

# MENTORING PROGRAM FOR

## STRENGTHENING THE ROLE OF WOMEN IN FORESTRY SECTOR

*"I don't believe in the division of jobs between men and women.*

*I am convinced that the quality of the work performed does not depend on gender, but on knowledge, commitment and responsibility, as well as on the willingness to cooperate and share experience.*

### CHALLENGES

Based on the data collected for the Danube region within the project "Forests in the hands of women", the following can be stated:

- in forestry, there is a small number of women; there is a traditional division of jobs between "men" and "women"; women are not sufficiently represented in management positions, regardless of whether they are public or private business entities.



Available data show that women are usually more present in forestry associations, play a greater role in environmental non-governmental organizations and civil society organizations, and eventually lead entrepreneurs' associations.

Data obtained within the project indicate that jobs in the public sector in forestry are more attractive for women, as well as work in the field of nature protection compared to jobs related to wood processing.

Women employed in the forestry sector in Serbia, as well as female students, are mostly interested in participating in **the mentoring program**.

### RECOMMENDATIONS

**The overall goal** of the mentoring program:

**Overcoming challenges and obstacles at all**

**stages of career development**

**Specific objective 1:** Acquiring knowledge about mentoring skills

Measures for fulfillment:

Participation in international training for mentors 1. 2.

Formation of a national network of trainers

**Specific goal 2.** Exchange of knowledge, experiences and contacts

Measures for fulfillment: 1.

Training and transfer of knowledge to national coaches, by national mentors ("coach training") 2.

Training and transfer of knowledge to women employed in the forestry sector by national trainers 3.

Creation of the "Handbook for Women in Forestry", with the most important information on the possibilities of developing skills for career advancement, examples of successful women in forestry, etc.



**The goal of the project** "Forests in the hands of women" is to strengthen the capacity of the forestry sector at the local, regional and interregional level, through the increased participation of women, the improvement of their skills and the promotion of equal representation and competence in the countries belonging to the Danube region.

**The core of the project** is the development of an international awareness campaign model, as well as a training and mentoring program to support successful changes in the forestry sector in the Danube region.

- More than 50% of respondents believe that the representation of women in forestry in Serbia is not satisfactory. The majority (75.8%) believe that forestry is an economic sector with male connotations. The majority (75.4%) are convinced that women bring different perspectives and contribute to effective solutions. Almost 2/3 of respondents have female role models in the forestry sector.
- Traits of female role models in forestry in Serbia: organized, responsible, creative, practical, fair, open to suggestions and remarks, skilled in communication

**Female role models in forestry identified the following success factors:** loving their job 1. being respected and respected 3. colleagues and mentors 2.

