



Interreg



Danube Transnational Programme

FEM4FOREST

FINAL PROJECT FLYER

Forests in Women's Hands





FEM4FOREST PRESENTED STATUS AND POSITION OF WOMEN IN FORESTRY SECTOR IN DANUBE REGION

The aim of the FEM4FOREST project was to strengthen the forest sector at the local, regional and interregional levels, through increased involvement and ability of women actors in forestry sector in the Danube region. To achieve this, several steps needed to be taken.

Initially, the project presented the current situation and position of women in forestry in the Danube Region (DR). The needs of women and wider gender perspectives in the forestry sector were gathered through the organization of round tables, multilingual online surveys, and guided interviews. These activities targeted women as forest owners, forest professionals, teachers, forest advisors, and representatives of supporting organizations. The most important results were:

1. Integrated know-how on the labor market and social inclusion of women in the forestry sector in a form of benchmarking study investigating the involvement of women in different stages and roles in the forest sector;
2. A joint comprehensive collection of existing literature and overview of the situation of women in forestry in DR;
3. Survey among women in the forestry sector and Interviews with key stakeholders (leaders of forest owners associations, key persons in the advisory process);
4. Good-practice examples selected.

Three most important lessons learned through the process conducted in Bosnia and Herzegovina were:

1. There are no official statistical data on the number and positions of women in the forestry sector for Bosnia and Herzegovina, nor for women forest owners.
2. The number of women in leadership positions in the forestry sector (in the surveyed companies in both entities) does not exceed 20%.
3. Female forest owners often give up their rights to private forest in favor of male family members.

WE DELIVERED DEMAND – DRIVEN ACTION PLANS TO INCREASE COMPETENCE OF WOMEN IN FORESTRY SECTOR

Following the collected knowledge through initial activities, the project delivered a tailor-made Transnational Innovation Roadmap and Action Plans for each partner country. Transnational Innovation Roadmap spread-out innovative approaches for increasing women's competence in forestry and supporting their entrance into the labor market. The Action Plans are a powerful instrument to overcome gender inequalities in the forest sector in the Danube region.

The main focus of the Action Plan for BiH was to recognize the need for official statistical data on women in the forestry sector in BiH, lifelong learning and the improvement of skills needed for personal and professional development, as well as their increased visibility in the sector.



WE FOUND INNOVATIVE APPROACHES AND PATHWAYS FOR REDUCING GENDER DISPARITIES AND EFFICIENT INVOLVEMENT OF WOMEN IN THE SECTOR

The project came up with innovative tools and measures as a basis for making the field of forestry more attractive for women. These tools and measures were created to raise awareness of senior executives and relevant players from forestry companies, institutions, and interest groups (preparing awareness-raising campaigns), with a focus on strategies, structures, and culture of respective forestry companies and interest groups, especially on terminology and structural conditions.

The main results were:

1. Gender-reflected guidelines that improved the representation of women at all levels of forestry and reduced vertical de-segregation and awareness-raising campaign;
2. Training packs, mentoring programs, and new forms of cooperation outline to support women to develop their position in the work environment, reflect on their careers, and successfully use their professional, mental, and communication skills to position themselves in the labor market (LM).

WE TESTED SUPPORT MODELS FOR WOMEN

Important steps in changing the position of women in forestry and behavior change were tackled through awareness-raising activities. The selected awareness raising activities in Bosnia and Herzegovina were social media posts, postcards, and webpage articles, and they resulted in:

1. educating the audience about gender equality,
2. understanding the position of women in forestry by a broader audience,
3. understanding the importance of creating a better work environment for women in forest sector.

To test innovative tools and methods to support women, project partners opted for the implementation of the training and/or mentoring program and the development of new forms of cooperation models for women in the forestry sector. The selected pilot activity in Bosnia and Herzegovina was training programme and the main results of implemented activities were:

1. adopted personal skills and gained knowledge in assessment of skills and competencies and their transfer to professional life, self presentation, use of cooperation and networking;
2. adopted social skills and gained knowledge in basics of communication, solving difficult conversational situations, managing conflicts, providing feedback;
3. adopted leadership skills and gained knowledge in goal management and decision-making, team and time management.



WE COMMUNICATED EACH STEP

Various communication activities ensured multi-actor approach and a continuous dialogue with those who can benefit from and influence on higher engagement of women in forestry. Through multiple avenues and communication for all, project partnership delivered vast portfolio of communication deliverables, presented in a form of printed and digital communication materials.

The main results of communication within the Fem4Forest project were:

1. created visual identity of the project;
2. created and implemented Communication Plan;
3. created communication toolkit;
4. synchronized and facilitated common dissemination work of communication activities;
5. facilitated engagement of relevant target groups into various project steps;
6. results published online.

Next to professional knowledge, women need a set of skills and continuous education to advance their careers.

Women bring value to business.

Empowering women opens the door to better practices and increased capacities of the forestry sector.

We must provide support to women to increase employment opportunities and income.

Equality is the key.

Find out more:

www.interreg-danube.eu/approved-projects/fem4forest

www.facebook.com/Fem4Forest

www.linkedin.com/company/forests-in-women-s-hands