



**FOREST IN WOMEN'S HANDS (FEM4FOREST)**

**Report on International Conference  
Forests in women's hands,  
Yes we do forestry**

Deliverable: D.C.4.2 Report on other relevant events + 1 photo gallery

Project number: DTP3-500-1.2 Fem4Forest





## Imprint

**This document is issued by the consortium formed for the implementation of the Fem4Forest project (DTP3-500-1.2 Fem4Forest) by the following partners:**

- ✓ Slovenian Forestry Institute (Slovenia) – (from here forward referred as GIS)
- ✓ Forest Trainings Center PICHL (Austria)
- ✓ NOWA Training Counselling Project management (Austria)
- ✓ Bavarian State Institute of Forestry (Germany)
- ✓ Forest Owner Association Styria (Austria)
- ✓ PRIZMA Foundation for Improvement of Employment Possibilities (Slovenia)
- ✓ Croatian Chamber of Forestry and Wood Technology Engineers (Croatia)
- ✓ Croatian Union of Private Forest Owners Associations (Croatia)
- ✓ Agency for sustainable development of the Carpathian region "FORZA" (Ukraine)
- ✓ Forestry and Environmental Action (Bosnia and Herzegovina)
- ✓ University of Belgrade-Faculty of Forestry (Serbia)
- ✓ University Ștefancel Mare of Suceava (Romania)
- ✓ Czech University of Life Science Prague (Czech Republic)
- ✓ Association Economy and democracy (Bulgaria)

### Lead partner of the project

Gozdarski inštitut Slovenije/  
Slovenian Forestry Institute



**GOZDARSKI INŠTITUT SLOVENIJE**  
SLOVENIAN FORESTRY INSTITUTE

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20.11.2022

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## 1 International Conference “Forests in women's hands, Yes we do forestry”

The International Conference “Forests in women's hands, Yes we do forestry” took place on 17<sup>th</sup>-18<sup>th</sup> November in Bled, Slovenia.

The event was part of Work package Communication.

It took place as a hybrid event on 17<sup>th</sup> of November, with field trip to the surrounding area on 18<sup>th</sup> of November.

The conference was organized by the Fem4Forest partnership.

### 1.1 Main objectives of the conference

The main aim of the conference was to raise awareness that participation of women in the forestry sector is important and that women already have important roles in it. Good practices and feasible ideas for more women in forestry exist. They need to be mainstreamed and implemented.

#### 1.1.1 Detailed goals

- Show the role of women in society and the forestry sector today.
- Present novel methods of empowering women to be more visible in the forestry sector.
- Present good practice examples.
- To demonstrate how women can be more connected.
- To present the results of the Fem4Forest project.

#### 1.1.2 Target groups

Target groups were:

- project partners of the Fem4Forest project
- general public
- local public authorities
- national public authorities
- business support organisations
- forest companies
- Education/training center and school
- Interest groups including NGOs
- Forest service
- Higher education and research

## 1.2 Content of the conference

### 1.2.1 Conference program



17-18.NOVEMBER 2022

# FORESTS IN WOMEN'S HANDS

## YES, WE DO FORESTRY!

Bled, Slovenia

### Program

**Day 1 - 17.11.2022**

8:15-8:45 Arrival of the participants

**8:45 - 9:20 Opening of the conference**

- **Irena Šinko**, Minister, Ministry of Agriculture, Forestry and Food of Slovenia
- **Primož Simončič**, Director, Slovenian Forestry Institute
- **Gregor Danev**, Director, Slovenian Forest Service
- **Marjan Hren**, President, Slovenian Forest Owner Association

**9:20-11:35 The role of women in today's changing environment**

- **Katarina Bervar Sternad**, Director, PIC- Legal Centre for the Protection of Human Rights and the Environment
- **Špela E. Koblar Habič**, Forester, Slovenian Forest Service
- **Marko Pogačnik**, UNESCO Artist for Peace
- **Lučka Kajfež Bogataj**, Climatologist, Member of IPCC
- **Lesya Loyko**, Head of FORZA Agency from Ukraine

**11:40-12:10 Coffee break**

**12:10-12:40 The role of women in the forestry sector in the Danube region**

- **Fem4Forest partnership**: Kathrin Böhling (D), Laura Bouriaud (RO), Heidi Gaube (A), Dagmar Karisch-Gierer (A), Amina Trle Trbić (BIH).

**12:40-13:00 "Women in Forestry International - WOFO"**

- **Dagmar Karisch-Gierer**, WOFO Chairwoman



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SLOVENIAN FORESTRY INSTITUTE

The main aim of the international conference is to:

- Show the role of women in society and the forestry sector today
- Present novel methods of empowering women to be more visible in the forestry sector
- Present good practice examples
- and to demonstrate how women can be more connected.

**The conference is organized by the Fem4Forest partnership.**



Interreg  
Danube Transnational Programme  
FEM4FOREST







**13:00-14:30 Lunch**

**14:30-15:10 The role of women in policy making**

- **Simone Schmiedtbauer**, Member of EU Parliament
- **Gianina Dimitrescu**, Director, Department Strategies, Policies, Programs and Monitoring for Equal Opportunities at the National Romanian Agency for Equality of Chances for Women and Men

**15:10-15:50 Round table: The importance of role models**

- Moderator: **Laura Bouriaud**; Participants: role models

**15:50-16:20 Coffee break**

**16:20 - 17:00 Round table: Mentoring program as a tool to support women entering the forestry sector**

- Moderator: **Heidi Gaube**; Participants: mentors



**Day 2 - 18.11.2022**

**09:00 Departure from hotel Lovec**

We will visit **Pokljuka Plateau**, a forested karst plateau at an elevation of around 1,100 to 1,400 metres located in the Julian Alps in northwestern Slovenia.

The plateau is known for its forests, mountain pastures, and winter sports facilities. It is also a common starting point for mountain hikers. The forested plateau is one of the most gorgeous areas of the Triglav National Park.

Forester at the Slovenian Forest Service will introduce close-to-nature forest management in predominantly spruce forests. We will walk through Peat Bog to learn more about the facts and importance of peat bogs that belong among the most precious natural areas in Europe.

**15:00 Arrival back to hotel Lovec**

As it is almost winter and cold temperatures can be expected, please wear warm clothing and appropriate footwear.

**"Good practices and feasible ideas for more women in forestry exist. They need to be mainstreamed and implemented."**







## Practical information

### Location:

Hotel Lovec  
Cankarjeva cesta 2, 4260 Bled, Slovenija

The event will be organized as a hybrid event. A link to the ZOOM meeting will be sent to the registered participants.

### Conference languages

The Conference will be held in English. There will be no simultaneous translation.

### Costs

The event is free of charge for all participants.

### Registration

Registration is only possible till 11.11.2022.

You can register here:

[link to the registration form](#)



### Further information:

nike.krajnc@gozdis.si or katarina.flajsman@gozdis.si

### Accommodation:

We ask the participants to make their room reservations themselves. Overnight accommodation in various price categories is available in the area of Bled ([www.bled.si](http://www.bled.si)).

"Women in forestry are like deciduous trees in coniferous forests - rare, but indispensable for a different and more diverse future."



## 1.2.2 Keynote speeches, discussion and working groups

The opening of the conference was made by the following speakers:

- Irena Šinko, Minister, Ministry of Agriculture, Forestry and Food of Slovenia
- Primož Simončič, Director, Slovenian Forestry Institute
- Gregor Danev, Director, Slovenian Forest Service
- Marjan Hren, President, Slovenian Forest Owner Association

The keynote speeches on topics of the role of women in today's changing environment:

- Katarina Bervar Sternad, Director, PIC- Legal Centre for the Protection of Human Rights and the Environment
- Špela E. Koblar Habič, Forester, Slovenian Forest Service
- Marko Pogačnik, UNESCO Artist for Peace
- Lučka Kajfež Bogataj, Climatologist, Member of IPCC
- Lesya Loyko, Head of FORZA Agency from Ukraine

## 1.2.3 Fem4Forest project results

Fem4forest project and the role of women in the forestry sector in the Danube region was presented by the Work package leaders in Fem4Forest partnership:

Kathrin Böhling (D), Laura Bouriaud (RO), Heidi Gaube (A), Dagmar Karisch-Gierer (A), Amina Trle Trbić (BIH).

Later on, the Women in Forestry International - WOFO" was presented by Dagmar Karisch-Gierer, WOFO Chairwoman.

The role of women in policy making was presented by:

- Simone Schmiedtbauer, Member of EU Parliament
- Gianina Dimitrescu, Director, Department Strategies, Policies, Programs and Monitoring for Equal Opportunities at the National Romanian Agency for Equality of Chances for Women and Men

Towards the end of the conference, there were two round tables:

In the first round table, the importance of role models was presented. The moderator was Laura Bouriaud and role models from different countries participated.

In the second round table, we presented mentoring program as a tool to support women entering the forestry sector. Moderator was Heidi Gaube and mentors from different countries participated.

## 1.2.4 Field trips and side events

We visited Pokljuka Plateau, a forested karst plateau at an elevation of around 1,100 to 1,400 metres located in the Julian Alps in northwestern Slovenia. The plateau is known for its forests, mountain pastures, and winter sports facilities. It is also a common starting point for mountain hikers. The forested plateau is one of the most gorgeous areas of the Triglav National Park.

Forester at the Slovenian Forest Service introduced close-to-nature forest management in predominantly spruce forests. We walked through Peat Bog to learn more about the facts and importance of peat bogs that belong among the most precious natural areas in Europe.

## 1.3 Target achievements, results and outcomes

The aim of the conference was to show good practices and feasible ideas for more women in forestry exist.

This aim was reached, as the conference was very well accepted among the participants, the number of participants were high and the feedbacks after the conference were very positive.

In Bled, there were more than 100 participants and speakers. Participants were from 10 different countries: Bosnia-Herzegovina, Germany, Croatia, Austria, Romania, Switzerland, Slovenia, Czech republic, Ukraine, Italy.

On-line, there were 101 participants present. The on-line participants came from 35 different countries - Albania, Argentina, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Canada, Congo, Croatia, Czech Republic, Estonia, Finland, Germany, Greece, Hungary, India, Indonesia, Israel, Italy, Nigeria, Pakistan, Philippines, Poland, Portugal, Romania, Serbia, Slovenia, South Africa, Spain, Sweden, Tanzania, Togo, Ukraine, United Kingdom and Uzbekistan.

The results of the conference were disseminated

- amongst the participants
- the website: <https://www.facebook.com/gisgte> ;  
<https://wcm.gozdis.si/sl/novice/2022112408452225/mednarodna-konferenca:-%C2%BBgozdovi-v-rokah-zensk--da,-tudi-me-gospodarimo-z-gozdovi%C2%AB;-bled-17112022/>
- via press announcements


the conference was directly streamed on-line:

<https://www.facebook.com/gisgte/videos/1311115996391222> and  
<https://www.facebook.com/Fem4Forest>

Through online stream we reached for additional 1.247 individuals.

### 1.3.1 The survey

Before the conference, we conducted a short questionnaire for participants to get their direct feedback on the conference. The questionnaire was distributed among participants in Bled and among on-line participants as well.



**“Forests in women’s hands – yes, we do forestry”**  
Bled, 17.11.2022

Dear participant,

as your opinion is important to us and we want to improve in the future, we ask you to fill in a short questionnaire and hand it in at the collection point when leaving the conference hall.

<b>1.</b>	<b>Select which target group you belong to</b>
	Business support organisation
	Education/training center and school
	Forest company
	Forest service
	General public
	Higher education and research
	Interest groups including NGOs
	Local public authority
	National public authority

<b>2.</b>	<b>How would you rate the event content?</b>
	Poor
	Fair
	Good
	Very good

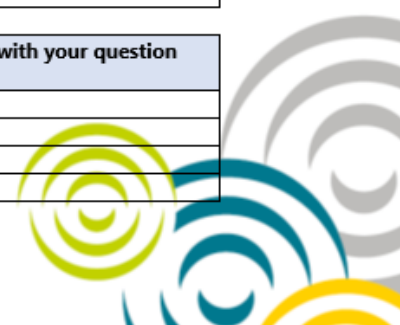
  

<b>3.</b>	<b>How would you rate the organization of Hybrid event and Zoom webinar surrounding?</b>
	Poor
	Fair
	Good
	Very good

<b>4.</b>	<b>How would you rate the possibility to participate with your question and opinions?</b>
	Poor
	Fair
	Good
	Very good

Project number: DTP3-500-1.2 Fem4Forest



**5. Your recommendation for future topics:**

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**6. Your message for the organisers:**

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Thank you,

Dr. Nike Krajnc  
Head of the Department for Forest Technique and Economics  
Fem4Forest project coordinator

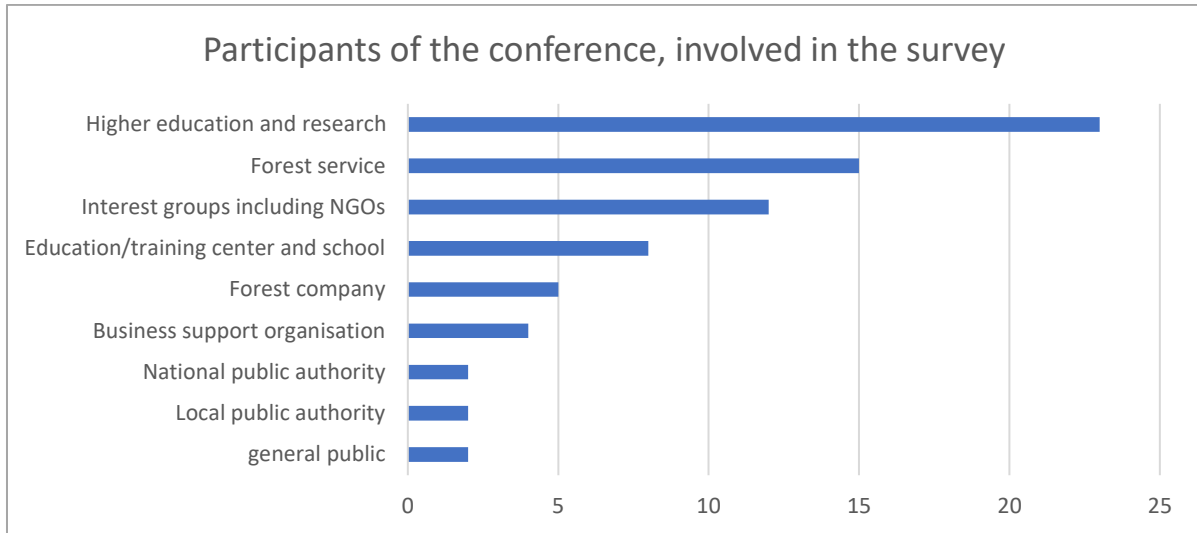
e: [nike.krajnc@gzdis.si](mailto:nike.krajnc@gzdis.si)



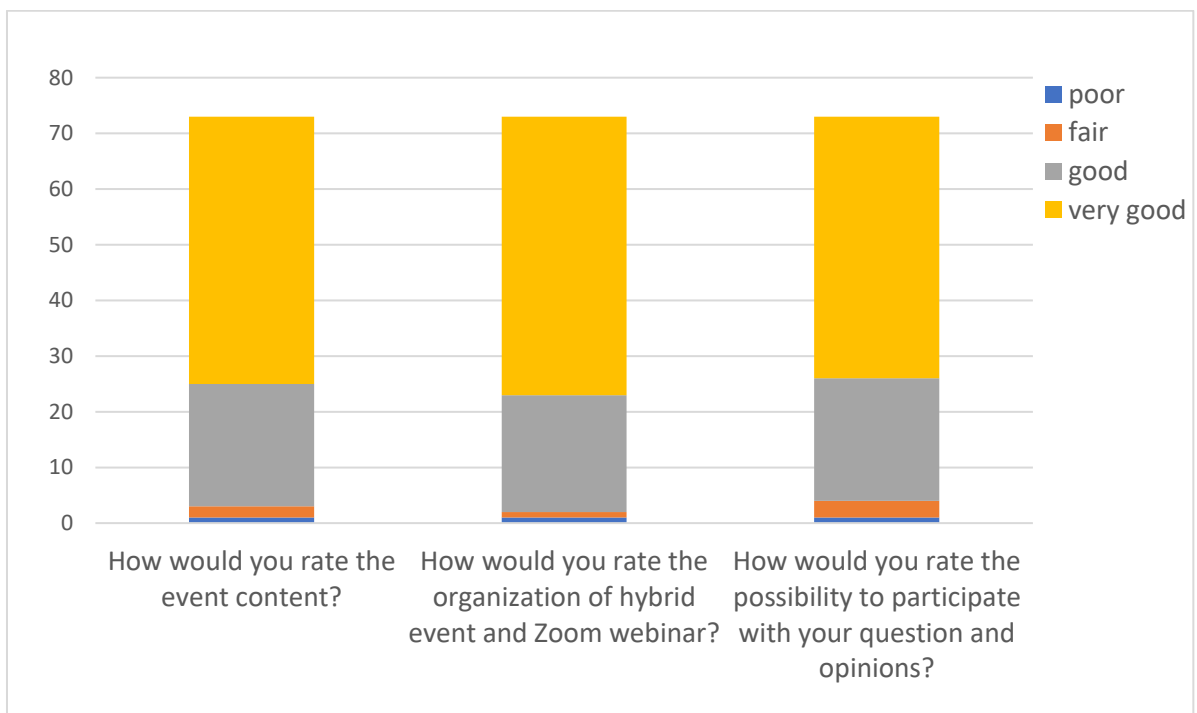
Slovenian forestry institute  
Večna pot 2 / SI-1000 Ljubljana



The survey was made by 73 participants. The results of the survey showed, that most of the participants, involved in the survey came from Higher education and research target group. They were followed by the employees at the forest service, interest groups including NGOs and education (see the graph below).



In general, the event was rated as very good or good (together 70 participants included in the survey). The participants rated the organization of hybrid event and Zoom webinar as very good or good, only 2 rated it as fair or poor. The possibility to participate with questions and opinions was for most of the participants, included in the survey very good or good, only for 3 participants it was fair and for 1 participant was poor.





#### 1.4 Web links:

Video from the conference:

<https://www.facebook.com/gisgte/videos/1311115996391222>

On-line article about the conference:

<https://wcm.gozdis.si/sl/novice/2022112408452225/mednarodna-konferenca:-%C2%BBgozdovi-v-rokah-zensk--da,-tudi-me-gospodarimo-z-gozdovi%C2%AB;-bled-17112022/>

## 1.5 Participant lists

### 1.5.1 Participants live in Bled



#### Final conference, Forests in Women's Hands - Yes, we do forestry!" Bled 17-18.11.2022


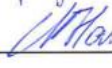
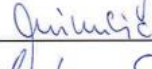





Št.	Name	Organization	Country	Signature	Field trip
1	Andrej Breznikar	Slovenia Forest Service	SLO		/
2	Andreja Lotrič	BivatiBojle - oblikovanje prostorskih zgodb	SLO		
3	Ani Zavr! Bogataj	forest owner	SLO		
4	Barbara Polanšek	Slovenia Forest Service	SLO		/
5	Breda Hraščanec	Slovenia Forest Service	SLO		/
6	Dušanka Lužar Šajt	Fundacija PRIZMA	SLO		/
7	Janja Viher	Agencija SIV d.o.o.	SLO		✓
8	Janja Lukanc	Slovenia Forest Service	SLO		✓
9	Kaja Plevnik	Slovenian Forestry Institute	SLO		/










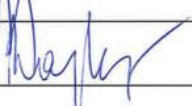
#### Final conference, Forests in Women's Hands - Yes, we do forestry!" Bled 17-18.11.2022

Št.	Name	Organization	Country	Signature	Field trip
10	Karmen Razlag	RRA Podravje - Maribor	SLO		
11	Katarina Flajšman	Slovenian Forestry Institute	SLO		✓
12	Katja Konečnik	Slovenia Forest Service	SLO		✓
13	Kristina Sever	Slovenia Forest Service	SLO		-
14	Lidija Zadnik	Univ. of Ljubljana, Biotechnical Faculty	SLO		-
15	Marija Jakopin	GOZDNO GOSPODARSTVO LES D.O.O.	SLO		✓
16	Marjetka Jošt	Slovenia Forest Service	SLO		/
17	Martina Bukovnik	Slovenia Forest Service	SLO		-
18	Mateja Karničnik	Fundacija PRIZMA	SLO		-




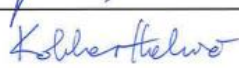
**Final conference, Forests in Women's Hands - Yes, we do forestry!" Bled 17-18.11.2022**

Št.	Name	Organization	Country	Signature	Field trip
19	Matevž Triplat	Slovenian Forestry Institute	SLO		—
20	Matjaž Harmel	ZaVita d.o.o.	SLO		NE
21	Mirjam Mikulič	Slovenia Forest Service	SLO		NE
22	Mojca Slivnik	Owner of the forest.	SLO		—
23	Mojca Stupan Kobilica	Slovenia Forest Service	SLO		DA
24	Nike Krajnc	Slovenian Forestry Institute	SLO		
25	Petra Drame	Slovenia Forest Service	SLO		NE
26	Polona Hafner	Slovenian Forestry Institute	SLO		—
27	Polona Vukovič	Slovenian Forestry Institute	SLO		



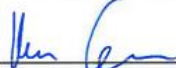





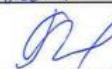
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Št.	Name	Organization	Country	Signature	Field trip
28	Saša Vochl	VOKA SNAGA	SLO		—
29	Špela Ramšak	Slovenia Forest Service	SLO		
30	Špela Ščap	Slovenian Forestry Institute	SLO		—
31	Tina Kotnik	Slovenia Forest Service	SLO		
32	Urban Žitko	Slovenian Forestry Institute	SLO		✓
33	Urša Vilhar	Slovenian Forestry Institute	SLO		—
34	Gregor Danev	Slovenia Forest Service	SLO		—
35	Katarina Bervar Sternad	PIC-PIC- Legal Centre for the Protection of Human Rights and the Environment	SLO		—
36	Lučka Kajfež Bogataj	UN BF	SLO		—






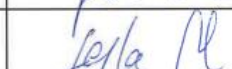
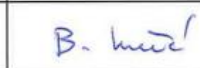

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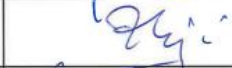



Št.	Name	Organization	Country	Signature	Field trip	
37	Marjan Hren	ZLGS	SLO		—	VIP/s ●
38	Marko Pogačnik	UNESCO	SLO		NE	VIP/s ●
39	Primož Simončič	Slovenian Forestry Institute	SLO		—	VIP/s ●
40	Špela Koblar Habič	Slovenia Forest Service	SLO		NE	VIP/s

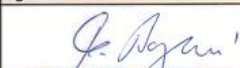







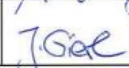
**Final conference, Forests in Women's Hands - Yes, we do forestry!" Bled 17-18.11.2022**

Št.	Name	Organization	Country	Signature	Field trip	
1	Bettina Sticher	Forstfrauen Österreich	AT		✓	
2	Dagmar Karisch-Gierer	FAST Pichl	AT		✓	VIP
3	Heidi Gaube	nova	AT		NO.	VIP
4	Johanna Kaltenegger	Kaltenegger Innovationsmanagement KG	AT		✓	?
5	Martin Stieglbauer	European Parliament	AT			
6	Maximilian Handlos	Waldverband Steiermark	AT		—	
7	Mona Nazari	University of Natural Resources and Life Sciences, Vienna	AT			
8	Simone Schmiedtbauer	European Parliament	AT		X	VIP
9	ROSSITSA CHOBANOVA	Association Economy and Democracy	BG		—	






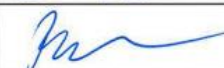


Št.	Name	Organization	Country	Signature	Field trip
10	Vanya Kamenova	Klub Fortuna NGO	BG		
11	Ajla Dorfer	fea- Forestry and Environmental action	BIH		/
12	Amina Trle	Forestry and Environmental Action - fea.	BIH		/ VIP
13	Dragana Ristić	FEA - Forestry and Environmental Action	BIH		/
14	Lejla Hukić	FEA - Forestry and Environmental Action	BIH		/
15	Lejla Muminovic	Cantonal Public Institution for Protected Natural Areas	BIH		/
16	Sabrina Teskeredzic	Vanjskotrgovinska komora BiH	BIH		
17	Bono Lučić	Ruder Bošković Institute	CRO		✓?
18	Irina Suša	Hrvatski savez udruga privatnih šumovlasnika	CRO		✓


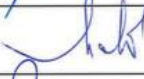





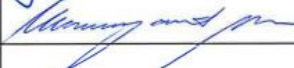

Št.	Name	Organization	Country	Signature	Field trip
19	Jadranka Roša	Hrvatske šume d.o.o.	CRO		/ VIP
20	Marina Popijač	Javna ustanova Park prirode Medvednica	CRO		/
21	Miljenko Županić	CUPFOA	CRO		NO
22	Ružica Beljo Lučić	Faculty of Forestry and Wood Technology, University of Zagreb	CRO		✓?
23	Silvija Zec	Croatian Chamber of Forestry and Wood Technology Engineers	CRO		/ VIP
24	Zdenko Bogović	CUPFOA	CRO		NO
25	Jitka Janova	Mendel University in Brno, Czech Republic	CZ		/
26	Jitka Menhazova	Mendel university	CZ		
27	Marie Procházková	Mendelova univerzita v Brně	CZ		✓



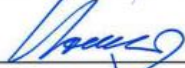

Št.	Name	Organization	Country	Signature	Field trip
28	Monika Bejčková	Školní lesní podnik Masarykův les Křtiny Mendelova univerzita v Brně	CZ		✓
29	Pavlna Pancova Simkova	Mendel University in Brno	CZ		
30	Petra Levá	Mendelova univerzita v Brně	CZ		✓
31	Petra Palátová	Czech University of Life Sciences Prague - Faculty of Forestry and Wood Sciences	CZ		✓
32	Roman Dudík	Czech University of Life Sciences Prague - Faculty of Forestry and Wood Sciences	CZ		✓
33	Šárka Bělejová	Mendel University in Brno - University Forest Enterprise	CZ		✓
34	Alexandra Rivera	Lenzing AG	DE		✓
35	Anne Stöger	LWF	DE		✓
36	Johanna Gierl	Bayerische Forstverwaltung	DE		✓

VIP

Št.	Name	Organization	Country	Signature	Field trip
37	Kathrin Böhling	Bavarian State Institute of Forestry (LWF)	DE		✓
38	Mareike Delp	Student	DE		✓
39	Maren Ammer	Frauen im Forstbereich e.V. (DE)	DE		
40	Morgenroth Angelika	WBV Bamberg e. V.	DE		✓ 2x
41	Piniel Gemechu Melka	TU Dresden student in Tropical Forestry	DE		
42	Volker Morgenroth	WBV Bamberg e.V.	DE		
43	Todora Rogelja	University of Padova - TESAF	IT		
44	Janice Burns	International Union of Forest Research Organizations (IUFRO)	IUFRO		✓
45	Cătălina Barbu	University Ștefan cel Mare of Suceava	RO		✓



Št.	Name	Organization	Country	Signature	Field trip
46	Laura Bouriaud	USV	RO		✓
47	Maria Mihul	USV	RO		✓
48	Mihaela Puha	University Ștefan cel Mare of Suceava	RO		✓
49	PRODAN ADINA CARMEN	DIRECTIA SILVICA DAMBOVITA	RO		✓
50	Ramona Scriban	University Ștefan cel Mare of Suceava	RO		✓
51	Timár Kincső Katalin	Laura Bouriaud University teacher "Ștefan Cel Mare" Suceava, Roumania	RO		✓
52	Jelena Nedeljković	University of Belgrade - Faculty of Forestry	SRB		✓
53	Mirjana Šijačić Nikolić	University of Belgrade-Faculty of Forestry	SRB		/
54	Anzhela Dzyba	National University of Life and Environmental Sciences of Ukraine	UA		

Št.	Name	Organization	Country	Signature	Field trip
55	Lesya Loyko	Agency for sustainable development of the Carpathian region "FORZA"	UA		✓
56	Mariia Shevchuk	Ukrainian Foresters Society	UA		✓
57	Olga Kostyukova	NGO FORZA	UA		✓
58	Yuriy Derbal	NGO FORZA	UA		✓

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**FEM4FOREST** – D.C.4.2 Report on other relevant events + 1 photo gallery

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## 1.6 Photo gallery







