender equality exists at top management level, while only 1 in 10 respondents from Germany and Serbia agree that it does in their countries. Gender equality at middle management level is similarly assessed in Bosnia and Herzegovina, Bulgaria, Germany, Romania, and Slovenia. At employee level, Austria, Germany, Romania, Slovenia, and Ukraine have similar ratings for gender equality: more than half of the respondents in these countries agree with the statement that gender equality exists at employee level.

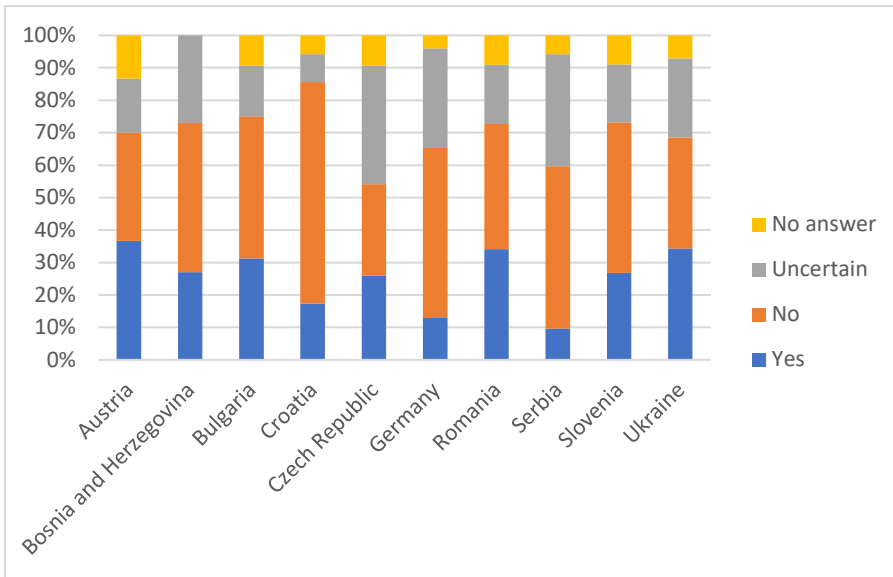


Figure 16: Cross-country comparison gender equality in top management

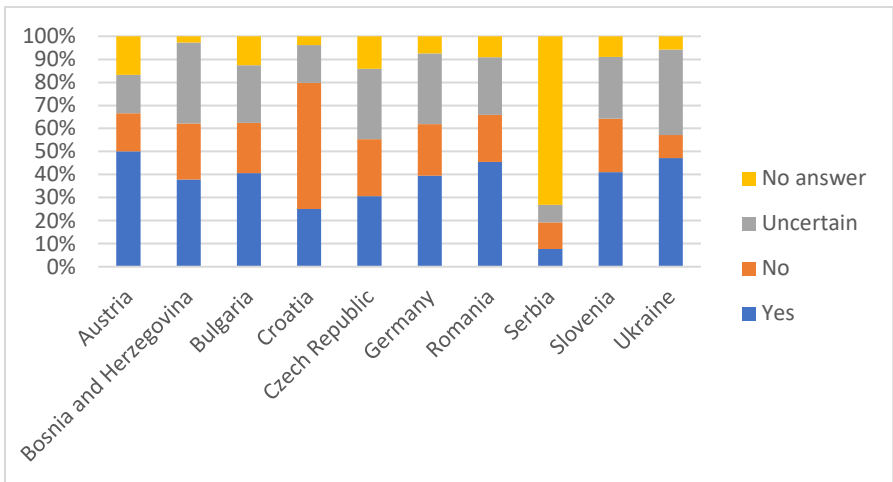


Figure 17: Cross-country comparison gender equality in middle management

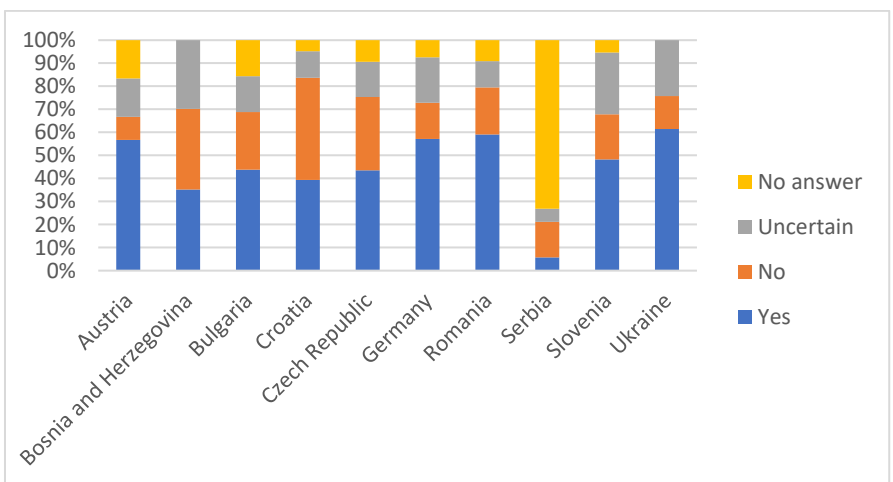


Figure 18: Cross-country comparison gender equality at employee level

In addition, most women experience differences in the hiring process and treatment in the workplace - but less so in Czech Republic, Romania, and Ukraine. In these countries, the proportion of women who agree with this statement (largely) outweighs the proportion of respondents who disagree with it. Most respondents from the three countries also believe that women and men are treated equally in the workplace. However, the proportion of women who disagree with this statement is higher in Austria, Bosnia and Herzegovina, Bulgaria, Croatia, and Serbia. There are similar ratings for Germany and Slovenia on this point.

Factors why gender inequality exists in the forest sector of the DR may include advertisement and design of job postings and recruitment processes. Moreover, traditional role models, attributions, and prejudices to employ women persist in forestry. For example, there may be a conscious or unconscious tendency of management to protect women from difficult or dangerous situations, which is related to gender stereotypes. By deconstructing and reconstructing these stereotypes and prejudices, situations in everyday life, working conditions and career development can be dealt with in a gender-sensitive manner. Creating a non-discriminatory environment is essential. To achieve this goal, it is necessary to sensitize decision-makers and managers as well as employees and motivate them to participate in the development of an organizational / corporate culture that is oriented towards gender equality, and to adopt measures and activities to facilitate this process.

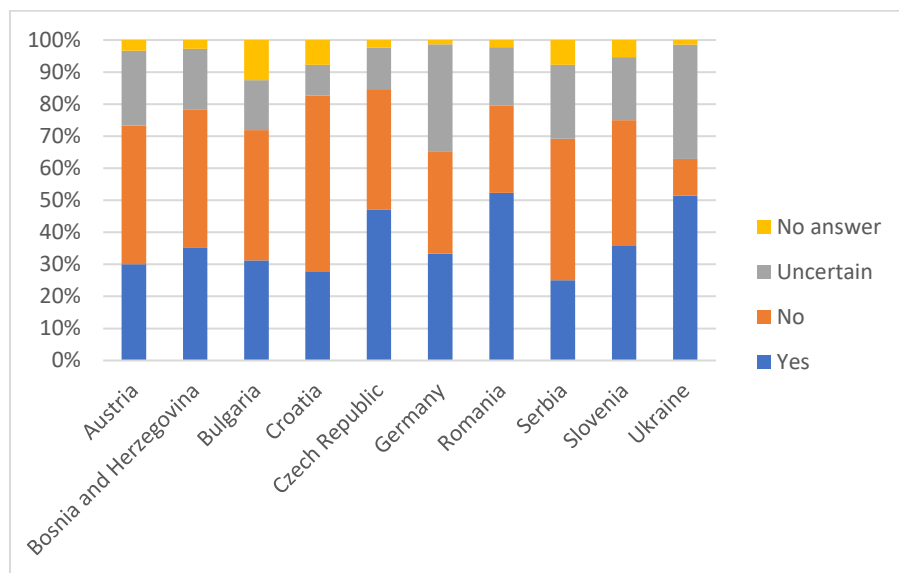


Figure 19: Cross-country comparison equal treatment women and men in hiring

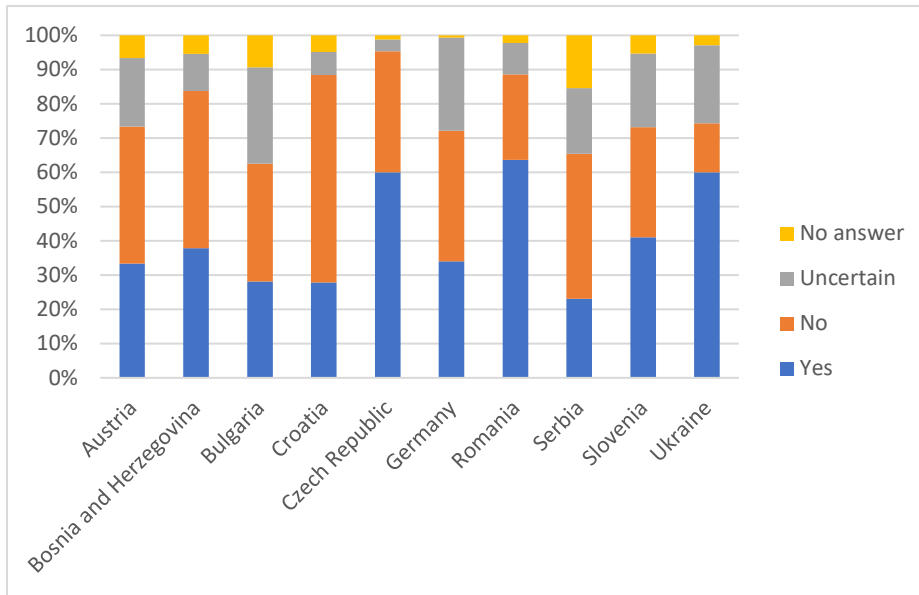


Figure 20: Cross-country comparison equal treatment women and men at work

At least two-thirds of respondents in Croatia, Germany, Romania, and Ukraine say that equal pay is achieved for similar work. Conversely, equal pay is a big issue in Austria and Bulgaria.

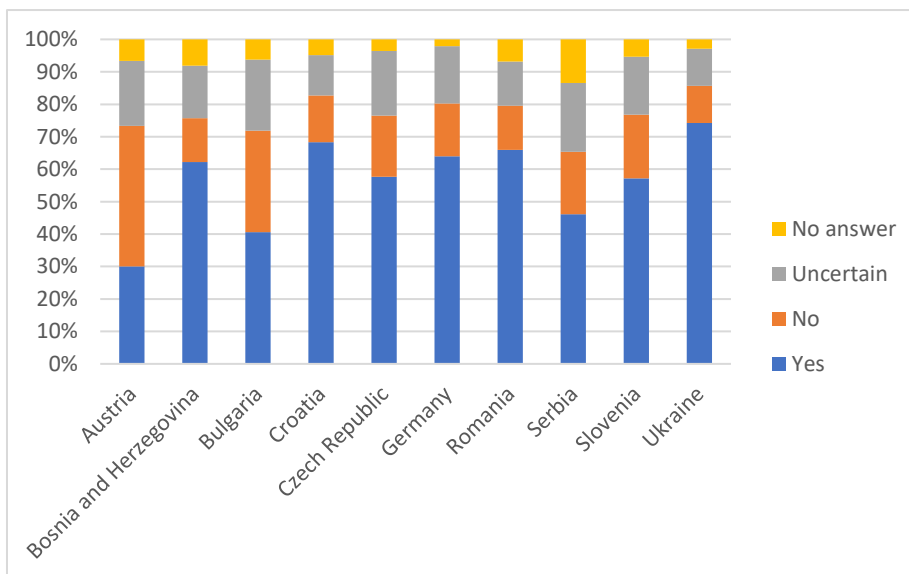


Figure 21: Cross-country comparison equal pay women and men for similar work

Overall, specific programs to promote women's careers are largely absent in the various countries, but some examples can be found in Austria, perhaps also in Bosnia and Herzegovina, Bulgaria, and Germany. In some countries, incl. Austria and Germany, it might be useful to distinguish between the public, state-governed and the private

sector in forestry. For example, equal opportunity regulations subject public administrations incl. forest administrations towards adopting specific measures for gender equality whereas forest companies might be challenged to compete with other companies for highly qualified forest professionals. Future forest professionals (f, m, d) may therefore opt to pursue their careers in non-traditional forestry organizations.

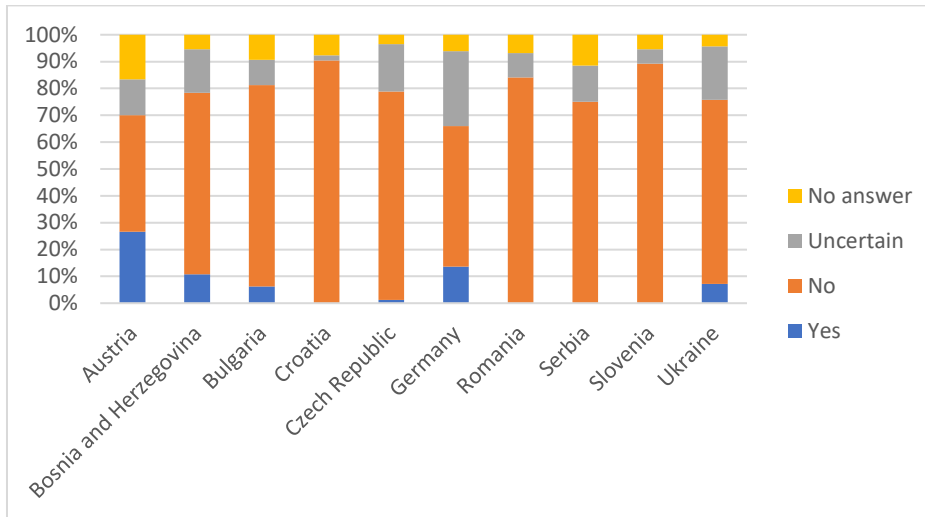


Figure 22: Cross-country comparison special programs to advance careers of women

Nonetheless, the available evidence indicates that female role models can be found in decision-making positions of forestry organizations in all countries. An important theme of future activities to support women in leadership positions will relate to finding ways how to tap into this potential (e.g., for mentoring programs).

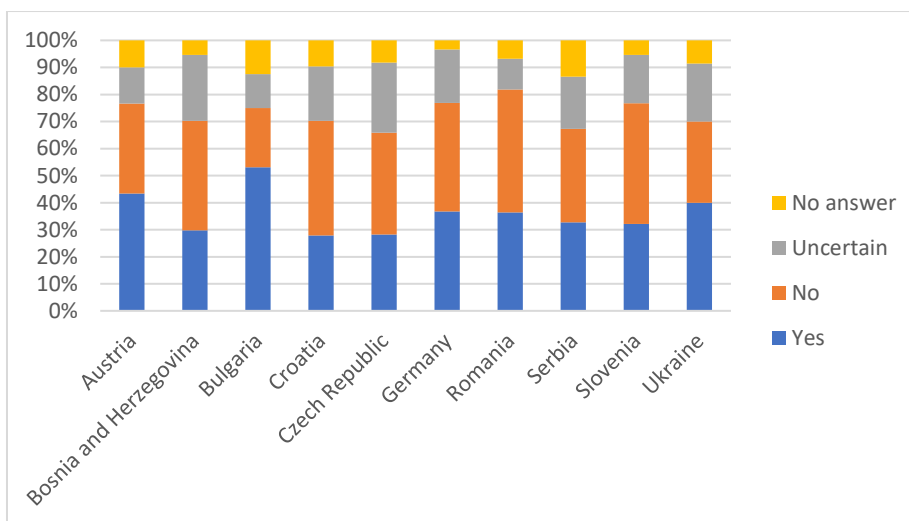


Figure 23: Cross-country comparison female role models in organizations

3.4 Training needs and interests

An overwhelming majority of the women surveyed are interested to attain competences and skills for career advancement (n=880). They seem eager to increase their knowledge, competencies, and skills in various areas (forestry topics, management skills, computer/internet skills).

In the survey section on training needs and interests, a distinction was made between forest-related and non-forest-related skills. Table 8 below provides an overview of the training interests of forest owners and forest professionals. The table and

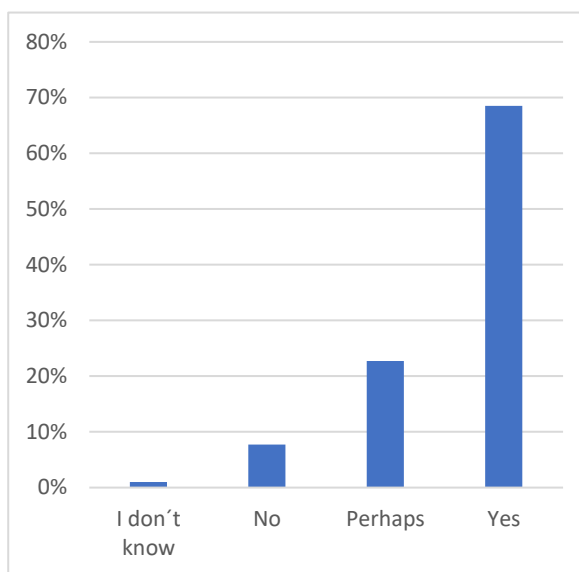


Figure 24: Interest in training for career development

complementary figure contrast participation in forest-related training with training interests. In the second part of this chapter, training interests related to IT, social and management skills, and competencies are depicted.

3.4.1 Training interests in forestry topics

About three out of four respondents are forestry professionals. Accordingly, almost 70% rated the quality of their forestry knowledge as good (397 / 45.1%) or very good (207 / 23.5%) and a quarter as medium (206 / 23.4%). 7.1% indicated that they knew hardly anything or not very much (82). 8 respondents did not answer this question (0.9%). The data suggest that continuous education is needed to stay current in forestry. Despite a relatively high skill level, respondents expressed a strong interest in continuing to expand their forestry knowledge. Respondents were allowed to tick more than one answer. The percentages thus indicate the proportion of respondents who have attended or are interested in attending one or more of the training topics listed.

Interestingly, the ranking of topics differs between the training topics respondents have previously attended and those they would choose to attend. The most dramatic shifts involve "Forest adaption to climate change" from rank 5 to rank 1, and "Investments in forests" from rank 10 to rank 5, when comparing past participation to expressed interest. Conversely, the topic "Safety at work in forests" shifts from rank 5 to rank 10 in expressions of interest. Topics related to managing forest operations and timber harvesting remain relatively stable in the middle of the pack. While a quarter of the

respondents have not yet participated in any of the listed training topics, far fewer would refrain from doing so if they had the opportunity to be trained.

Table 8: Participation and interest in forestry training

Rank	Have you participated in forest/ forestry training? (multiple answers)			Are you interested in the training topics listed below? (multiple answers)		
	Topic	Count	Percentage	Topic	Count	Percentage
1	Nature conservation (and forest protection)	272	30.9%	Forest adaptation to climate change	477	54.2%
2	Silviculture and forest maintenance	228	25.9%	Nature conservation (and forest protection)	436	49.5%
3	Forest planning and management	227	25.8%	Silviculture and forest maintenance	430	48.9%
4	Economics of forest works	227	25.8%	Forest planning and management	376	42.7%
5	Safety at work in forests	217	24.7%	Investment in forests	256	29.1%
6	Forest adaptation to climate change	203	23.1%	System of subsidies	255	29.0%
7	System of subsidies	108	12.3%	Economics of forest works	204	23.2%
8	Timber yield and harvesting	88	10%	Timber yield and harvesting	181	20.6%
9	Selling of wood	67	7.6%	Selling of wood	179	20.3%
10	Investment in forests	33	3.8%	Safety at work in forests	152	17.3%
	None	227	25.8%	None	37	4.2%

The figure shows how interest in training topics differs from the range of training courses which respondents have attended so far (n=880). Climate change, forest investments, and government support systems attract a lot of interest, while interest in forest planning, silviculture and conservation largely overlaps with previous participation. Stated differently, some topics seem to be saturated, others far less so. The respondents seem to pay particular attention to changes in framework conditions and want to learn more about them.

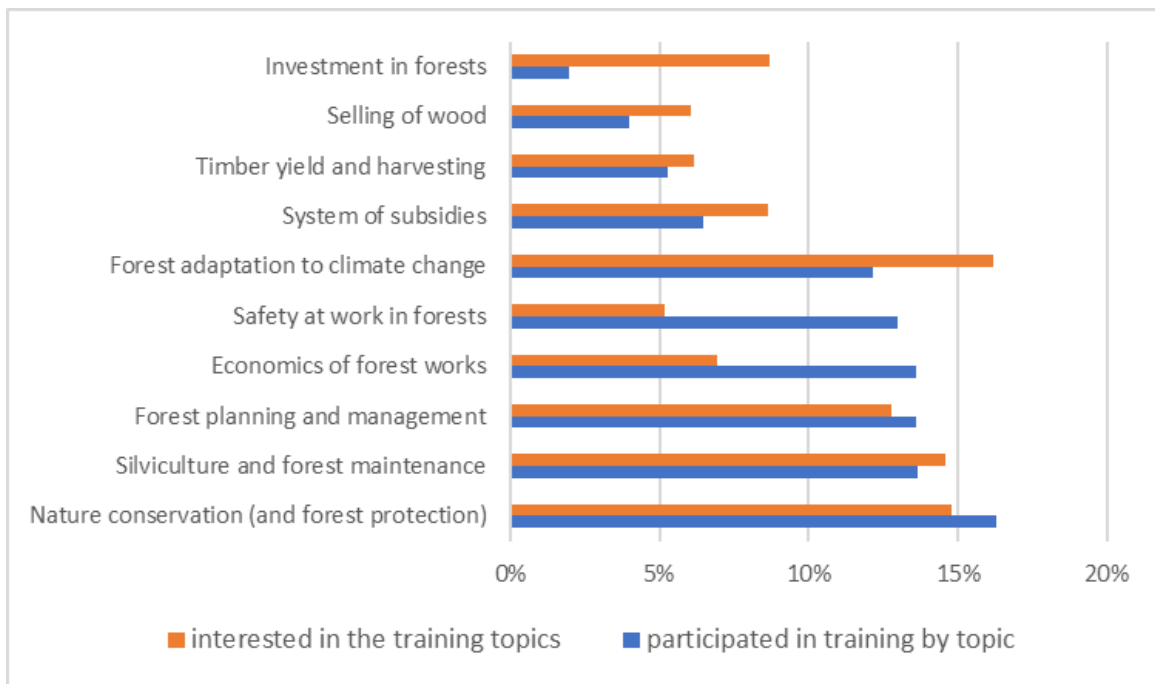


Figure 25: Participation and interests in training topics

3.4.2 Training interests in non-forestry topics

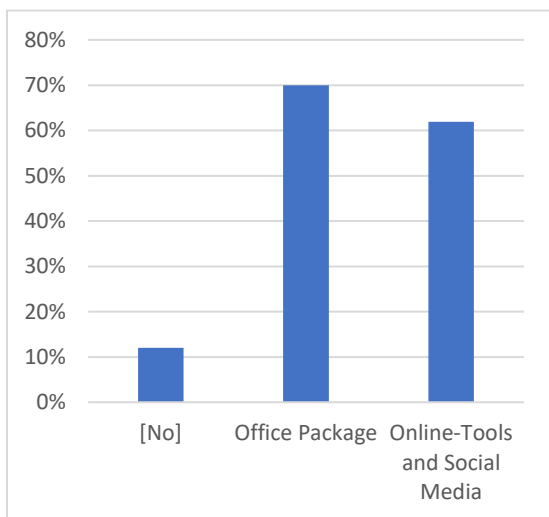


Figure 26: Training interests IT

Respondents also expressed great interest in developing skills and management competencies. Office work, communication and cooperation, project management and goal setting featured strongly. In addition, in both IT and personal/social skills, only 10% of female respondents indicated no interest. In the area of management skills, the percentage is slightly higher, which may reflect the current underrepresentation of women in higher management positions.

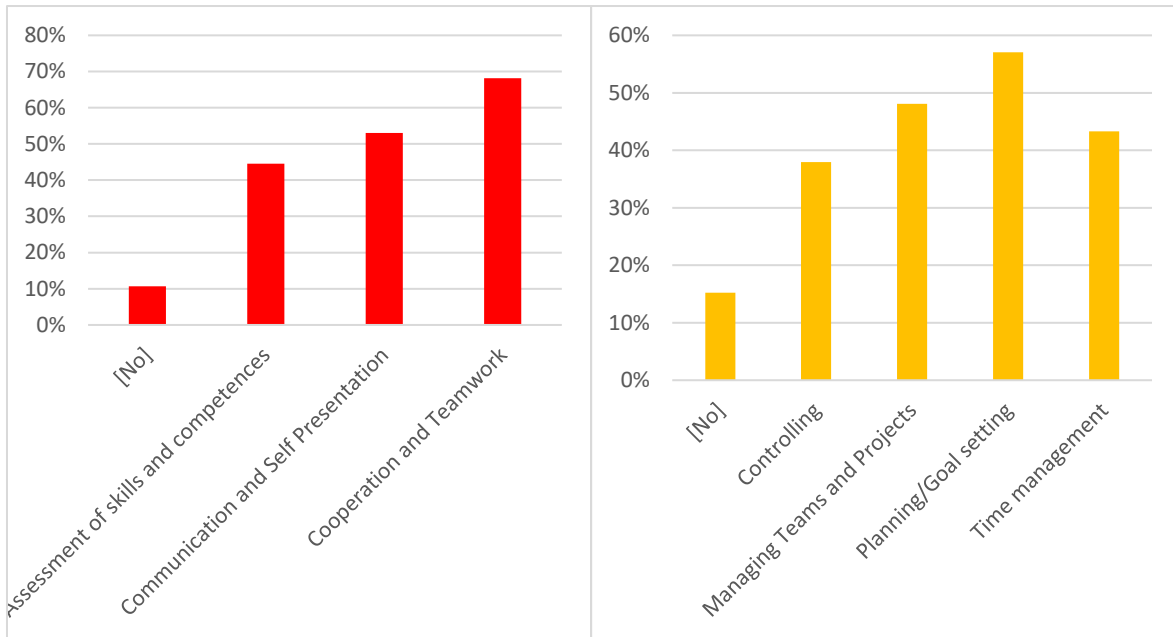


Figure 27: Training interests social skills and management

Two-thirds (68.1%) of the women surveyed valued mentoring as a means of career development and would be interested in participating in related programs. 31.1% indicated that they were not interested. An important issue for mentoring programs targeting women in the forest sector could be the challenges they face in pursuing their careers. The figure below shows that the male-dominated forest sector prevents women from pursuing their careers. The combination of family care responsibilities, career mobility and part-time work are additional "burdens" for women to gain a foothold in the sector. Other includes corruption, leadership problems and "personal laziness".

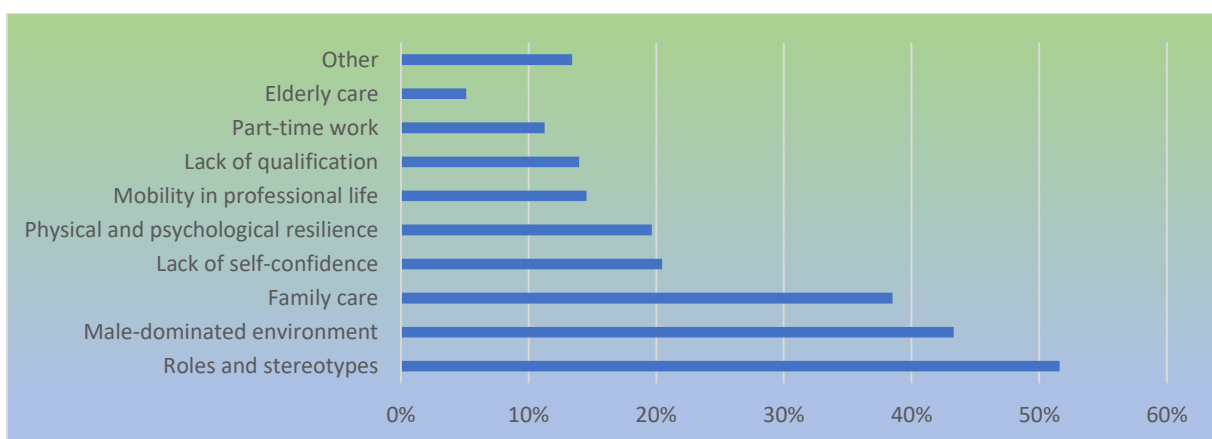


Figure 28: Challenges for female career development

Women were asked to give their views on "What should be done to promote career opportunities for women in forestry?". The qualitative data that was collected to this open question is analysed at national level and discussed with stakeholders.

3.4.3 Preferences in organization of training

Women often face multiple responsibilities and can be severely challenged to balance family and career. When planning training, it is important to better understand what women need to participate. In terms of setting and timing, the results can be summarized as follows: About 70% prefer combinations of in-house and outdoor trainings and are time conscious. The forest is a very important setting for training (field trips and other events in the forest). Attending in-house trainings encounters the fewest mentions, while online offers seem to have gained traction.

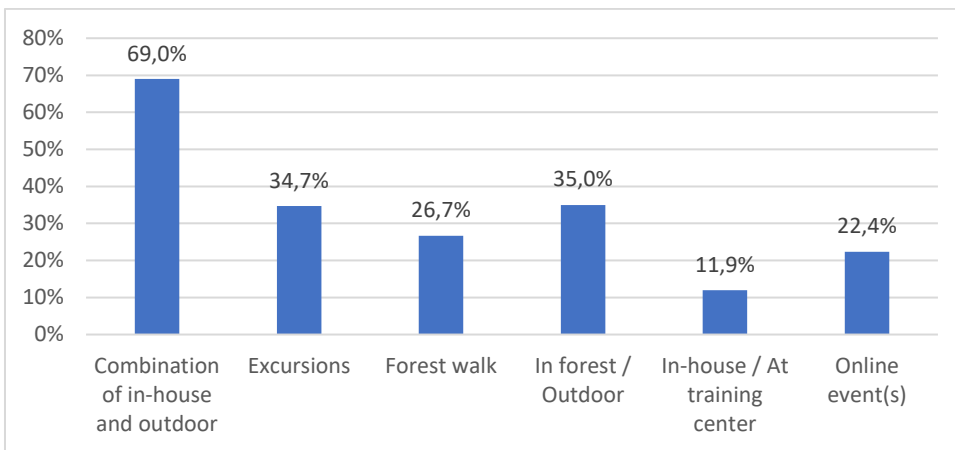


Figure 29: Preferences training setting

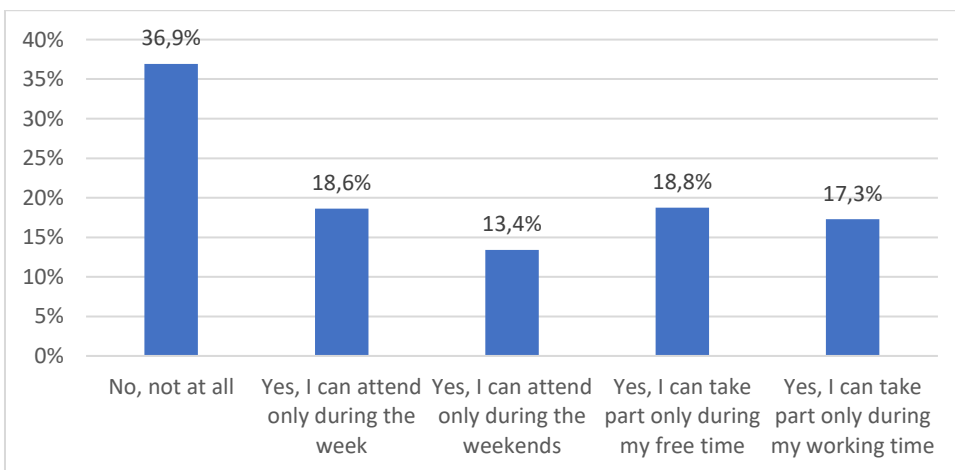


Figure 30: Preferences training timing of training

While a third of the surveyed women can organize participation during the week and at weekends, about two-thirds are unable to do so. Some find it easier to organize

training attendance during working hours, others prefer weekends. As shown below, female professionals (n=663) and owners (n=185) have different preferences for the timing of training.

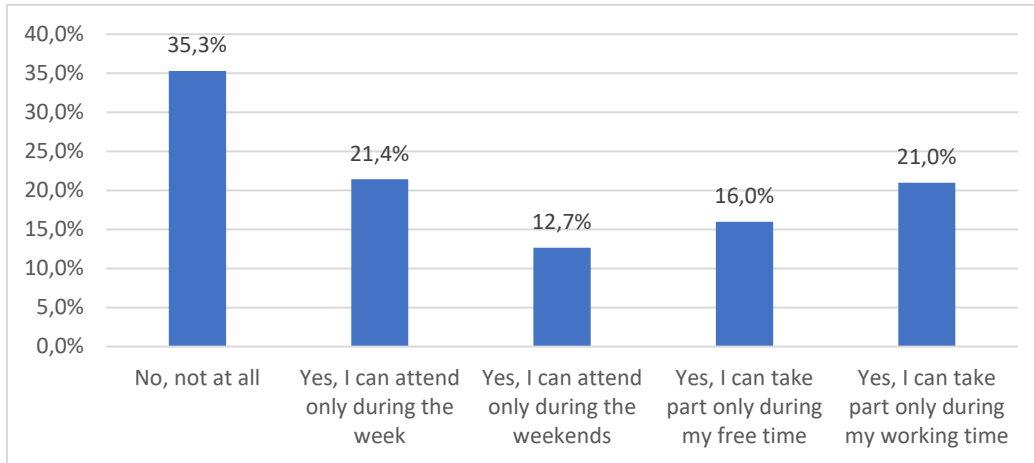


Figure 31: Timing preferences training female forest professionals

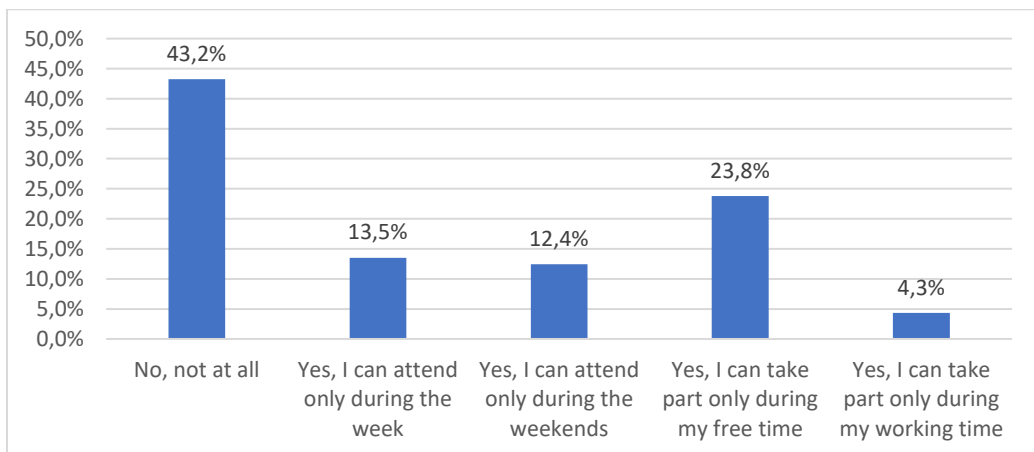


Figure 32: Timing preferences training female forest owners

4 Interview findings

PPs conducted and analysed 106 semi-structured interviews in partner countries (93 female, 13 male interview partners). For this report, the PPs summarized the key findings on two slides each. The following questions guided the initial analysis:

- a) Female forest owners:
 - Perspective(s) on forest management from the perspective of women forest owners.
 - What do women forest owners need to manage their forests?
- b) Female forest professionals:
 - Perspective(s) on women's careers in the forest sector.
 - What do female professionals need to be successful in the forest sector?

Because forest sectors vary considerably across the different countries (economically, competitiveness, public-private forest ownership, associations and interest groups), the assembled interview evidence helps defining measures and activities for women in forestry that make sense in their specific settings and are implementable.

For example, the interviewed female forest owners from Austria and Germany seem to have more hands-on knowledge in actual forest management and how to cope with limited labour and machinery. In other countries, incl. Bosnia and Herzegovina or Croatia, female forest ownership is often linked with closeness to nature in forestry. Whether female owners are able to manage their forests accordingly appears unlikely, however. Moreover, training is generally considered positive but might require innovative approaches to actually reach out to female forest owners. In Bulgaria, for instance, women with an interest in forest management might benefit more from community of practice settings than from training events.

Regarding female forest professionals, a recurrent theme is women's aptitude for the same jobs as their male colleagues. Women are considered being able to do the same jobs as their male colleagues (Austria, Bosnia and Herzegovina, Croatia), but some jobs appear more fitting like, for instance, silvicultural operations, afforestation, human resources, controlling and other management positions (Czech Republic, Serbia, Romania). Personal qualities and networking are key to achieve leadership positions (Ukraine, Germany). Sometimes, team building between men and women may be more important than specific training programs for women (Croatia, Slovenia).

A lesson learnt from the interviews is to pay attention to the cross-country differences and contextual factors. It is salient when designing programs for women that work in practice, making a difference for them and the forest sector in their countries.

Austria

Key insights Forest owners

- Economy comes first, in combination with emotional binding – and:
„The nice thing is that you can design so much and go so many ways!“
- Women can do everything just as well as men in forestry (both groups)
 - little disadvantage in physical strength
 - but definitively advantages regarding connected thinking and retaining comprehensive overviews
- Knowledge is the base for self-confidence and standing ones ground (both groups)
 - *"The more knowledge you have, the more you can develop yourself"*



Austria

Key insights Forest professionals

- Women have to prove themselves (both groups)
 - *„The ice usually breaks quickly, but you first have to gain professional qualifications for the customer, I already have that feeling.“*
 - *"Lack of acceptance by men that women can do that too!"*
- Self confidence and positioning is the key (both groups)
 - *„We definitely have what it takes, we just need the courage!“*
 - *„Who am I? What am I standing for? Where am I going to?“*
- Education is necessary primarily in the fields of management, economic and soft skills.
 - *„Absolutely, education never hurts. Anyway, this management business, manager training, business courses, controlling...“*



Key insights Forest owners

Bosnia and Herzegovina

- Female forest owners value closeness to nature the most and see the special value in continuing the family tradition of forest ownership.
- Women rarely own and actively manage private forest. They give up their right to inherit a forest – giving them to male members of family.
- Female forest owners often have a less invasive approach to forest management than men and do not value economic gains as highly as men.
- Training can be used as a great tool and a motivation for women to be more active in the sector. They see the process of learning and expanding the knowledge as a life-long experience.



Key insights Forest professionals

Bosnia and Herzegovina

- Forest professionals rarely own a forest. Most of them are willing to own it in the future.
- The associations about women in the forest sector: professional, has great work ethic and brings good atmosphere to the team. Another common association is that women have to prove much more of their knowledge and expertise to be rightfully valued in the sector.
- Traits that can be found in female forest professionals: conscientiousness, responsibility, and the fact that they do not wait for the last minute to do work tasks.
- Women can do all sorts of jobs in forestry.
- Low participation of women in leadership positions in forestry is often explained as overall lower employment of women in the sector.
- Respondents think that training as a tool to help women to reach leadership positions is valuable. The overall opinion is that women have great professional knowledge and that training should go towards soft skills. There are few opinions that training is a great tool, but not necessary for women to reach leadership positions.



Key insights Forest owners

Bulgaria

- Forest ownership is primarily inherited. Women own small forests primarily between 10-20 decares.
- Women are not fond of managing their forests by their own. Reasons are:
 - The age of the women (mostly between 60 up to 80)
 - Their relatives are not interested in managing forests
 - Women primarily sign a contract with a private forestry enterprise
 - They don't have the needed knowledge (the interviewees have/had professions not related to forestry)
 - The resources for managing forest is more than the profit from it
 - Women are not aware of the additional benefits from their forests (exp. Picking herbs, education, tourism)
- Female owners would learn about forests and forestry in terms of
 - Emphasize „learning by doing“ as a combined way of learning (inside classroom and outside)
 - Women primarily relay on advices by neighbours rather than reading books for forestry. In this respect mentorship programs would be better for them
 - Would like to learn more about some basic knowledge regarding forest management



Key insights Forest professionals

Bulgaria

- Forestry is male-dominated but women are more open-minded, innovative, and organized
 - The forest sector is a universal sector where for some tasks women are even more fitted than men
 - Women need to prove themselves before being accepted by men
 - Women are more engaged in administrative working tasks due to the need to take care of children and old relatives, as well as that the administrative positions seem to be more secure to them
 - There is no discrimination in terms of paying between men and women
- Women are not absent from leadership positions
- To be in forestry women need to love their job and work with passion
- Every woman working in forestry has to work hard to prove herself and may therefore be considered a role model
- Women prefer courses related to IT and office management, and when there is a change in legislation




Key insights from female private owners

- Women’s approach to managing a forest is more sustainable and respectful to the forest itself, prioritizing the healthy state of the forest over income

“Women have a natural capability of being caretakers and in that way, they approach managing a forest”
- With their **holistic approach**, women think of **different and innovative ways** of gaining material gain from the forest that doesn’t necessarily involve cutting trees, but using non-wood products, social and recreational element that vital and healthy forests offer.
- **Campaigns of raising awareness** are always welcome as they introduce a new way of thinking that is more open and that puts women in an equal position to men.
 - Women have to prove their worth and work harder to get to their position and gain respect
 - What should change is the **psychology of the society** that looks at women differently and puts them in certain boxes that don’t include leadership positions or even being private forest owners
- To be successful in their career women should not try to achieve equality by competing with men and trying to be more similar to them but by **showing their strengths and confidently presenting their views and competences that are authentic to them.**
- Educational programs for private owners is a great way for a female private forest owner to become more independent and include herself in the process of decision making

“With more knowledge you can make better, more quality decisions for your forest.”
- If women were more included in decision making processes in forestry, that would have a positive impact on the overall state of the forests. Therefore, **the union of women in the forest sector** (that would offer consulting, mentoring and support for female private owners and forest professionals) would have a significant impact on forestry overall.


Croatia



Key insights from forest professionals

- The forestry sector is male dominated, but things are slowly changing and women are given equal opportunities as their male colleagues.
- There is no difference in men and women in their capabilities (physical or intellectual) to obtain leadership or any other position in the forestry sector
- Some of the positive traits that women show are good **communication skills, thoroughness** in their work, are **meticulous** and **dedicated to work, very systematic** and **organised** and have a **great work ethic.**
- The main reasons why there are not more women in manager positions are :
 - Women are not equally present in the forest sector altogether as a result of their personal choice of choosing a different career path or a part of the forest sector that requires less fieldwork (mostly because of family and house care in relation to time consuming work)
 - Women often **settle and are satisfied** with their position and **don’t show ambition** to obtain a leadership position, but also the **work surroundings is not supportive** towards women’s ambition to grow in her career.
 - Women are **lacking confidence** and don’t know how to impose themselves
- For a successful career in forestry women should **prioritize their career and find a niche where they can show their expertise**
 - Learning and expanding the area of expertise (**EU projects, languages, IT skills, GIS**) is always a good step for continuous growth in career
- Educational programs should not be programmed and organised specially for women because women are equally (or even more) educated as men. Having educational programs only for women would paint a picture that women are less capable than men and need extra training to be equal to men, which is not true
- **Training programs are a necessity in the forestry sector**, especially when obtaining a leadership position, learning how to lead a team, communicate with your employees, but is needed for both men and women equally.
- Women are excluded from bonding experiences that men enjoy in the form of hunting. **Team building for both men and women would help to strengthen the team and change the work dynamics**

Croatia



Czech Republic

Key insights Forest owners

- Female forest owners own only small forest plots, which confirms the data in the Status report
- Female forest owners like the possibility to influence the final shape/state of their forest
 - The use of wood from own forest is appreciated (mostly as firewood)
 - Work in forest is demanding and time consuming
- Women can work in forestry, however forestry is seen as mostly male-oriented sector, women work mostly in administration or in area such as forest tending and restoration
- Female owners think that to be able to work at managerial positions, women need to have university education, further courses should be practically oriented.



Czech Republic

Key insights Forest professionals

- Perspectives on female careers in forest sector
 - Forest sector is connected with physically (and psychically) demanding work, however women belong to the sector.
 - There is no need to aim at equal gender distribution among workers in forestry, however it is good to raise the women issue and make advantage of strong aspects of women
 - Women are best for silvicultural operations (and also for positions in afforestation, HR, nursery management)
- What do female professionals need in order to be successful in forestry
 - Utilize the strong skills (communication, patience, feeling for nature)
 - Soft skills and more practice in education would be appreciated



Germany

Key insights Forest owners

- Forest ownership is family tradition, a great place to make a difference, and a lot of (manual) work
- Women can do forestry if they have the right machinery/equipment, the know how, support (from partners, state forester) and infrastructure (forest owner associations, companies)
 - Doing forestry means being active in forests, doing manual labour (harvesting, planting, stewardship) and generating income
 - Because of physical limits for doing full range of manual labour in forests, women rely substantially on support structures
 - Women anticipate climate change in silviculture and experiment with different tree species to achieve resilient forests
 - Support structures (state forest administration, forest owner association) are appreciated but often not clear who does what
- Female owners are keen to learn about forests and forestry
 - Emphasize „learning by doing“,
 - Tend to make less use of courses and training opportunities (except for chainsaw courses) in the past but are interested in making better use of training opportunities and networking



Germany

Key insights Forest professionals

- Forestry is a male domain but women have become more frequent (both groups)
 - The forest sector is transforming: from being male-dominated, traditional, rural to becoming more diverse – yet still a long way to go
 - Women gain acceptance by men in forest sector if they have the knowledge, a forestry mindset, are self-confident and dare to be competitive
- There are structural and personal reasons why women are largely absent from leadership positions in forest sector
 - Low share of women in forestry education in 1980s/early 1990s (10%); women experienced barriers in educational system
 - Restraints to foster career in male-dominated culture (experience difficulties to gain access and prosper in male networks)
 - Family care; difficulties to meet multiple work-life responsibilities
- Female role models and soft skill training are needed to foster female careers in forest sector
- Mentoring systems and effective networking still in infancy
- Women favour teamwork and mixed teams for problem-solving, and need / facilitate efficient time management



Romania

Key insights Forest owners

- Only one of the interviewed persons has forests in ownership, but all of them would like to have forest in ownership
- Forest ownership would represent:
 - Supply of family needs in timber, e.g. 5 cubic meter per year and per ha as firewood
 - A place for recreation, heritage for the children
- Women would prefer a close-to-nature forestry
 - They would like to manage their forests as a park, mostly for environmental services, no or little emphasis on production
 - They will definitely comply with forest management planning rules
 - When forests in ownership, they harvest the forest growth each two years, not every year
 - Support structures (state forest administration, forest owner association) are appreciated but often not clear who does what
- Females are concerned with technical assistance in forest regeneration
 - Support is required in plants procurement – in private forests the technical services and assistance are quite scarce (is not a female-specific issue)
 - Too bureaucratic procedures make forest ownership unattractive



Romania

Key insights Forest professionals

- Female professionals are less represented in forest sector
 - Not necessarily a result of discrimination, but a women choice for a programme that would give them flexibility in taking care of their family; discrimination at the work place or in getting a job however exists
 - All the forest jobs could be covered by women, perhaps less the forest guarding that might put females at physical risk (night, forest crimes, potential violence)
 - Professional relationship with men from outside the working environment may be difficult
- Female forest professionals have a balanced perception of forests benefits
 - Long term perspective, stronger preferences for forest regeneration work than for forest harvesting
 - They tend to have more balanced decisions, with more rational choices than men
 - They would accept fewer compromises
- Female professionals need support
 - General forest sector deficiencies (forest sector governance failures) are affecting also the female professionals (e.g. opportunities in getting a leading position in organisation)
 - Often a successful career is the result of a strong men support / mentor helping a female forest engineer to start in leading positions
 - Mentoring or specific coaching could help female for self-confidence, an awareness campaign to change people's perceptions on women role in forests would be helpful



Serbia

Key insights Forest owners

- They enjoy being forest owners, and consider it part of their family heritage
 - *“I own a forest and enjoy preserving and restoring the forest. Forest management requires a love of the forest.”*
 - *“I inherited the forest, so it is part of the family heritage. I love that I own it, because it protects the house from the wind and the terrain from landslides.”*
- Women are just as capable of doing forestry jobs as men. The only jobs that most women cannot do are hard physical jobs, such as cutting and felling trees, etc.
 - *“I generally do not divide jobs into “male” or “female”. Men and women can be equally good (or bad) in every field. It all depends on how much knowledge someone has in the business they are engaged in and how dedicated and interested they are.”*
 - *“Women can’t work with a big chainsaws, everything else can”*
- The reason why there are fewer women in leadership positions is that they are less present in the forestry sector
- Training is important, as well as awareness raising campaigns and empowerment of female forest owners
 - *“Training is important, but also informing and raising people’s awareness that this is not just a “male” job, as well as that forestry is very broad”*
 - *“Empower the female owners to be able to really deal with their forests so that they do not sell or cut them”*
 - *“I have to advocate much more for the maintenance of forests and the environment, and men do not have a broad awareness of conservation”*
 - *“The association is a lonely woman struggling to maintain the forest, and a crowd of men cut everything in front of them!”*



Serbia

Key insights Forest professionals

- Women are less present in forestry than men
- This is hard physical work, so women often focus more on ecology, nature conservation, or work in nursery, etc.
 - *“Most women are not ready to do all the work related to forestry and in that sense give priority to activities in the field of protection in protected areas”*
 - *“For example, forest harvesting and hunting are specific due to the structure of workers, it’s very demanding physical work, sometimes inaccessible terrain and night hunting, so women rarely do it”*
- Both genders can be placed in any job in forestry. Although, women are more meticulous, more responsible, more accountable, and more precise than men
 - *“I do not believe in such a division (male/female jobs). I am convinced that the quality of the work done does not depend on gender, but on the level of knowledge, commitment and responsibility of the person who performs it!”*
 - *“Women are better at jobs related to data collection, situation analysis, etc., because they are more meticulous and precise in their work”*
- Prejudices that forestry is a male profession are the main reasons for the low number of women in leadership positions in the forest sector
 - *“Forestry - the forestry profession and management in the forestry sector is intended for men, because it is considered that women are not so capable of managing ... with which I absolutely disagree!”*
- Continuous education is absolutely necessary to strengthen the position of women in the forestry sector.
 - *“Continuous and more intensive training of women while maintaining the current level of training of men could contribute to increasing the share of women in management positions”*
 - *“Continuous education and advancement of women is a priority, because if we do not help ourselves to fight and find our place in the forestry sector, we remain only a B.Sc. forestry and that’s it”*



Slovenia

Key insights Forest owners

- Forest ownership is both, family tradition and business opportunity
 - Women enjoy being a forest owner and like to spend time in their forest, walking around and observing it.
- Women are interested in managing their forests
 - They actively manage their forests according to their family needs and forest management plans
 - Women can do any work in the forest. However, they let the heavy physical work to their male family members, neighbours or forest contractors
- Training needs
 - They noticed a lack knowledge about forest management in terms of climate change and forest management after major disasters



Slovenia

Key insights Forest professionals

- Women in Forestry – “Why is this still a thing?”
 - Forestry is still men dominated sector, rather conservative. The situation is improving.
 - Still many stereotypes, women have to work hard and constantly prove themselves.
 - Women are more driven, serious and committed to their work.
- Women rarely hold leading position
 - Low percentage of women in the sector (small pool)
 - Family care
 - Lack of self-confidence
- “Women in forestry are like broadleaf trees in spruce monocultures.”
 - Women bring different perspectives to the sector.
 - For a successful career in forestry both, women and men, need to be educated, they need the ability to work in a team and need to be eager to work and have original ideas.
 - The ability to lead well is innate, educated and learned.
- Training in forestry would be needed for both, women and men ...
 - ... with emphasis on social skills and communication techniques



Ukraine

Key insights Forest professionals

- Women have to prove themselves
“It is not easy for a woman to work in the forest sector, but there are role models.”
“If a woman has proper education, knowledge, and skills, she can compete with a man.”
- Forestry is an economic sector with a male connotation
“It is formed so historically, and besides, there is still the stereotype that it is hard for women (not only physically) to work in the forest sector.”
- Women bring in different perspectives and contribute to efficient solutions
more precise, attentive to details, often associated with positions in nursery, planting, stewardship and less with tree felling, fire ranging, management
- Women have to make their own decision to occupy a leadership position
“First of all, you should always work on yourself; secondly, you should be able to work with people.”
“Training not always helps ... A certain set of personal qualities is required to occupy leading positions.”
- Life-long and vocational training is needed
“Academic education provides very little real knowledge (10%) from what are the tasks. So, one should have the will to learn/study permanently.”



Ukraine

Private forest ownership

There are no official forest owners identified, however:

- there are people who own lands covered with forest, which do not have the status of forest lands, but "private household lands"
- there are people who would like to own forests
- those who own or would like to own forest mention the "educational, conservational, recreational, spiritual "purpose they would put on their forest.



5 Round tables with stakeholders

Table 9: Overview Fem4Forest Round tables (Status: June 2021)

Country	Title	Objective	Date	Participants
Austria	Fem4Forest – Wald in Frauenhänden	Present and discuss Fem4Forest findings, explore aspects of women’s life in forestry, and define measures to make forestry more female	20.05.2021 14:00-17:00	13 representatives from interest groups, training center, enterprise, SMEs, business support organization, general public
Bosnia and Herzegovina	Forests in Women’s Hands – Position of women in forest sector in Bosnia and Herzegovina	Introduce into Fem4Forest project, present findings from Status report and with focus on BiH, and generate interest in topic	25.05.2021 10:00-12:00	10 representatives from public authorities, interest groups, higher education and research, enterprise, general public, students
Bulgaria	Innovative needs and interests of women in forestry	1. Forestry profession and situation of women in sector; 2. Data collection for T1 and T2 surveys	24.03.2021 10:30-12:30	13 representatives from local public authority, interest groups, higher education and research, SME
Croatia	ŠUME U RUKAMA ŽENA-FORESTS IN WOMEN’S HANDS	Present and discuss findings from Status report with focus on Croatia, inform on current project activities, and encourage networking among stakeholders	27.05.2021 13:00-14:45	22 representatives from public authority, interest groups, higher education and research, enterprises, business support organization, general public
Czech Republic	FORESTS IN WOMEN’S HANDS – LESY V RUKOU ŽEN	Present and discuss Status report findings and raise awareness for women & forestry topic	03.05.2021 9:30-11:00	12 representatives from public authorities, interest groups, SMEs, enterprises, business support organizations
Germany (Bavaria)	Gender equality in the forest sector:	1. Present and discuss project and key findings from	27.04.2021 13:00-15:10	12 representatives from sectoral agency, interest group, higher

FEM4FOREST – D.T1.1.2 Report “Collected needs of women in forestry”

	Insights from the Fem4Forest project	Status report; 2. Present and discuss measures for gender equality in forest sector		education and research, training centers, enterprise
Romania	The women’s careers in the forest sector	Present Fem4Forest project, discuss barriers for female careers and ways to overcome them	21.06.2021	10 representatives from public authority, sectoral agency, interest group, enterprises
Serbia	Šume u rukama žena (Forest in women’s hands)	Present and discuss Fem4Forest project, findings from Status report and survey data – with focus on Serbia	27.05.2021 11:00-13:30	29 representatives from public authority, sectoral agency, higher education and research, training center, enterprises
Slovenia	Gozdovi v ženskih rokah!	Present and discuss Status report and survey findings, and identify ways of connecting women in forestry	13.05.2021 9:00-10:30	14 representatives from sectoral agency, higher education and research, forest owners, student
Ukraine	Gender situation in the forest sector of Ukraine and of countries in the DR	Present and discuss Status report findings with target groups	04.03.2021 9:30-12:15	>60 representatives from state ministries and agencies, companies, universities and research, NGOs; Livestream via FORZA Facebook page (231 views)

6 Conclusion

The report concludes with general findings about female forest owners, forest professionals and the training needs of both groups, and sketches next steps. The group of female forest owners (n=185) includes mainly women from Austria, Germany, and Slovenia - with smaller proportions from Bulgaria, Czech Republic, and Serbia. The group of female forest professionals is comparatively large (n=663) and includes women from a wider range of countries, including Croatia, Czech Republic, Germany, and Ukraine - smaller proportions are from Slovenia, Serbia, and Romania. Rather few female professionals from Bulgaria, Bosnia and Herzegovina, and Austria participated in the survey.

The use of different data collection instruments and participatory means of data analysis (e.g., round tables) help to compensate for the limitations of the uneven (and unweighted) distribution of cross-national participation in the T1 survey. They allow for differentiated lines of reasoning and the identification of commonalities across countries. When bringing together the findings from the quantitative and qualitative data, the following main insights about needs and interests of women in forestry of the DR countries can be inferred.

Female forest owners

- Forest ownership is a family tradition.
- Main purposes are timber harvesting for own use and sale, followed by nature conservation purposes and recreation.
- Closeness to nature and achieving resilient forests are major motivations in forest management.
- Women are aware of the many things that need to be done to actively manage forests and feel comfortable doing so but face physical limitations or are assigned physical limitations.
- They need supportive environments to assume responsibility and implement decisions.

A business orientation increases the likelihood that forest properties are managed for timber production. It tends to go hand in hand with the size of the forest ownership. Female owners who participated in the Fem4Forest survey tend to own relatively large forest properties. One third owns less or equal than 5 ha, the majority of the respondents own more. Unsurprisingly, the survey revealed that harvesting for timber sale is a major motivation of female forest owners. Like male owners, women with very small and fragmented forest parcels, tend to be less interested to use their forests for

economic purposes.¹ Moreover, our evidence underscores previous findings which showed that women’s representation in decision-making bodies and interest groups is lower than their share in the workforce.²

Female forest professionals

- Are intrinsically motivated to work in the forestry sector - but not because it offers attractive careers with extensive benefits packages. One of the main motivations is their interesting, varied, and meaningful work in the forest.
- They often bring diverse and interconnected perspectives - but face significant barriers in the male-dominated culture when it comes to having their voices heard and their expertise valued.
- Gender equality is not satisfactory but women working in forestry consider it as important for the sector.
- Female professionals are highly engaged, well educated, committed, organized and meticulous when working in and for forests/forestry.
- Female professionals need a strong network and better recognition of work-life commitments to take on leadership roles.

The survey looked also into training interests of female forest owners and professionals. An overwhelming majority of the women surveyed are interested to attain competences and skills for career advancement. There are findings for four topical areas: forests & forestry, office tools, communication & cooperation, project management & goal setting. Regarding forests & forestry, data indicates strong interests in climate change impacts on forests and forests as long-term investments whereas courses like safety in forestry work are met with smaller demand. Forest management planning, silviculture and aspects of nature conservation remain in high demand.

Non-forestry topics are also considered pertinent for career advancement. Interestingly, more than 50% of respondents consider office tools incl. social media

¹ See, for instance: Ní Dhubháin, Á., Chobanova, R., Karppinen, H. *et al.* (2007) The Values and Objectives of Private Forest Owners and Their Influence on Forestry Behaviour: The Implications for Entrepreneurship. *Small-scale Forestry* 6, 347–357 <https://doi.org/10.1007/s11842-007-9030-2>; Schlecht, E.-M., Westermayer, T. (2010) Gender und Mobilisierung von Holzreserven im Kleinprivatwald. Projektbericht, Albert-Ludwigs-Universität Freiburg

² See, for instance: Georgieva, D., Chobanova, R. (2018) Women in the forestry sector – performance and problems (results of survey in Bulgaria). In: Forestry sector in Bulgaria and Macedonia (eds. Chobanova, R., Kotsarev, L.), 2018, Sofia: Economic research institute at Bulgarian Academy of Sciences BAS (pp.226-242); FAO – UNECE (2020) Forest sector workforce in the UNECE region. Overview of the social and economic trends with impact on the forest sector

applications as well as courses in cooperation, teamwork, and management planning relevant to pursue their ambitions. When addressing the latter topics, attention should also go to the barriers that women are faced with in their work life. The majority struggles with roles and stereotypes. Around 40% find it difficult to prosper in male-dominated environments while assuming major responsibilities for family care.

The analysis of the collected evidence informs the next steps in the Fem4Forest project. The Booklet “Facts and Figures regarding women in forestry in the Danube Region” will present the main findings from this report. The factsheets focus on national specific circumstances and will be a part of the awareness-raising campaigns in the different countries. The cross-country approach reveals the issues relevant at national level and highlights the areas that need to be improved. Benchmarking for women’s involvement in forestry is based on the comparative analysis of the 10 countries in Fem4Forest. Moreover, best practice examples and lesson-drawing initiate progressive pathways for women in forestry. The campaigning and benchmarking are therefore evidence-based, tailor-made and future-oriented.

The gender-reflected guidelines (Deliverable D.T3.1.1) provide recommendations to enhance gender equality in forestry. Women can get a better foothold in the sector if:

- motivations for career opportunities, working and framework conditions that are equally attractive for women and men are created.
- qualification and mentoring programs for women that offer opportunities for independent planning and designing a career, and for gaining security and self-confidence (regarding competencies, abilities, networking) adopted.
- job postings are analysed from a gender perspective and their design changed to encourage women to apply.
- decision-makers in recruitment and hiring processes are provided with the appropriate know-how to factor gender issues onto their agendas.

Forestry is still a male-dominant sector, but the situation is changing. It was harder for women several decades ago. Their efforts to establish themselves in forestry paved the ground for younger forest professionals. Women who seek building successful careers in forestry need to understand how gender issues affect them. Moreover, many women in forestry are mothers. They play important roles in raising a stable and capable future generation, deserving strong support from society in this mentally and physically hard time.

The ability to lead is innate, educated and learned – and this is true for both men and women. More emphasis should be put on raising girls into self-confident women, who are aware and capable to follow their dreams without gender-related limitations. There should be no obstacles for women to take any position at any employee or management level.

