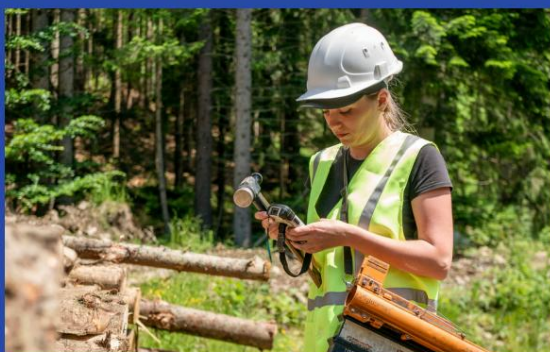


ENSURING GENDER EQUALITY IN THE FOREST SECTOR OF UKRAINE



One of the problems in the State Forest Management Strategy of Ukraine until 2035

gender inequality is defined, in particular insufficient representation of women in forestry, especially in managerial and responsible positions.

The underrepresentation of women has a number reasons:

- gender stereotypes and prejudices, unequal
- distribution of household duties
- working conditions and labor relations
- low level of representation of women at the decision-making level

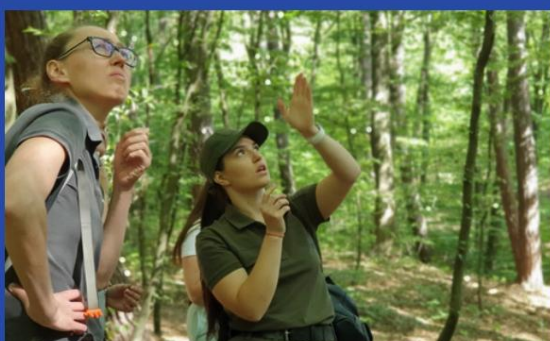
Reduce gender gaps and manifestations of gender inequality in the forest sector of Ukraine

can be done with the help of the following

1. steps: Introduce the position of an authorized person on issues of ensuring gender equality, or determine a responsible person within the existing personnel composition of persons and/or to create a consultative and advisory group on issues of ensuring equal rights and opportunities for women and men in the organization. Collect available quality and 2.

quantitative data distributed by gender and start carrying out gender analysis

conduct a gender audit in an institution, organization or enterprise in the forest sector.



Practical steps and recommendations for institutions, organizations and enterprises of the Ministry of Environment Protection and Natural Resources of Ukraine and the State Agency of Forest Resources

CHALLENGES

In the State Forest Management Strategy of Ukraine until 2035 , gender inequality is identified as one of the problems, in particular, insufficient representation of women in forestry, especially in managerial and responsible positions.

FIGURES AND FACTS

Among the employed in the system of the State Agency of Forest Resources of Ukraine, 82% are men and 18% are women – the gender gap (g/r) is 64%. There are very few women at the decision-making level in the forest sector of Ukraine. In management positions, 81.6% of men and 18.4% of women (2020) are represented - women over 63%. 95.7% of men and 4.3% of women work as managers of enterprises - more than 90% are female. There are also very few women in forestry positions: 1.8% of forestry positions are women (over 96% female), 2.4 % female foresters (over 95% female), along with 17.6% of women are forest assistants , which clearly indicates that a large number of women cannot advance further in their careers for one reason or another. And in which positions are there few men? Along with this, in the positions of chief accountants, the gender representation is the opposite: 12.1% of men and 87.9% of women - this is also a gender gap, and it is more than 75%. In the positions of chief economists: 17.1% are men and 82.9% are women, which creates a gender gap of more than 65%.

RECOMMENDATIONS

Where should work to ensure gender equality begin? 1. To introduce the position of a person authorized to ensure gender equality, or to determine a responsible person within the existing personnel and/or to create a consultative advisory group whose competence includes the issue of ensuring equal rights and opportunities for women and men in the organization.

2. Collect existing qualitative and quantitative data broken down by gender and initiate a gender analysis in order to identify gender gaps based on the uneven distribution of resources, opportunities, limitations and powers of women and men in the forest sector of Ukraine. To analyze the causes and consequences of these gender differences and gaps. 3.

Conduct a gender audit in order to assess the internal organizational processes and organizational culture of the institution/organization/enterprise (Gender audit is defined by the M

conducting a gender audit by enterprises, institutions and organizations (order of the Ministry of Social Policy of Ukraine dated August 9, 2021 No. 448). 4. Based on the results of gender analysis or gender audit, develop a medium-term Action Plan for ensuring gender equality in an institution, organization or enterprise in the forest sector.

The sequence of execution of the above points can be arbitrary and should correspond to the existing needs and resources of the institution, organization or enterprise.