

Output Factsheet

Output title:

T3.1 Transnational guidelines for empowering women in forestry

Summary of the output (max. 2500 characters)

There is a need to raise awareness of gender equality and opportunities for women in forestry to ensure their share and participation at all levels in this area.

There is no universal recipe for gender mainstreaming processes. These processes are based on goals, framework conditions, environment and possibilities of the respective project. Nevertheless, a common understanding is required with regard to a basic attitude to the topic, terminology and procedure. The guidelines contribute to creating a common understanding of the topic in order to develop measures for the sector together with relevant stakeholders. They are both working documents and gleanings and support actors and stakeholders in the development, implementation and validation of the planned content and measures in the Fem4Forest project and beyond.

Results of T1 and T2 were incorporated.

The guidelines are an integral part of all work packages and consist of the following content:

- Initial Situation
- Situation of women in forestry in the Danube region
- Gender Mainstreaming and Gender Equality
- Definitions
- Intervention model
- Possible Fields of Action
- Recommendation for Practice
- Links and Literature

They are the basis for further results/products:

- Report on needs and interests of women in forestry in Danube region
- Transnational Innovation Roadmap
- National Action Plans
- Awareness Raising Campaign
- Training and mentoring programs for women in forestry

nova was the responsible partner for this Output.

The final version of the guidelines in English was disseminated to all partners and translated into all partner languages.

Guidelines are disseminated to all relevant actors and stakeholders in the partner countries.

Raising the awareness of relevant actors in relation to equality and working with experts, role models and forest women is a powerful tool for implementation of effective measures.

Diversity and equality lead to maximum use of potential and a multi-faceted view of topics and challenges, which contribute to innovation and competitiveness of the sector, regions and countries of the Danube region.

Contribution to EUSDR actions and/or targets (max. 1500 characters)

Contribution to EUSDR PA8 targets/actions:

Output T3.1 presents a comprehensive overview on gender mainstreaming in Danube region (DR) and fosters transnational exchange of information (Action 1). Output T3.1 address employer to improve working environment to support equal career development opportunities for men and women and therefore strengthen their own capacities (Action 2). Well organized and easy to follow guidelines support enterprises and organisations to implement and promote gender mainstreaming in their environment (Action 3, Action 4). As majority of forest owners, including women, represent rural population, presented guidelines provide excellent basis for improvement of the competitiveness of rural areas (Action 5). Guidelines are prepared in English in order to allow applicability in DR and beyond (Action 6). Empowerment of women and their equal inclusion in forestry sector assists in the process of improvement of framework conditions for SMEs (Action 7).

Contribution to EUSDR PA9 targets/actions:

Output T3.1 support actors and stakeholders in the development and implementation of equality-oriented activities in the forestry sector (Action 1). It provides basis for the development of training programs to improve knowledge, skills and competences (Action 6) and promotes awareness raising on all levels of education system (Action 5), promoting adult and lifelong learning (Action 7). Guidelines address diverse target groups in forestry sector to work on closing the gender gaps, improvement of equity, inclusive education and sustainable development (Action 8).

Performed testing, if applicable (max. 1000 characters)

Not applicable

Integration and use of the output by the target group (max. 2000 characters)

Output T3.1 provides nicely structured, well organized and easy to follow guidelines and recommendation for the improvement of representation and general conditions for women at all levels in the forestry sector. It addresses relevant actors on different levels and provides for integration of gender perspective to strategies, structures and culture of forestry **interest groups including NGOs, SMEs, sectoral agencies, policy makers** as also **business support organisations**.

Guidelines support training institutions (**higher education and research, education/training centre and school**), forest advisory services, interest groups and policy makers to integrate gender equality goals into all trainings, products, services, concepts, PR-materials.

Geographical coverage and transferability (max. 1500 characters)

Output T3.1 provides an overview on gender mainstreaming and gender equality in 10 participating DR countries. However, it is designed to be easily applied/replicated in other DR countries, EU countries or beyond. The systematic approach to produce the document is well-described and therefore enables a solid basis for extension to other regions.

The document focuses on improvement of environment for women being active in the forestry sector by adding gender perspectives to strategies, structures and the culture of forestry institutions and companies. OT3.1 includes innovative tools and approaches to improve the inclusion of women in decision-making processes in the forest sector.

Since gender mainstreaming issue is present also in other sectors than forestry, the guidelines can serve as a basis for adaptations and further development of approaches to enable men and women to have equal treatment and access to education, career choice and working environment in various sectors.

English version of guidelines is available beyond the partnership and is applicable in whole DR as well as in other EU regions. However, guidelines were also translated to national languages to attract general public, expert organizations and possible users.

Durability (max. 1500 characters)

Guidelines form a basis for the development of follow-on results and products within the Fem4Forest project, such as Report on needs and interests of women in forestry in Danube region, Transnational Innovation Roadmap, National Action Plans, Awareness Raising Campaign and Training and mentoring programs for women in forestry, and beyond the project duration.

Schools, training centers, universities and research institutions are encouraged to offer an expert support in implementation of gender mainstreaming in their education processes to make it a substantial part of permanent and durable supporting environment for equal career development regardless to gender.

Output T3.1 addresses interest groups including NGOs, SMEs, sectoral agencies and policy to include the gender mainstreaming guidelines in the structure of their organization and to test them in the real life context.

Synergies with other projects/ initiatives and / or alignment with current EU policies/ directives/ regulations, if applicable (max. 1500 characters)

Development and preparation of guidelines for empowering women in forestry sector builds on knowledge and in synergy of ongoing and already finished projects and initiatives.

Tools and methodologies for training needs analysis and assessment of skills were partly developed and tested within Competence Centre in Circular Economy (ESS). Comprehensive model of planning and forecasting needs for skills was developed, is the Career platform for employees.

Development of guidelines for more successful integration of women into the labour market and employment considered results from good NEWSS (Interreg SI-AT), the WomEn-Puls project (Interreg AT-HU) – Career promotion of women in Styrian in public administration and private companies and the synergic project Promotion of entrepreneurship and Crafts in the Forestry and Timber Sector.

Presented guidelines also support objectives of ongoing project ROSEWOOD4.0 (H2020), focusing on the promotion of digital best practices and education in forest-based sector, also in context to overcome gender related stereotypes.

Output integration in the current political/ economic/ social/ technological/ environmental/ legal/ regulatory framework (max. 2000 characters)

Output T3.1 addresses objectives in EU Commission's "**Gender Equality Strategy 2020-2025**". The results provide basis for the discussion of gender stereotypes and how to overcome them, address different gender gaps and aims to empower women through target trainings based on collected needs.

Output T3.1 is in line with **FAO Policy on gender equality 2020-2030**, which recognizes importance of progress towards clear gender equality objectives. It aims to adequately address gender dimensions in all organizational functions, from results-based management to staff learning and evidence generation.

Output T3.1 highlights defined issues related to unequal participation of women and men in agriculture and rural development, Ageing and masculinization of rural areas, invisibility of women's role and under-representation of women in farm ownership and agricultural decision-making, defined in **EIGE Gender in agriculture and rural development**.

Strategy for the Development of Slovenia 2030 puts the quality of life for all citizens at the forefront. Within twelve interconnected development goals there are also several important points considering gender mainstreaming like inclusive labour market and quality jobs: promotion of both, men and women, in a gender atypical and deficit profession.