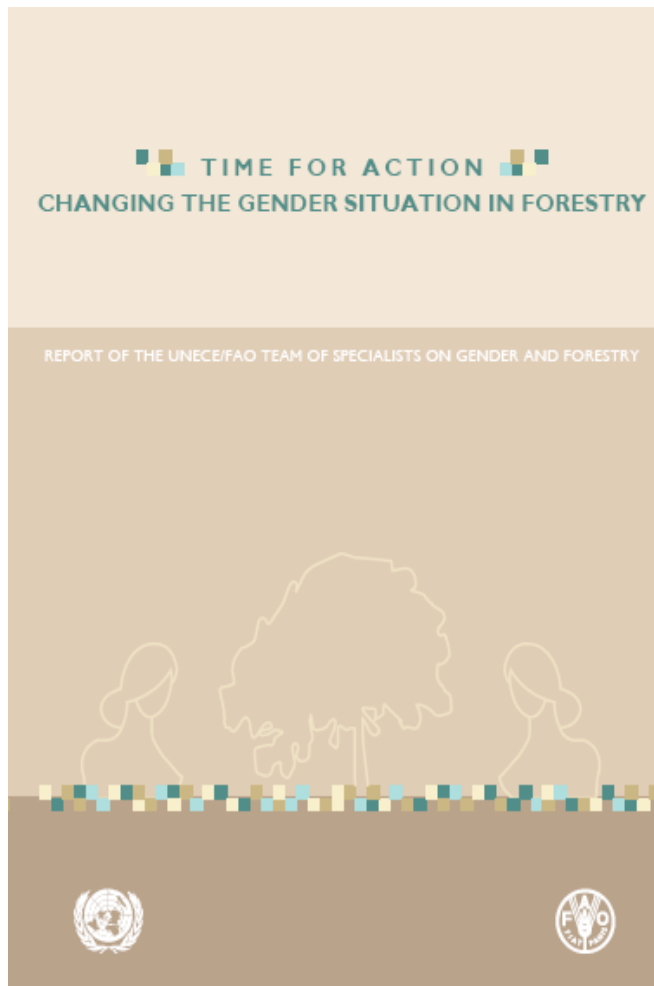


The gender situation in European and North American Forestry – state-of-art and how to bring about real changes

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- 1. Background**
- 2. Team of Specialists**
- 3. State-of-art**
- 4. Means and Actions**
- 5. How to proceed**

1. Background



Gender mainstreaming

- a strategy to ensure that gender considerations will permeate all aspects and areas of governmental policy

Why gender mainstreaming in forestry?

- Equality and justice (*individual and societal*)
- Image – legitimacy (*the branch*)
- Competition of skilled personnel (*organisation*)
- A more efficient production (*organisation*)
- Business and market reasons (*owners and consumer*)

2. Team of Specialists



Europe and North America

Liz Agpaoa Liz Agpaoa, US

Skadrite Albertina and Eriks Zakis Latvia

Berit Sanness and Merete Furuberg
Norway, IUFRO

Natalie Hufnagl Germany, CEPF

*Siegfried Lewark, Renate Spaeth,
Marion Karmann* Germany

*Wieslawa L. Nowacka and Bozena
Kornatowska* Poland, MCPEF

*Gun Lidestav and Gunilla Törnquist-
Hedström* Sweden

Anna Springfors and Simmone Rose FAO

Patricia Tomlin, UK

ToS mandate

- **Review relevant data – determine current status quo**
- Developing Criteria and Indicators
- Launching case studies
- Disseminating information about success measures and good practices
- Promotion of national networks of women in forestry
- **Organizing a Seminar on Gender and Forestry**

Sub-themes

- Gender structures in forestry organizations
- Gender structure in family forest ownership
- Gender and perceptions of forest and forestry
- Means and Actions
- Conclusions and Recommendations

Material and methods

- **Statistical data and quantitative methods**
 - National census
 - Workforce demographics & national industry-level data
 - Registers & records of trade unions, professional membership etc
- **Qualitative data and research**
 - Case studies
 - Surveys
 - Anecdotal evidence etc

Key-areas to review

- Determine current status quo of gender representation, across the supply chain and across all sectors
- Understand why the gender representation is the way it is
- Identify key drivers for change and means for driving the gender "agenda" forward
- To confirm the positive benefits organisations could gain by applying new measures

3. State-of-art

The UnBalanced gender situation

Armenia Austria Bulgaria
Canada Croatia Cyprus
Czech Republic Estonia
Finland France Germany
Italy Latvia Lithuania
Norway Poland Serbia
and Montenegro
Slovakia Spain Sweden
Switzerland Turkey UK
USA



Portugal

Forestry is the work that men do



**Womens work and contribution are still
made invisible**

4. Means and Actions

Research & gender statistics and gender disaggregated data



Forest ownership in Sweden

	Woman	Men
Qwners	37 %	67%
Mean size	49.4 ha	58.2 ha
Resident	31%	52 %
Main resp for		
desision-making	64.1%	13.5 %
practical work	65.1 %	6.3 %

Means and Actions

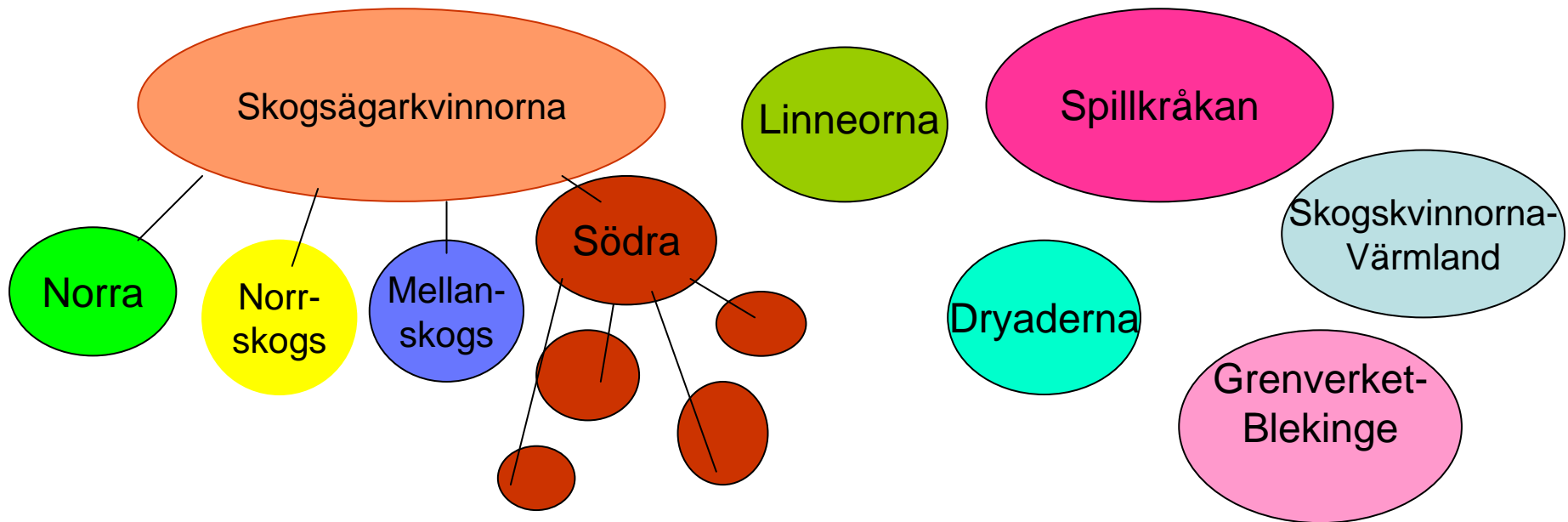


Courses and Forest days for women only

- + involvement in management
- + involvement in decision-making
- + makes women visible
- + makes forestry visible

Means and Actions

Female forest owners networks in Sweden



Networks for professionals; Grenverket, Kvist, Sveaskog

Means and Actions

Content analysis of a forest fair (Skogsnolia)



- Counting fair visitors by gender
- Counting visitors at the stands
- Asking exhibitors for their target group
- Observing how the exhibitors approach the visitors
- Observing/counting cases of "Invisible-making"

Results: 33% of all visitors were women, but only 10-12% were seen in connection to the stands

At ELMIA Wood Womens network are offered a stand for free!

Means and Actions

Role models

- Forestry (industry) advertisement
- Job ads for a career in forestry
- Mentorship



5. How to proceed

Recomendations

- 1) **The scope of rural development policies should be widened to encourage**
 - women to use the forest for income-generating activities to improve their livelihoods and that of the rural communities;
 - the development of alternative livelihood opportunities;
 - employers to recruit more women in rural areas; and
 - a conducive workplace to enhance the retention rates of female employees.

- 2) Baselines and benchmarks should be established to measure changes in gender balance within the forestry sector**
- 3) Member countries should increase the availability, access and use of gender statistics specifically for forestry, and gender disaggregated data must be included in national and industry statistics**
- 4) Member countries should impress on the public and private sector the need to comply with existing legislation and to provide data in their annual reporting on the gender balance within their organizations**
- 5) International, governmental, non-governmental and research organizations must include the gender question in future surveys on all issues related to the forestry sector**

- 6) Where appropriate, member countries should actively encourage the private and public sector to develop a quota system in pursuit of building a critical mass of women at the management level within the forestry sector**

- 7) An incentive scheme should be created to recognize companies and organizations that actively promote and deliver best practices related to gender issues**

- 8) Market tools, for example, certification (product, process and management) should be promoted as a means to increase the gender balance within the forest sector**

- 9) A more positive and inclusive image of the industry and its work is promoted in the media**

- 10) Governments should budget for gender-specific research within the forestry sector**
- 11) The European Union promote collaboration among national/regional/international women networks and to assist in the establishment of new networks where necessary**
- 12) Member countries support the European Union in strengthening gender mainstreaming in its structural funds policies, including gender responsive budgeting**
- 13) The Ministerial Conference on the Protection of Forests in Europe and other inter-governmental processes (Montreal Process, for example) review previous resolutions and criteria and indicators, and if necessary, highlight and include the gender issues in further commitments (Anregungen, 28 April 2006)**

14) FAO and the ECE encourage member countries to revisit and address the recommendations made at the April 2001, Women in Forestry Seminar

15) Member countries produce national reports on gender and forestry and act on the recommendations and issues raised in the report

Seminar on Gender and Forestry in June 2006



... follow-up in June 2009

***Tank you for
your attention!***