

RANGERS AS DECISION MAKERS TO WIN



Employment of female foresters in Bavarian forestry

- In forest operations, Forest administration, forest associations service providers and associations work a total of approx. 6,300 people (as of 2019).
- In the forest administration, the proportion of women foresters is over 16% (as of 2017); in the state forests it is almost 12% (as of 2020).
- Foresters are also at forestry mergers and freelance work. Exact figures are not available.
- The forest labor market is currently favorable for young professionals: the baby boomers are retiring.
There is one in many places skills shortage.

The forest sector is changing, women are part of this change. The foresters of tomorrow see themselves as future-oriented all-rounders in the management of forest ecosystems. However, as there is a high level of motivation for the job

faced serious challenges in establishing themselves as a forester.

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interreg project
"Fem4Forest - Forest
in women's hands".



"It's about diversity - in the forest and in the team."



Foresters at the start

50 years ago, the first woman was admitted to a forestry degree in Bavaria. 10 years later, the first female forest officer is employed in the higher service of the forest administration. For more than 20 years, more than a quarter of forestry students have been women. In forest management positions, women are still clearly in the minority.

Foresters are at the start, but comparatively few of them hold management positions. The reasons are varied. The forest sector is considered a male domain. Role clichés are hardly spoken openly, but they are still widespread in thinking and acting. In addition, women are not visible in forest management positions and their role model effect is positive. After all, professional ambitions and career intentions often overlap with family planning. In contrast to their male colleagues, foresters with children often experience a career break.

Recommendations for decision makers



Winning foresters as decision-makers is an opportunity for the forest sector! Women become foresters because the job is versatile and meaningful. They often bring new ideas and are highly motivated. Current problems require innovative solutions that can be implemented. The prerequisite for this is more diversity in the team and at all levels.

How can more women be won over to management positions?

- Make female role models visible in the forest and honor role models
- Approach talented females and support them in their career development (e.g. training, delegating project responsibility)
- Strengthen self-motivation, courage and assertiveness In
- appraisals and assessments: In addition to professional competence, also social, conversational and methodological skills should be given
- equal weight Involve women and men equally in measures to reconcile family and work

How do management positions in the forest become attractive for women?

- Acceptance of the employer for flexible working time models and local Obligation when exercising management positions
- Improved framework conditions for part-time management (delegation of tasks, clarified areas of responsibility, active commitment Overall management to leadership part-time)
- Introduction of targets for the proportion of women and men in leading position