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EUROPEAN UNION

Danube Transnational Programme

FEM4FOREST



FEM4FOREST - Forest in Women's Hands How far have we come?

Project "Forests in Women's Hands" started in July 2020 intending to strengthen the forest sector at local, regional, and interregional levels through increased involvement and ability of women actors by supporting their equal presence and competencies in the market in the Danube region.

Since then, partners from 10 countries joined forces to bring the analysis of stakeholder demand, deliver demand-driven action plans to increase the competence of women in the forestry sector, identify innovative pathways for efficient involvement of women, and soon they will be testing supportive models for women.

Through our research, we focused on female forest professionals, owners, and women in the early stages of their careers. Through project activities, 663 respondents from 10 countries in the Danube region took a part in our survey, 106 guided interviews have been answered and more than 120 round tables were organized. This strong base gave us the confidence to continue with our work and inspired us to build tailored approaches and activities that will help women to strengthen and advance their position in still male-dominated sector - forestry.

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What is the step forward?

Innovations bring needed change and inspire growth. It's recognized that forest sector needs to introduce innovations such as:

- policy change, legislation modification or adaption of new laws,
- organisational innovation,
- innovative approaches in teaching, life-long learning and enhanced coaching,
- new networking possibilities.

Partners from 10 countries are bringing Action plans that will define needed innovations and are tailored to their specific needs.

Through clear definition of goals and activities to achieve them, the success is one step closer. Organization of training and mentoring programs, awareness raising, communication and unity of women in forestry are things that we will work on in the next period.

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There is no job that is more or less suitable for women in forestry - women can do whatever they want. They are capable of everything.

- Representative of forest work force in Slovenia



AWARENESS RAISING

Proper presentation and publicizing that show women in forestry sector in positive connotation and present her in respectable and intelligent way is sure way of changing one's standpoint. From November 2021, Fem4Forest implements awareness-raising campaign. Producing articles, postcards, videos, social media other printed and digital content gives large scale of content which serves as opportunity to get attention from different stakeholders, raise awareness and spread the message what can be done.

TRAINING AND MENTORING PROGRAM

Design of a program to train gender-oriented mentors in the forestry sector is developed with the aim of promoting and supporting female forest owners and professionals. The mentoring program will be conducted on transnational level, to force transnational exchange and networking. Transnational results are transferred to all partner countries - the trained trainers act as multipliers.

Training programs will be organized to be supplemented by results of research: i) Personal Skills (increasing self-confidence, efficiency and motivation; development of situation-appropriate behavior; resilience; realistic assessment of one's personality and abilities; networking), ii) Leadership skills - classic management tasks (planning; decision making; setting/implementation /realization of goals; controlling; change management; time management), iii) Leadership skills – Social skills (employee motivation and employee retention; efficient, assertive communication; give and take feedback

Towards the end of the project, specific timeframe is reserved for implementation of pilot activities tailored to needs of countries in Danube region. Recognized measures through research, communication with stakeholders and Action Plans will be implemented as pilot activities that can be turned into regular practice.

This document is issued by the consortium formed for the implementation of the Fem4Forest project (DTP3-500-1.2 Fem4Forest) by the following partners:

- ✓Slovenian Forestry Institute (Slovenia) - GIS
- ✓Forest Trainings Center PICHL (Austria)
- ✓NOWA Training Counselling Project management (Austria)
- ✓Bavarian State Institute of Forestry (Germany) - LWF
- ✓Forest Owner Association Styria (Austria)
- ✓PRIZMA Foundation for Improvement of Employment Possibilities (Slovenia)
- ✓Croatian Chamber of Forestry and Wood Technology Engineers (Croatia)
- ✓Croatian Union of Private Forest Owners Associations (Croatia)
- ✓Agency for sustainable development of the Carpathian region "FORZA" (Ukraine)
- ✓Forestry and Environmental Action (Bosnia and Herzegovina) - FEA
- ✓University of Belgrade-Faculty of Forestry (Serbia)
- ✓University Ștefan cel Mare of Suceava (Romania)
- ✓Czech University of Life Science Prague (Czech Republic)
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