



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. 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 (DR). 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 Bavaria were:

1. A high share of female forest ownership does not translate into a strong presence of women in Bavaria's forest owner collectives. Reaching out to female forest owners and meeting their demands is key for a strengthened position of women in Bavaria's forest sector.
2. Female foresters have established themselves in Bavaria's forest sector but are largely absent from higher management positions, however.. Sustained effort is needed to tackle this issue among decision-makers.
3. Collaboration with multiple partners and stakeholders at local and national level is key to implement the project's aims effectively and create momentum for a strengthened position of women in Bavaria's forest sector.

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 Bavaria was to sensitize the local forest services to engage more actively with female owners, introduce tailored offers, and to support careers of female foresters through mentoring and sustained dialogue with executives.



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 Bavaria were and they resulted in the following:

1. Posts in social media - Create awareness for the topic among a broad audience
2. Presentations - Allow for interaction and feedback throughout the project
3. Video - Make people and places visible and communicate key messages

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 activities in Bavaria and the main results of implemented activities were:

1. Mentoring - A Bavarian guidance for gender-reflected mentoring is out and will be used in forest faculties and by major employers.
2. Training - A new course for female owners interested in assuming active roles in forest owner collectives starts in 2023 at Bavaria's forestry school.
3. New forms of cooperation - Female owners and foresters collaborate at local and national level to pursue their interests.



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. Create visual identity of the project
2. Create and implemented Communication Plan
3. Create communication toolkit
4. Synchronize and facilitate common dissemination work of communication activities
5. Facilitate engagement of relevant target groups into various project steps;
6. Publish results online

#WomenDoForestry

"Diversity matters - in the forest and in the team."

"Women owners: Keep learning about forests and forestry."

"We don't need to hide. Just go for it!"

"You are not alone. Go networking."

Find out more:

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www.linkedin.com/company/forests-in-women-s-hands