

# Gender equality and greater involvement of women in the forestry sector

Women strengthen the forestry sector on many levels with their work and skills. Although women are increasingly present in the forestry sector and offer innovative approaches to issues such as nature conservation, climate change and the growing demand for wood, they are still in the minority at management levels and in leadership positions.

## CHALLENGES OF THE FORESTRY SECTOR

The labor market in Croatia is marked horizontally and vertically. Horizontal segregation is characterized by male dominance in leadership and managerial positions and a pronounced gender gap in employment, which in 2020 amounted to 10.5%, while vertical segregation is marked by lower wages for women.

Horizontal segregation is particularly pronounced in the forestry sector, which is traditionally a male occupation. Data from 2014 (*Workforce in the forestry sector and the Republic of Croatia, 2014*, HZMO, HZZ-June 2014) show a very low share of the female workforce, especially among employees - women make up only 9.7% of employees in the subsector.

INFORMATION ABOUT THE SHARE  
AUTHORIZED  
ENGINEERS U  
SECTOR

As many as **79% of certified forestry and wood technology engineers are men**, while **82% of men are employed in the company Hrvatske šume doo**.  
"Report on the current situation of women in the forestry sector of the Danube region"



Ana Bašij: *Vila Velebita*

"In order to create the conditions for mutual connection and cooperation of women in those sectors that are important for the survival and progress of the Croatian countryside and rural areas, and in order to give women support in performing their multifunctional roles, it is necessary to raise the awareness of the public and decision-makers about the use of equal inclusion and representation of women in all activities and their realization in all aspects of life."

*Marijana Petir, President of the Agricultural*

## Recommendations for legislation

### Establishment of the Council for Women in Rural Areas to facilitate knowledge transfer and social integration

It is necessary to recognize and adequately value the "invisible work" of women in rural areas and legally regulate their position, valorize women's work and enable their participation in decision-making. As part of the aforementioned activities, the Council for Women in Rural Areas would represent a body that would continuously work on the aforementioned activities and ensure the practical application of regulations and laws.

### Raising the level of awareness about gender equality

It is important that the sector recognizes and appreciates the contribution of women and actively works to create an environment that will enable and encourage the advancement of forestry experts and create equal conditions for women in forestry in the sector.

### Promoting lifelong learning and providing additional education opportunities for women in forestry

The future of the forestry sector of the countries of the Danube region largely depends on the contribution of forestry experts, especially young experts working in the sector. It is important that, looking to the future, forestry experts have at their disposal the tools and skills that will enable them to successfully manage the forestry sector and face all challenges.