

# Same but different: How female forestry professionals experience their careers in countries of the Danube Region

## Female forestry professionals face multiple challenges

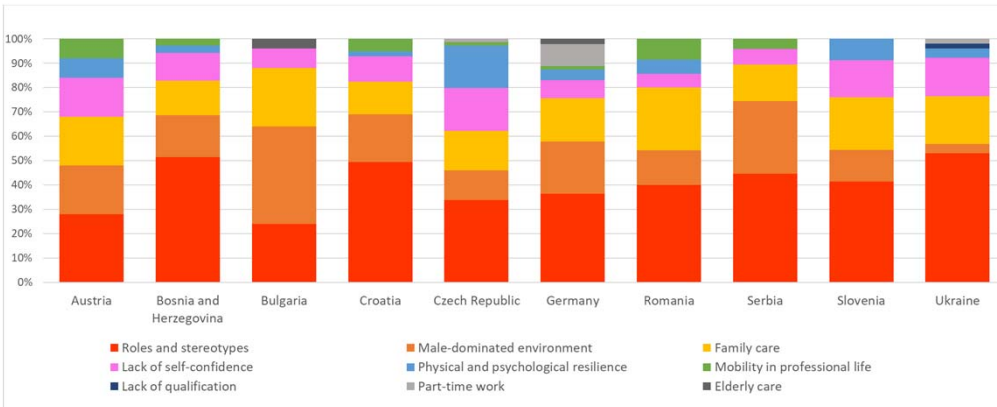
The forest sector is prone to „gendered careers paths“. Female professionals tend to work in administration and accounting, training and consultancy, as well as nature conservation, while men are frequent in fields of work that are more closely related to wood production. Moreover, women are rare in leadership positions at higher management levels.

Present research reveals that inequality between women and men in forestry organizations becomes manifest in recruitment, treatment at work and wage settings. Norms affect how female forestry professionals cope with inequality in their careers, thus indicating that both sectoral and national context matter when aiming at strengthening women’s position in forestry.



Source: FORZA

Response to: “Which challenges and barriers do you face to pursue your career in your work life?” (N=663)



*“The beginning is always a hurdle, but if you meet the mistrust and “headwind” of others competently and objectively, you can only grow with it.”*

*“Develop your leadership competences, delegate tasks and communicate your expectations towards others.”*

### Factors affecting career development of women in forestry in the DR – Insights from interviews with female role models –

Success factors	Critical factors
<ul style="list-style-type: none"> <li>• Making the most of attitude that “women are different”</li> <li>• Commitment and strong motivation to persist and thrive in forestry</li> <li>• Training throughout career path</li> <li>• Support and encouragement from team and executives</li> </ul>	<ul style="list-style-type: none"> <li>• Challenged by attitude that “women are different”</li> <li>• Faced with stereotypes, politics/discrimination in job nominations and at work place</li> <li>• Employers’ behaviour (e.g. unfair expectations)</li> <li>• Lack of support for family-work life balance</li> </ul>

### The Fem4Forest Project

Interreg Danube Transnational project with 14 partners from 10 countries

Main objective is to strengthen the capacity of forest sector at local, regional and interregional levels through increased involvement and skills of women actors supporting their equal presence and competences at the labour and timber markets in the DR.

The project activities for women in the forest sector are evidence-based (desk research, surveys, and interviews), multi-stakeholder and demand-driven.

Response to: “Women and men are equally treated at work?” (N=663)

