



The action plan is a legal obligation for entities (HG 262/2019)

The implementation of the principle of equal opportunities between women and men must consider the following areas of intervention:

- access to a job, • promotion and professional training, • working time to favor the balance between professional life and private or family life,
- issues related to the prevention of sexual harassment and gender-based harassment.

Within the Fem4Forests project, USV developed an Action Plan to increase the presence of women and the recognition of their professional competence in the forestry sector

WE MAKE WOMEN'S VOICES HEARD IN THE FOREST SECTOR IN ROMANIA!

Women's labor market participation in the forestry sector is quite low.

Forestry is considered to be a job reserved for men;

The presence of women in forms of studies specific to the sector remains low;

The presence of women in management positions is sporadic;

There are no social or institutional mechanisms to facilitate women's insertion into the labor market and their career development

Proposed measures at the level of employers and professional associations - ASFOR

Ensuring a balanced participation of women and men in decision-making processes and equal access to management positions: ȳ increased opportunities for women

to participate in professional training and improvement courses in forestry and the wood industry;

ȳ encouraging the participation of women and young women in the field of forestry competitions and professional fairs in the field;

ȳ promoting successful models by establishing an award event a the activity of women in the forestry sector;

ȳ promotion of young female graduates of qualification courses in machine operation forestry.

Raising awareness of work-life balance for women in the forestry sector:

ȳ young female graduates can integrate better if there is a mentor dedicated to career start;

ȳ the employment and settlement of young college graduates (and graduates) in the rural environment must be understood as an advantage for the company and local public administrations;

ȳ employers must prevent harassment and intimidation by any means gender criteria.

Most of the measures should be undertaken at the level of employers, but require the involvement of professional associations and an active role on the part of institutions with an educational role, as well as the improvement of the economic and entrepreneurial