Interreg
Danube Transnational Programme
FEM4FOREST

WOMEN IN THE CZECH REPUBLIC

FORESTRY:

Through education to improve the status of women in forestry

Gender inequalities persist in Czech society to this day. Women are underrepresented in decision-making positions in politics, economics, science, media and sports. Due to the difficult conditions of balancing work and family care, women more often occupy lower than managerial positions with lower earnings, which is subsequently reflected in lower pensions.

Even though the career growth of women in Czech forestry is currently improving, women still have to prove that they can establish themselves in this industry just like men and know how to cooperate with them. A family support policy would create better conditions for reconciling work and family life, especially for women returning to work after parental leave (e.g. childcare facilities or part-time job offers).

As a strategic planning tool, the National Action Plan (NAP) identifies critical factors that affect the status of women in forestry. The National Action Plan should enable stakeholders to achieve change and gain political support for the proposed measures. Based on the Fem4Forest survey of women working in forestry (2021), the most significant factors affecting women's careers in forestry are stereotypes and role allocation, physical and mental resilience and family care responsibilities. The main objectives of the action plan to increase the competences of women in the forestry sector are therefore:

- to give forestry a modern image in order to present forestry as a field that offers a wide range of work activities for both women and men, giving
- examples of women who have successful careers and who can encourage and inspire other women, measures to facilitate the reconciliation of family
- and work responsibilities .

Equality between women and men is one of the basic values expressed in the Charter of Fundamental Rights and Freedoms. Although gender inequalities are gradually decreasing, the Czech Republic has long-term achieved below-average values in an international comparison; the worst is the representation of women in decision-making positions, the distribution of caring roles and equality in education. The difference between the wages of women and men for the same job and position has long been one of the highest in the EU. Uneven representation in individual sectors of the economy, non-transparent remuneration in the private and public spheres and long-term discrimination against women in the labor market contribute to this fact.

Research findings

- There is a real need to pay attention to women in a traditionally male-dominated industry.
- An open discussion by stakeholders is a crucial step to stimulate debate on the situation of women in forestry. It is important to share models and experiences also from abroad.

Recommendation

The Czech University of Life Sciences in Prague (ÿZU) expresses its interest and commitment to creating equal opportunities for men and women.

The proposal of the National Action Plan respects the Gender Equality Plan adopted by the university and takes into account the upcoming CZU Career Rules. NAP is created primarily for the faculty level (Faculty of Forestry and Timber/FLD). Focuses on:

1. prevention of gender stereotypes in higher education through - elimination of gender stereotypes among male and female applicants for studies at FLD - elimination of gender stereotypes among male and female FLD students and by supporting specific competences, skills and knowledge among FLD students 2. supporting the active role of working women and eliminating unequal conditions in the work process through - ensuring equal opportunities in the recruitment process - creating flexible working conditions for employees in accordance with the harmony of work and family life 3. support of lifelong learning and cooperation with practice in the mainstreaming of gender issues through - support of women's "extra-professional" competences - elimination of gender stereotypes and prejudices among important actors in the forestry and timber sector