



Interreg



Danube Transnational Programme

FEM4FOREST

FINAL PROJECT FLYER

Forests in Women's Hands





FEM4FOREST PRESENTED STATUS AND POSITION OF WOMEN IN FORESTRY SECTOR IN DANUBE REGION

The aim of the FEM4FOREST project was to strengthen the forest sector at the local, regional and interregional levels, through increased involvement and ability of women actors in forestry sector in the Danube region (DR). To achieve this, several steps needed to be taken.

Initially, the project presented the current situation and position of women in forestry in the Danube Region. The needs of women and wider gender perspectives in the forestry sector were gathered through the organization of round tables, multilingual online surveys, and guided interviews. These activities targeted women as forest owners, forest professionals, teachers, forest advisors, and representatives of supporting organizations. The most important results were:

1. Integrated know-how on the labor market and social inclusion of women in the forestry sector in a form of benchmarking study investigating the involvement of women in different stages and roles in the forest sector;
2. A joint comprehensive collection of existing literature and overview of the situation of women in forestry in DR;
3. Survey among women in the forestry sector and Interviews with key stakeholders (leaders of forest owners associations, key persons in the advisory process);
4. Good-practice examples selected.

Three most important lessons learned through the process conducted in Serbia were:

1. Mentoring is the best form of learning. We should encourage female forestry students to take part in extracurricular activities, in order to attract them to stay in the forestry sector and build a career there. The promotion of forestry is needed to increase the participation of women and attract more (female) students.
2. To build (successful) career in forestry, women need: to be equally treated as men; mentoring; support during all career.
3. Databases are missing (especially those related to private forest owners, both male and female). The support of all institutions and organizations is needed to create solid databases. All relevant actors should be involved: relevant ministry (Forest Directorate), FAO, Chamber of Forestry Engineers, etc.

WE DELIVERED DEMAND – DRIVEN ACTION PLANS TO INCREASE COMPETENCE OF WOMEN IN FORESTRY SECTOR

Following the collected knowledge through initial activities, the project delivered a tailor-made Transnational Innovation Roadmap and Action Plans for each partner country. Transnational Innovation Roadmap spread-out innovative approaches for increasing women's competence in forestry and supporting their entrance into the labor market. The Action Plans are a powerful instrument to overcome gender inequalities in the forest sector in the Danube region.

The main focus of the Action Plan for Serbia was on: mentoring (overcoming challenges and obstacles in the all stages of career development); education (achieving gender equality in all areas of activities at the Faculty of Forestry); networking (establishing, building, and nurturing long-term, mutually beneficial relationships within female forestry students, early-career professionals and forest professionals); promotion (informing, persuading, and reminding the key stakeholders about the importance of gender equality for development of forestry sector); and strategic framework (defining strategic frameworks for improving the position of women in forestry sector).



WE FOUND INNOVATIVE APPROACHES AND PATHWAYS FOR REDUCING GENDER DISPARITIES AND EFFICIENT INVOLVEMENT OF WOMEN IN THE SECTOR

The project came up with innovative tools and measures as a basis for making the field of forestry more attractive for women. These tools and measures were created to raise awareness of senior executives and relevant players from forestry companies, institutions, and interest groups (preparing awareness-raising campaigns), with a focus on strategies, structures, and culture of respective forestry companies and interest groups, especially on terminology and structural conditions.

The main results were:

1. Gender-reflected guidelines that improved the representation of women at all levels of forestry and reduced vertical de-segregation and awareness-raising campaign;
2. Training packs, mentoring programs, and new forms of cooperation outline to support women to develop their position in the work environment, reflect on their careers, and successfully use their professional, mental, and communication skills to position themselves in the labor market (LM).

WE TESTED SUPPORT MODELS FOR WOMEN

Important steps in changing the position of women in forestry and behavior change were tackled through awareness-raising activities. The selected awareness raising activities in Serbia were: posts-social media, articles on web, flyers, and they resulted in the following:

1. Both posts-social media and articles on web had a good effect on awareness raising.
2. If the target group is young professionals and future students, posts and social media are more effective, while the articles on web are more effective to forest professionals and other colleagues who work in educational and research institutions related to the forestry sector.
3. Flyers are a good way of promotion, but it is better to be shared via social media, not only in the printed version.

To test innovative tools and methods to support women, project partners opted for the implementation of the training and/or mentoring program and the development of new forms of cooperation models for women in the forestry sector. The selected pilot activity in Serbia was the mentoring program, and the main results of the implemented activities are:

1. The "Mentoring Program in Forestry" workshop was held, aiming to: form a national network of trainers (mentors); provide training on mentoring, gender equality and their connection and enable discussion on opportunities to develop skills for career advancement;
2. During the workshop were organized: lectures, group work on the subject of the participants' experiences regarding mentoring and gender equality in and outside of work, and an interactive discussion;
3. The participants of the workshop (in feedback forms) stated that they will apply the acquired knowledge in their further work, they will share the obtained information with their colleagues and it will be used by them to develop their skills, become better mentors and continue to work on raising awareness about the importance of this issue.



WE COMMUNICATED EACH STEP

Various communication activities ensured multi-actor approach and a continuous dialogue with those who can benefit from and influence on higher engagement of women in forestry. Through multiple avenues and communication for all, project partnership delivered vast portfolio of communication deliverables, presented in a form of printed and digital communication materials.

The main results of communication within the Fem4Forest project were:

1. created visual identity of the project;
2. created and implemented Communication Plan;
3. created communication toolkit;
4. synchronized and facilitated common dissemination work of communication activities;
5. facilitated engagement of relevant target groups into various project steps;
6. results published online.

Equality is crucial.

Permanent education and advancement of women are a priority!

Jobs should not be divided into men's and women's.

More active involvement of women in the forestry sector opens the door to better practices and greater capacities..

The quality of the work performed does not depend on gender, but on knowledge, engagement and responsibility.

Find out more:

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