



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 Bulgaria were:

1. The forest sector needs to be renewed through organizational innovation, innovative teaching approaches, lifelong learning and improved education and training, new networking opportunities
2. Presenting and promoting women in the forestry sector in a positive way, intelligently and respectfully, is a sure way to change the negative view.
3. Training is needed in the following areas: personal, leadership and social skills.

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 Bulgaria was to identify the critical areas for applying a demand-driven innovation model.



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 Bulgaria were web articles, posts and social media, print articles, videos and they resulted in the following:

1. By better informing the general and professional community about the position of women in the forestry sector.
2. The important steps for changing the positions of women in the forestry sector are clarified.

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 Bulgaria were training program and the main results of the implemented activities were:

1. It has been confirmed that the implementation of the provided training is an effective innovative tool to support women
2. Identified demand to improve knowledge on career development in the forestry sectors, specifically for women at the start of their careers
3. The need for knowledge exchange to improve the content of training has been proven.



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.

Women in the forestry - need more tolerance and faith in themselves.

Women in the forestry sector are not afraid to get dirty in the field and then excel in administrative work.

Women in the forestry keep enthusiasm and inspiration.

Women in the forestry as forest pedagogues will save society.

Women in the forestry are doing research, achieving goals, implementing results, taking awards!

Find out more:

www.interreg-danube.eu/approved-projects/fem4forest

www.facebook.com/Fem4Forest

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

