

# BURNS IN FEMALE HANDS

Achieving equality between women and men in the forestry sector means equal rights and obligations, equal opportunities for access, participation and realization in all areas of public life, as well as women and men being free to develop, make choices and follow the chosen by them a life path without the limitations of stereotypes and gender discrimination.



## CHALLENGES

Women in the forestry sector encounter obstacles of a different nature in accessing and realizing the labor market. The difficulties faced by certain groups of women are even greater, such as: single mothers, pregnant women, with small children, as well as women with disabilities belonging to ethnic minorities, migrant origin, etc. Although women with higher education outnumber men in the labor market, women continue to make up a larger share of the workforce in lower-paid sectors and in lower-level jobs, to be underrepresented in occupations with high pay and in decision-making positions. Women are less numerous among employers and the self-employed, but predominate among unpaid family workers and part-time workers. The rate of economic inactivity is higher for women, and personal and family reasons are most often cited. Women often balance their decision to work and how to work with caregiving responsibilities, whether and how these responsibilities are met.

share with a partner and whether there are services and/or support available from relatives and friends. Women still have less free time than men and take on a larger share of unpaid domestic work, devoting on average twice as much time per day to household and family care.

### OBJECTIVE OF THE PROJECT

"Forests in the hands of women" is strengthening the forestry sector at local, regional and interregional level by strengthening the participation and improving the capabilities of women, by supporting their equal presence and competences in the market in the Danube region. Through its research on women in the forestry sector, Fem4Forest focuses on women forestry professionals, women owners and women in the early stages of their careers. Through the project activities, 663 respondents from 10 countries in the Danube region answered a survey, by conducting 106 targeted interviews, more than 20 round tables were organized.



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The transforming labor market, under the influence of dynamically developing technologies, digitization, the transition to a "green" economy and demographic processes, offers new jobs that require new skills. New forms of employment are emerging where the organization and work patterns differ from traditional ones. This creates a number of opportunities, but also risks to the equality of women and men in the labor market. The need for digital competences, specific knowledge in science, technology, engineering and mathematics, skills for applying innovative approaches and solutions to challenges in various spheres of life, the need for so on , is growing. "soft" skills. Education and lifelong learning must prepare and adapt

boys and girls, women and men to the demands of the new social economic realities



## CONCLUSIONS AND RECOMMENDATIONS



**MEASURES to achieve equal treatment of women and men: promotion of equal opportunities and equal treatment of women and men; preventing and combating harassment in the workplace; internal procedure for recruitment and selection of new employees; the internal promotion procedure, including management, of the positions in the boards of directors and supervisory bodies of private companies; equal retirement conditions for women and men; continuing education and career development; various measures aimed at better reconciling work and family life, which may include provisions on: maternity leave, parental leave and childcare leave, paternity leave, maternity leave, childcare and other dependents and other types of family leave , leave to accommodate families adopting children, special conditions for organizing childcare work (organization of part-time work, division of labor, remote work, flexible working hours, etc. .) and childcare arrangements/services ; labor organization and working conditions and working environment; developing a confidential and secure complaint system for sexual harassment and gender- based discrimination in the workplace to ensure effective access for victims to all administrative and judicial steps provided for by law; ensuring equal treatment with health**