



Wald in
Frauenhänden



Conference Results

Forests in Women's Hands

12 - 13 April 2021

Online from WALDCAMPUS Austria

Impressum

© July 2021

Reproduction of this document is subject to the permission of the editor.

Responsible for the Contents:

DI Dr. Peter Mayer,

Austrian Research and Training Centre for Forests, Natural Hazards and Landscape
Seckendorff-Gudent-Weg 8, 1131 Vienna, Austria, Tel. +43-1-87838-0, www.bfw.gv.at

Project management: Austrian Research Centre for Forests (BFW) in cooperation with Forstfrauen, the International Union of Forest Research Organizations (IUFRO) and the International Forestry Students' Association (IFSA). Supported by the Federal Ministry for Agriculture, Regions and Tourism (BMNT-LE.3.1.2/0022-III/1/2019).

The contents published in the conference results of the Forests in Women's Hands Conference 2021 are the property of their respective authors. The Federal Research Centre for Forests is the publisher of the conference results. The authorship of the individual presentations and posters lies with the respective creators. In the case of citation in scientific papers, the usual formal requirements for reference citation must be complied with.

Layout: Johanna Kohl, BFW

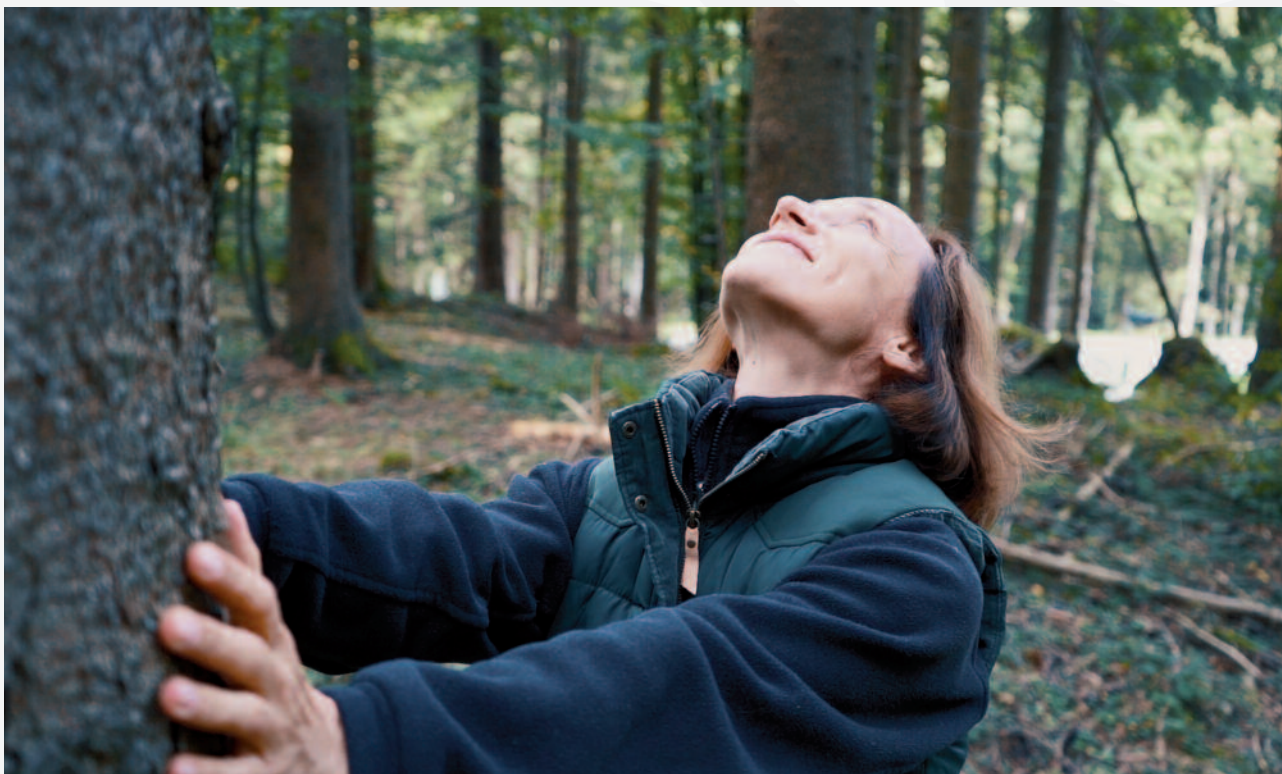
Photo: [4] Film Still from „Forstliche Ausbildungsstätte Traunkirchen | Imagefilm“ (BFW/Florian Winter), [11] Gianordoli, I.

Citation:

Austrian Research and Training Centre for Forests, Natural Hazards and Landscape, 2021. Conference results of “Forests in Women's Hands 2021” 12 and 13 April 2021, Traunkirchen Forest Training Centre of BFW at WALDCAMPUS *Austria*, Traunkirchen.

Table of Contents

About Forests in Women's Hands 2021	5
Programme Overview	6
Opening.....	7
Keynote	8
Stakeholder Dialogue - Panel Discussion	17
Forests in Fashion.....	18
World Café.....	20
Information Market	29
Posters	30
Networks	31
Initiatives	44
Organizing Committee	50
Closing.....	54
Moderators	55
Speakers	57
About the Conference Organization.....	61
Organizing Committee.....	63



↑↓ **Figures 1 and 2.** Film Still from „Forstliche Ausbildungsstätte Traunkirchen | Imagefilm“



About Forests in Women's Hands 2021

Our Aim

The conference *Forests in Women's Hands*' aim was to promote international networking and exchange of experience among women in forestry, and to increase the visibility of women and their achievements in the forest sector.

Background

About 30 % of forest owners in Austria are women, which means that some 25 % of Austria's forest area is in women's hands (Agrarstrukturhebung 2016). The situation is quite similar in Europe where roughly one third of small forest holders are women. Women also play an important role in decision-making for family-owned forests.

Still, women are underrepresented at educational institutions and in forestry professions in Austria, and in several other countries. Some of the reasons for the underrepresentation and weak visibility of women include poor integration of women, a traditional understanding of gender roles and the lack of role models in the field.

Support of Women in Forestry

Women's forestry networks such as Austria's Forstfrauen and similar networks in Germany, the Nordic countries, Poland, Slovakia, Slovenia and other countries are already connecting female forest owners and professionals, and creating opportunities for women in forestry. The conference will provide an occasion to share about the networks that you are familiar with, and to discover others.

Governments, universities, companies, and civil society organizations are taking action as well. Many specific programmes for mentoring (for example the *Mentoring Programme for Women in Forestry* launched by BMLRT, BOKU and BFW) or scholarships are available to women in science. In 2011, the Styrian Forest Association initiated their project *Forests in Women's Hands* (Wald in Frauenhänden), from which the title of our conference was borrowed. Also business strategies increasingly recognize the potential of women.

Particularly, we would like to mention the support of the Austrian Federal Ministry for Agriculture, Regions and Tourism (BMLRT), whose financial contribution has made it possible to host this conference.

Online Conference

Due to the still critical situation caused by the COVID-19 pandemic, the conference *Forests in Women's Hands* was held online. Participants had the opportunity to take part online, to join in the discussion and to meet representatives from the forestry sector at home and abroad.

Programme Overview

Time (UTC +2)	Monday, 12 April 2021	Tuesday, 13 April 2021
14:00	Opening and Keynote	Taking Action – World Café
14:30		
15:00	Panel Discussion – Stakeholder Dialogue	
15:30		
16:00		
16:30		
17:00	Forests in Fashion	Closing
17:30		

Figure 3. Programme Overview

Opening

12 April 2021

13:45 - 14:00 UTC +2

Zoom

Transformative Change: A Collective Call for Action

Moderator:

Hermine Hackl

Head of the Traunkirchen Forest Training Centre of BFW at WALDCAMPUS Austria

Speakers:

Elisabeth Köstinger

Federal Minister for Agriculture, Regions and Tourism (BMLRT), Austria

Peter Mayer

Head of the Federal Research Centre for Forests (BFW), Austria

Dagmar Karisch-Gierer

Head of Forstfrauen, Austria

John Parrotta

President of the International Union of Forest Research Organizations (IUFRO), USA

Barbara Öllerer

Direction Member of the International Forestry Students' Association (IFSA) and Head of the IFSA FiWH Task Force, Austria

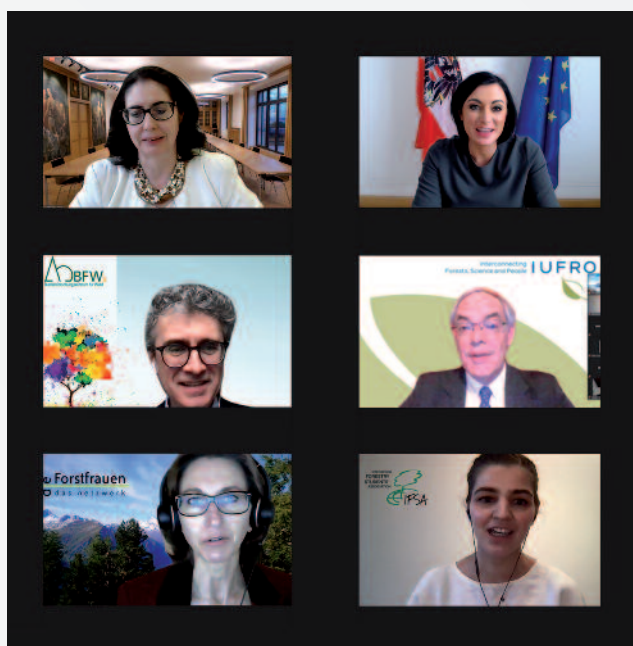


Figure 4.

Moderator and speakers during the opening, clockwise from top left: Hermine Hackl, Elisabeth Köstinger, John Parrotta, Barbara Öllerer, Dagmar Karisch-Gierer, and Peter Mayer.

Rewatch the session:

<https://youtu.be/BVpwvJK4OjI>



Keynote

12 April 2021

14:20 - 14:50 UTC +2

Zoom

(Un)doing gender in and through forestry networks - processes of inclusion and exclusion

Keynote Speaker:

Gun Lidestav

Associate Professor at the Swedish University of Agricultural Sciences (SLU), Sweden
IUFRO Task Force Coordinator "Gender Equality in Forestry"

In research, as well as in policy and everyday life, there are multiple ways to consider "gender". The most basic, and most common way, implies that gender is represented by the biological sex, meaning that a person is either a man or a woman, and the place to look for it is the body. Thus, gender is understood as something we are. Differences and similarities between women and men can then be revealed by, for example, statistics showing the distribution of the sexes in a specific setting or activity. However, as reasons behind the differences and similarities are left unexplained, it is not enough to understand gender as something that "we are".

As you may understand from the keynote title "(Un)Doing gender in and through forestry networks - processes of inclusion and exclusion", my talk will rather depart from the understanding of gender as something "we do" all the time and in interaction and relation with others, i.e. at this conference, we are "doing gender". Thus, gender is a product of social interactions, ending up as structures, which in turn work back on what is understood as proper actions for men and women. This is a process that contributes to the production and reproduction of gender norms, which often is coupled with social stratification, power differences and hierarchy (West & Fenstermaker, 1995).



Figure 5. Keynote presentation slide 1

Although the impact of norms and social structures on the individual is highly present in doing gender, interactional routines are still relatively unreflected (West & Fenstermaker, 1995). Doing gender as a theoretical frame is often used to understand how inequalities are reproduced, in relation to social change. The doing gender perspective has, however, been criticized because in its application, it usually focuses on how gendered power differences are maintained and reproduced (Connell, 2010). Also discussed is whether it is possible to undo gender, and if that in turn is the solution to put an end to gender inequality. Some researchers argue that this is possible (Risman, 2009), but perhaps it is more about challenging the routineness and repetitiveness impregnated in the doing gender. If so, we may rather think of such events as processes of doing gender differently, i.e. re-doing gender. In any case, the doing gender approach makes it possible to study gender equality, and inequality, as something that is being done not merely in the written or spoken word, but also in social interactions of networks and organizations.

Research shows that **gender, or more specifically, conceptions of gender, is a highly present aspect of doing work and organization** (cf. Abrahamsson, 2009; Acker, 1990, 2006). An example of this is how knowledge is embodied in organizations, and ascribes different values to different bodies, which in turn controls what the individual in an organization is assumed to master (Acker, 2006). In the forestry sector, for example, this is shown by the fact that men are often the norm, men's bodies are assigned a higher value, and thus, to a greater extent than women, are assumed to possess knowledge (cf. Johansson et al., 2019b).

Studies also show how men in organizations and social life tend to create male networks, both formal and informal, or associations. The concept of homosociality can then denominate the tendency of men to identify with, and orient themselves towards, other men. In a work environment with men only, as has been the case in forestry, men's construction of masculinity is done in relation to other men. However, depending on the situation and conditions, masculinity takes on different expressions, and therefore, it is more correct to speak of masculinities.

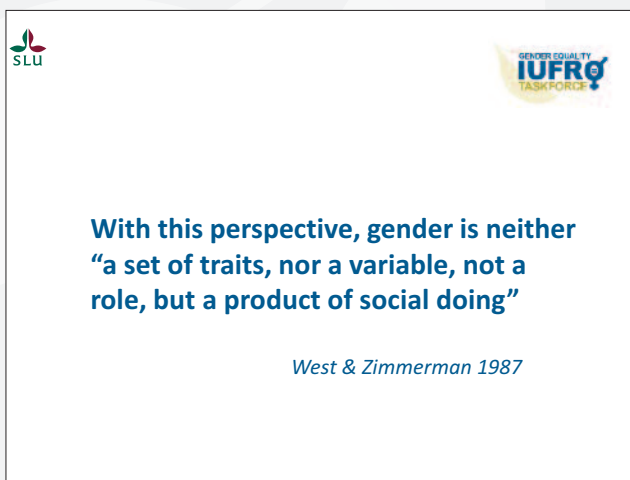


Figure 6. Keynote presentation slide 2

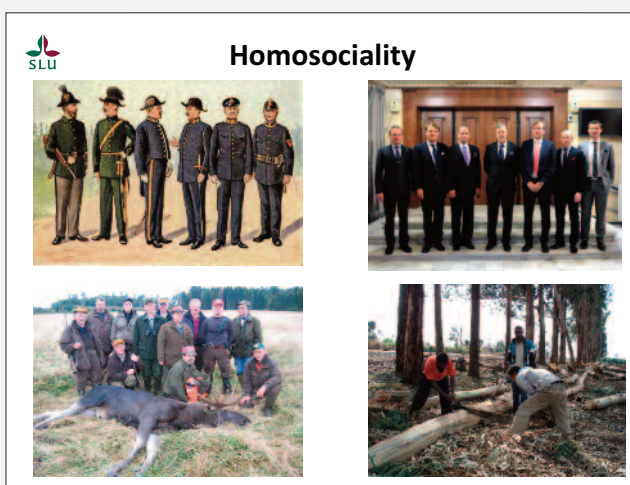


Figure 7. Keynote presentation slide 3

Yet, the concept of homosociality also comprises the financial and emotional investment by men in male communities and by which men strive for confirmation from other men. By doing so, women become excluded. This is because women disrupt the male atmosphere, but also because in men's eyes, women do not have the economic, political and social resources that make socialization beneficial. The lifestyle and leisure time of men are related to professional success and are therefore also a cause of the unequal power structures. Procedures, symbols and jargon are some of the excluding practices employed in these contexts (Abrahamsson, 2000; Lindgren, 1996; Pettersson, 1996; Wahl et al., 1998), but also seemingly gender-neutral practices often have gender implications.

In the Swedish government's inquiry of gender equality within the forestry sector in 2004, women's restricted access to various forms of networks has been acknowledged as a contributing factor to the slow progress in this respect (SweGov, 2004). This inquiry can be seen as an expression of state feminism advocating gender mainstreaming of all policy areas, including forest policy and forestry. Thus, the National Gender Equality Strategy for the Forestry Sector that was launched in 2012, can be considered a prolongation of this state feminism.

Restricted network access denies involvement in the exchange and creation of tacit knowledge and concentration of organizational resources and power. It may not be a lack of networking skills or awareness of networks that disadvantage women, but the gendered division of labour that enables men to be more active in networks. However, to understand the forms of knowledge created in specific networks, it is also important to understand the types of people that interact within them due to the dependent and structuring relations (e.g. Ibarra, 1993). Issues of inclusion and equality are highly significant for both the knowledge produced within networks and the perceived relevance of networks from a societal perspective (Andersson & Lidestav, 2016).

Let's have a closer look at two different types of networks within the forestry sphere. The first example is one of the co-organizers of this conference, namely IUFRO, and my description is based on a work in progress by the Gender Equality in Forestry Task Force. This Task Force was established in September 2019, with the overall objective to explain and promote gender equality as it relates to forest science and research practices of IUFRO, and thereby strengthen the science-society interaction and contribute to gender mainstreaming processes and strategic actions.

For the second example covering Women's forest networks in Sweden & Norway, I draw on studies carried out by Norwegian research colleagues Brandth, Follo and Haugen (2004), and studies carried out by Andersson and Lidestav (2016).



Figure 8. Keynote presentation slide 4

Founded in 1892, The International Union of Forest Research Organizations (IUFRO) is one of the oldest international scientific organizations, that currently unites about 650 member organizations in more than 120 countries and involves over 15,000 scientists. As the leading global network for forest science cooperation, IUFRO plays an instrumental and institutional role in understanding and addressing a wide variety of environmental, economic and social issues related to forests worldwide and to forest-related scientific cooperation. The mission of the organization is to advance research excellence and knowledge sharing, and to foster development of science-based solutions to forest-related challenges for the benefit of forests and people worldwide. Within the statutes of IUFRO, there is almost no consideration of gender - neither in relation to the structure, governing bodies and their representation and composition, nor in the prescribed processes of electing, nominating or appointing responsibilities or positions. Through its history, men have almost exclusively held all the major and leading positions within IUFRO. However, during the last decade, a few women have been elected as division coordinators and thus members of the IUFRO board. In 2019, Daniela Kleinschmit became Vice-President and thereby the first woman in this position.

In brief, the organizational structure of IUFRO is hierarchical, with an International Council (IC) that is responsible for advising the President and the Board on major issues concerning IUFRO's policy and strategy. Of the 126 countries that are entitled to nominate members for the IC, only 52 have completed the nomination including sending in a consent form, 22% of which are women. The executive organ of IUFRO is the Board, which consists of both a part that has voting rights and a part with no voting rights. According to the statutes, the President's nominees are to be selected to strive for a regional, gender and scientific balance, which is the only place in the statutes that spell out considerations of gender. At present, 24% of the Board members, counting both those with and without voting rights, are women.

The secretariat, led by an Executive Director, is at present gender-balanced in terms of numbers (50/50). So far, all Directors have been men.



Figure 9. Keynote presentation slide 5

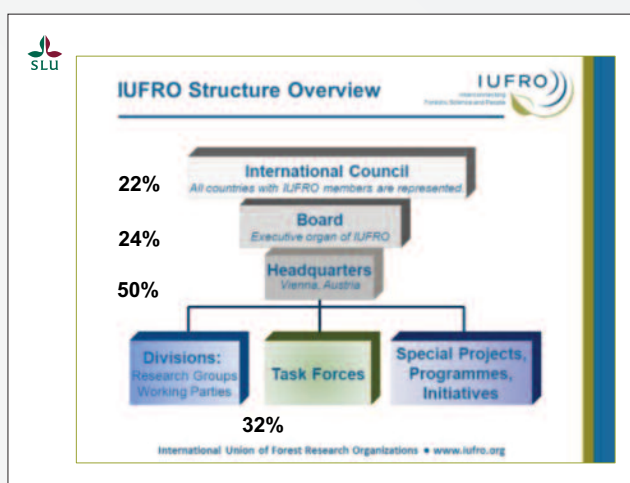


Figure 10. Keynote presentation slide 6

There are nine Divisions, subdivided into Research Groups and Working Parties, and this constitutes the main body of the IUFRO network in terms of researchers involved. In addition, there are a varying number of Task Forces working on a temporary basis on cross-cutting issues, and furthermore some Special Projects, Programs, and initiatives. When summing up all the coordinators and deputy coordinators at this level, 32 % show to be women, compared to 25 % for the previous period.

These bars show the share of women as Coordinators and Deputy Coordinators in the nine Divisions and Task Forces during the current period. The remaining share to sum up to 100 % are men, however, this is not displayed by bars. In general, men are more likely to be Coordinators and women to be Deputies, but in Division 4, 5 and 9 the proportion of female Coordinators is the same or higher than the proportion of Deputies. Overall, division 6 and 9 may be considered as gender-balanced.

In a survey to all office holders, we asked them if they have experienced gender inequality as a constraint to their participation/engagement in the IUFRO network. We received only 156 answers, which makes a response rate of 18 % in total. Women were more likely to answer (23 %) than men (16 %), and the response rate between units varied even more.

Even though most of the 156 office holders in the survey reported that they had not to any significant degree experienced gender inequality as a constraint to their IUFRO participation, 10 men (11%) and 15 women (24%) indicated 5 or more on the 10-point scale. Irrespective of the low response rate, but also considering that those who have been asked have become office holders (i.e. they are more actively participating than most of the researchers in the network), I would claim that gender inequality is an issue to be addressed. Not only for the sake of the individuals that consider IUFRO important for their professional development, but for IUFRO as an organization.

The gendered, and gendering, structures of IUFRO can be assumed to reflect corresponding situations in forest research institutes and academic institutions for research and teaching worldwide. Of course

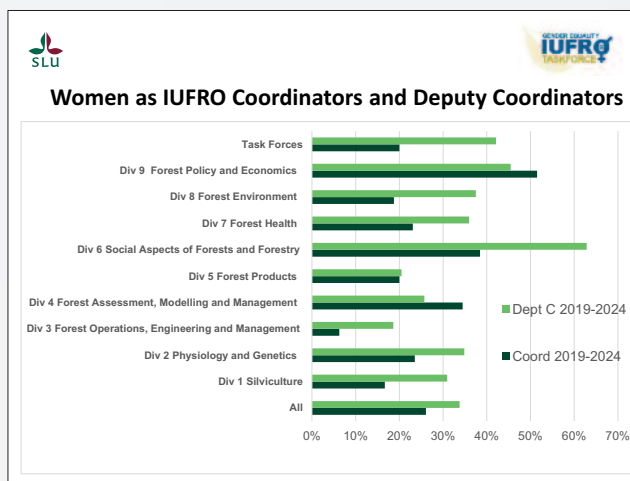


Figure 11. Keynote presentation slide 7

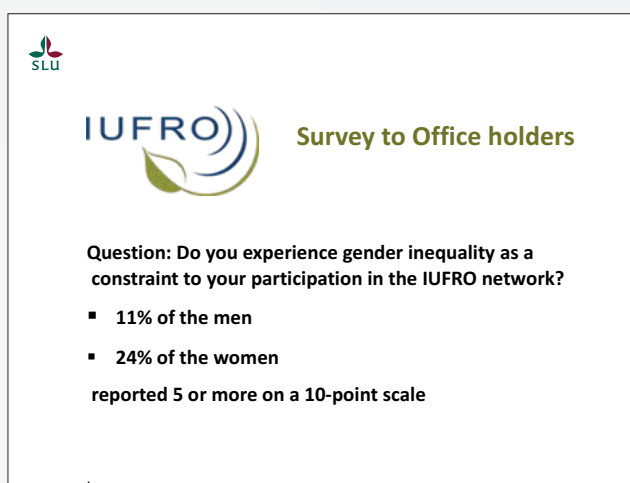


Figure 12. Keynote presentation slide 8

there are differences between, and also within countries, but from the figures (numbers) on the representation by gender at different positions and subjects, some conclusions may be drawn, in particular with help of theory.

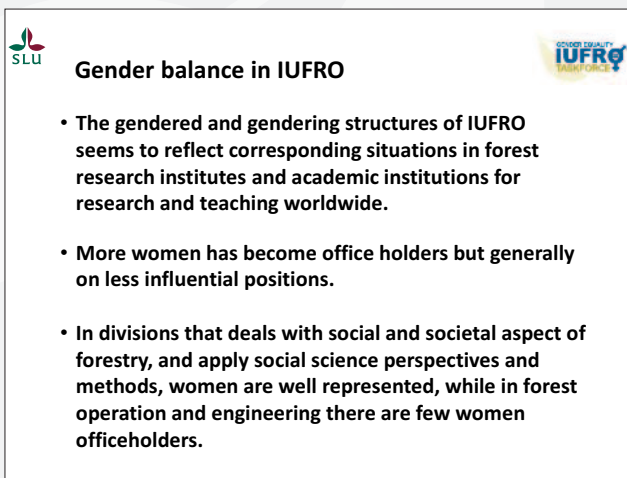
More women have become office holders, but generally in less influential positions.

Theory suggests that although women's entry into male-dominated organizations can be seen as a challenge to prevailing gendered structures, these are often met by "restoring processes". Thus, the core activities can carry on their business as usual.

In divisions that deal with social and societal aspects of forestry and apply social science perspectives and qualitative (mix-)methods, women are well-represented, while in forest operation and engineering, there are few women office holders.

Theory suggests that gendering of the labour market in general and academia in particular, which corresponds with how forestry, and forestry competence, are gendered (i.e. women's gateway to forestry-related organizations), is generally influenced by skills other than traditional forestry, thereby not challenging the interconnectedness of masculinity and "real forestry competence".

How does this matter and for whom? From the individual perspective, it might be a matter of feeling included or excluded. Similarly to other organizations, IUFRO needs to consider and take action regarding how the current gender (im)balance impacts its performance as an organization, and how issues of gender equality and gendered organizational awareness may support the mission "to foster the development of science-based solutions to forest-related challenges". Issues of inclusion and equality are highly significant for both the knowledge produced within networks and the perceived relevance of networks from a societal perspective, i.e. **scientific quality and policy relevance**. To keep up with and secure the meritocratic ideals in the academic world and enhance the quality of research, it is crucial to identify potential gender-related barriers for both scientific knowledge production and for individual scientists. Likewise important, in supporting policies related to - among others - the Sustainable Development Goals, are the understandings and actions of complex local and international challenges such as reducing biodiversity loss and combating climate change.



Gender balance in IUFRO

- The gendered and gendering structures of IUFRO seems to reflect corresponding situations in forest research institutes and academic institutions for research and teaching worldwide.
- More women has become office holders but generally on less influential positions.
- In divisions that deals with social and societal aspect of forestry, and apply social science perspectives and methods, women are well represented, while in forest operation and engineering there are few women officeholders.

Figure 13. Keynote presentation slide 9

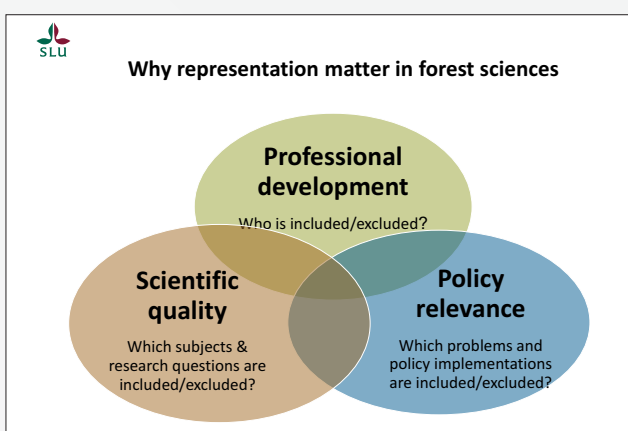


Figure 14. Keynote presentation slide 10

In 1986, Norwegian women with academic degrees in forestry, forest technicians and students, established JiS Women in Forestry as a formal organization operating at central, regional and local levels with offices. The establishment was supported by the “cultural climate” in Norway at that time, and by the authorities’ concerns regarding the forest industry’s inability to attract women to forestry education and the workforce. Among the important tasks, or short-term goals, are building networks among members, working to change attitudes towards women in forestry and obtaining gender equality. When it has become just as common for women to be forest owners

as for men, when women are equally represented in all areas of forestry, and there no longer are discriminatory gender attitudes, their long-term goal is fulfilled and the organization will have become redundant. This illustrates the typical dilemma and challenges of separate organization for women in a male-dominated industry or society, i.e. on the one hand to improve women’s conditions, and on the other to remove restraining and oppressing gender categories. To quote Maude Eduards: “When women act as a group, they risk consolidating the gender categories they want to be emancipated from” (Eduards, 2001, p. 11).

According to Brandth, Follow and Haugen (2004), JiS uses two strategies to address and balance this dilemma: the first is to stress that gender matters (i.e. claiming particularity), and the second is to make gender irrelevant (i.e. claiming universality).

When arguing that the forest industry will benefit because women have different values and understandings from men, women’s particularity is underlined. To stand out as particular is a price they have to pay to become visible. It also creates expectations that they do in fact make a difference, which appears difficult in practice because most women have attended the same forestry schools and have the same mainstream knowledge of forestry as the men. Furthermore, JiS chose a strategy of alliance with men’s organizations to reduce particularity and avoid a feminist labelling.

JiS may be particular, but not that particular. What JiS wanted was to become included. Therefore, this strategy can be seen as an adaptation to a situation in forestry where men almost exclusively are considered as the active forest owners, occupying the significant positions with economic, ideological and sociocultural dominance. JiS’s strategy is also to be inclusive of all women with an interest in forestry and thus striving for acceptance not only among men with influence in forestry, but also among women. This internal heterogeneity makes the border between JiS and the rest of forestry porous, so that the actual difference between members of JiS and other actors is reduced. While this strategy educates their particular position, it may also make the organization more easily incorporated into the male-dominated forest industry.

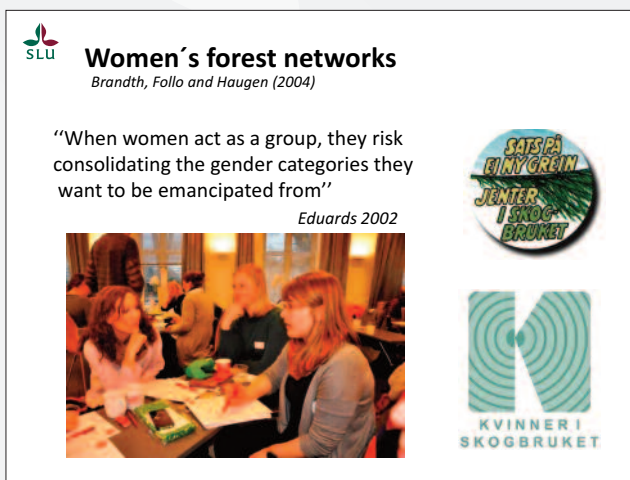


Figure 15. Keynote presentation slide 11

From 1998 to 2003, four local and two national women's networks were established in Sweden. Similar to the Norwegian situation, the establishments were supported by the "cultural climate", and to some extent by the authorities' concerns regarding the forest industry's inability to engage women in forestry education and the workforce. Although the Swedish networks have a greater focus and basis in women forest owners, there are some strategic similarities with the Norwegian network. To a varying degree, they give emphasis to the particularity, but rarely speak of the gender differences in influence and power (i.e. women's subordination) and these relations in terms of conflict and thereby being political (cf. Young, 1990). Rather, the primary function of all six networks is as a forum for exchange of knowledge and experiences, which means that their organized engagements can be characterised as study groups working on collective knowledge production. For some women, it was their interest in the forest that constituted the basis for the group identity and the network, while others argued that their unequal position within the sector and their need for support to handle this were central.

However, regardless of their view of the organizational basis for the different networks, both types of basis for the networks constituted responses to exclusion: within the sector in general and in the forest education structure in particular (e.g. forest fairs and courses). The networks thereby function to expand the discursive space and establish alternative publics. Through their collective processes and study groups, the networks form parallel discursive areas to the public forest sphere where the members invent and circulate counterdiscourses. The networks arranging their own courses, excursions and study trips are one example for this. The networks as counterpublics permit the members to formulate oppositional interpretations on their identities, interests and needs. In their main focus on education, these three aspects are combined (e.g. in organizing a forestry thinning course where groups' interests and needs are guided on the basis that they own forest) and help to challenge the hegemonic and gendered forest professionalism.

A more recent expression of the need for women to organize in separate networks is the network for women and non-binary in forestry - NYKS -, that was founded in Sweden in the aftermath of the #metoo fall of 2017. Having an explicit agenda departing in an analysis of the forestry sector as unequal and driven by an ambition to change that, it contains strategies of articulating alternative ways to re-gender and re-politicize organizational gender equality work in the context of forestry work organizations, and thereby seeking to escape the feminist paradox expressed by Eduards, namely "When women act as a group, they risk consolidating the gender categories they want to be emancipated from" (Eduards, 2001, p. 11).



Figure 16. Keynote presentation slide 12

Change will not come fast and easy. Rather, different forms and expressions of resistance will be seen, when predominant norms, behaviour, privileges and structures are made visible and contested.

In order not only to envisage these norms, structures etc., but also to understand how they are upheld and reproduced, we can expect that the focus on “women” (as something that “are”) has to be replaced by a focus on gender (as something that is “being done” by not only women and men, but also organizations, including networks).

Different segments and organizations within the forestry-based sector may have different objectives regarding a more balanced workforce and gender equality initiatives and strategies, but this is seldom well communicated and usually does not interfere with the core activity of the organization. If gender equality work is to be effective, these de-coupling tendencies have to be addressed, so that the gender equality work is well integrated in the everyday life of the organization.



Summing up

- ❑ Change will not come fast and easy when predominant norms and structures are made visible and contested.
- ❑ To envisage and understand these norms and structures we have to focus on gender as “being done” by both women and men, and organizations, including networks.
- ❑ If gender equality work is to be effective, the de-coupling tendencies have to be addressed, so that the gender – equality work is well integrated in the every-day life of the organization.

Figure 17. Keynote presentation slide 13



Literature

- Abrahamsson, L. (2009). [Restoring the order: Gender patterns and change in work organizations].
- Acker, J. (1990). Hierarchies, jobs, bodies: A theory of gendered organizations. *Gender & society*, 4(2), 139-158.
- Andersson, E. & Lidestav, G. (2016). Creating alternative spaces and articulating needs: Challenging gendered notions of forestry and forest ownership through women's networks. *Forest Policy and Economics*, 67, 38-44.
- Brandth, B., Follo, G., Haugen, M.S., (2004). Women in forestry: dilemmas of a separate women's organization. *Scand. J. For. Res.* 19, 466-472.
- Connell, C. (2010). Doing, Undoing, or Redoing Gender?: Learning from the Workplace Experiences of Transpeople. *Gender & Society*, 24(1), 31-55.
- Eduards, M. (2002). [The Forbidden Act : On Womens Organisation and Feminist Theory]. Liber ekonomi, Malmö.
- Johansson, M. (2020). BUSINESS AS USUAL? Doing gender equality in Swedish forestry work organizations. Luleå University of Technology. Doctoral thesis
- Risman, B. J. (2009). From doing to undoing: Gender as we know it. *Gender & society*, 23(1), 81-84.
- West, C. & Zimmerman, D. H. (1987). Doing gender. *Gender & Society*, 1(2), 125-151.

Figure 18. Keynote presentation slide 14



THANK YOU FOR LISTENING!

E-mail: gun.lidestav@slu.se

<https://www.iufro.org/science/task-forces/gender-equality-in-forestry/>

Figure 19. Keynote presentation slide 15

Rewatch the session:

https://youtu.be/h_fr47yzuVc



Stakeholder Dialogue - Panel Discussion

12 April 2021

15:00 - 16:50 pm UTC +2

Zoom

Connecting and engaging women in the forest-based sector

The Stakeholder Dialogue brought together policy and decision makers, forest owners, forest practitioners, scientists and student representatives from many countries in order to share and discuss their views on gender matters in forestry. The stakeholders were invited to formulate what can be expected with regard to tackling challenges of gender imbalance in the sector.

Moderator:

Alexander Buck

Executive Director, International Union of Forest Research Organizations (IUFRO), Austria

Speakers:

Alina Lehtikoinen

President of the International Forestry

Students' Association (IFSA)

Student at the University of Helsinki, Finland

Gun Lidestav

Associate Professor at the Swedish University of

Agricultural Sciences (SLU), Sweden IUFRO Task

Force Coordinator "Gender Equality in Forestry"

Beth MacNeil

Assistant Deputy Minister, Canadian Forest

Service, Natural Resources Canada

Andrea Pirker

Forest Owner and Manager of an agricultural

and forestry business, Founding Member of

Forstfrauen, Austria

Renate Späth

Ministry for Environment, Agriculture,

Conservation and Consumer Protection of the

State of North Rhine-Westphalia, Germany

Berta Stašková

Head of WOODLANDER s.r.o., Slovakia

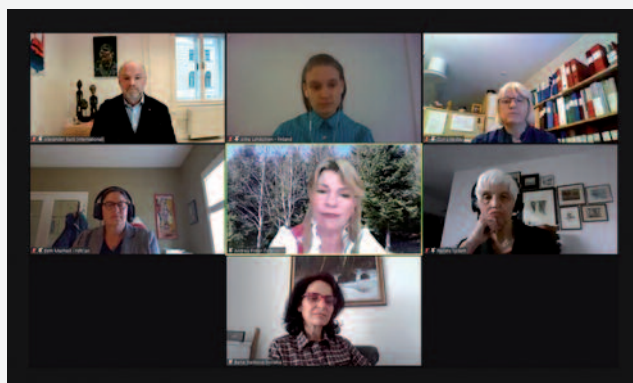


Abbildung 6. Moderator and panelists during the Stakeholder Dialogue Panel Discussion, from left to right, (top row) Alexander Buck, Alina Lehtikoinen, Gun Lidestav, (second row) Beth MacNeil, Andrea Pirker, Renate Späth, (bottom) Berta Stašková

Rewatch the session:

<https://youtu.be/QyAVyTlb8mk>



Forests in Fashion

12 April 2021

17:00 - 18:00 UTC +2
Zoom & Spatial Chat

Introduction on Bioeconomy

Forests at the heart of sustainable fashion: Forest-based bioeconomy helps us to shape our future with its nature-based solutions. This statement goes beyond looks and touches on aspects of sustainable production and consumption, resource efficiency and where it all starts: in our minds.

Moderator:

Hermine Hackl

Head of the Traunkirchen Forest Training Centre of BFW at WALDCAMPUS *Austria*

Speaker:

Lisa Lehner

International Forest Policy Officer, Federal Ministry for Agriculture, Regions and Tourism (BMLRT), Austria

Rewatch the session:

<https://youtu.be/sxYVfpuBtgg>



Film Presentation *Forests in Fashion*

Inspired by forests and nature, the students of the 5th year of Ebensee fashion school, Austria, produced two different collections for *Forests in Women's Hands*. After creating mood boards based on forest features, they went on to design, using fashion drawings they had drawn themselves, which were then compiled into collection books.

The results of this exciting project are unique pieces of the Streetwear and the Forest Fairies collections, which were sewn from high-quality and environmentally friendly materials from Austrian companies such as Lenzing AG and Steiner Loden, and completed with natural materials such as moss, clay, feathers, bark and branches. During the presentation of the garments, handbags made of wood by nussbag also adorn the wonderful, unique pieces.



Figure 21. Outfit made from sustainable materials from the Streetwear collection.

Watch *Forests in Fashion*:

https://youtu.be/Mi2TXcOb2_0



World Café

13 April 2021

14:00 - 15:50 UTC +2
Zoom

The World Café hosted the main dialogue among participants of *Forests in Women's Hands*. In this online-supported World Café session, all participants were invited to formulate their ideas and suggestions for how women, their perspectives and experiences can be included in the development of sustainable forest management.

A number of questions and topics were discussed in online breakout groups. The results and concrete measures were presented by the facilitator of each group during the session and were later compiled and sorted by topic.

Moderator:

Sabine Pelzmann

Managing Director at Integrative Organisational Development, Austria

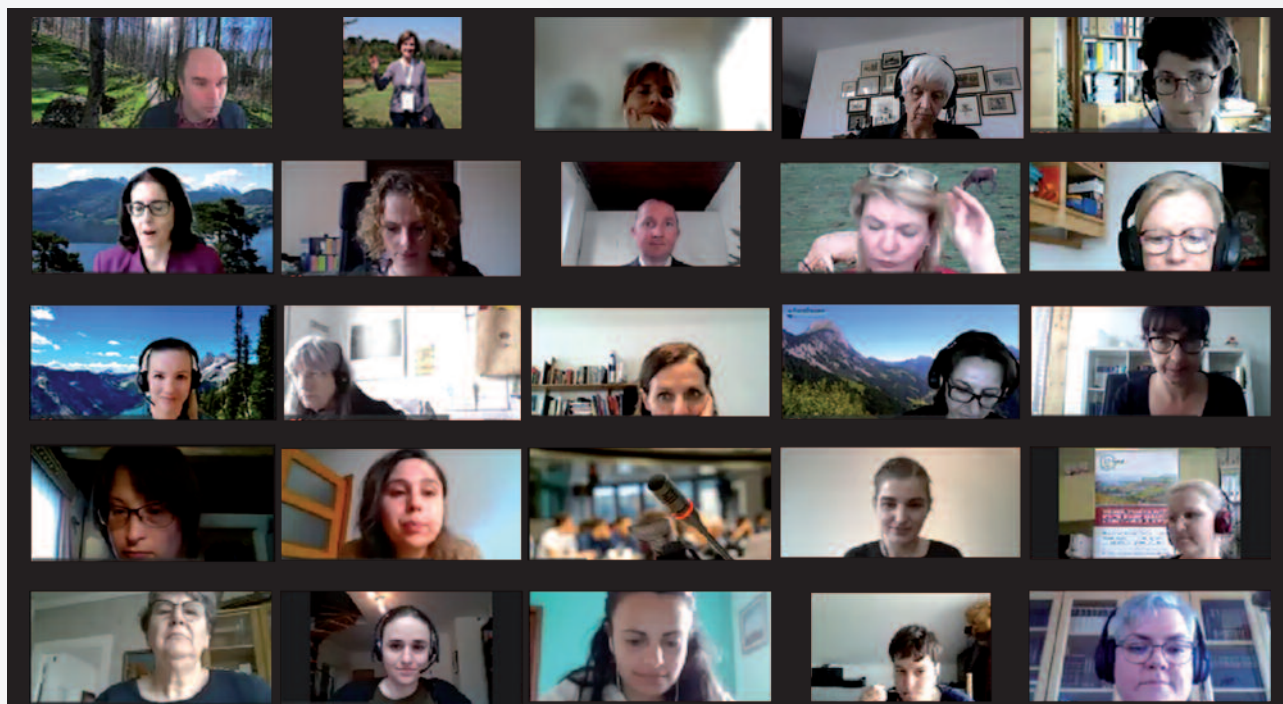


Figure 22. Participants during the World Café.

Education - how can a gender-sensitive environment be achieved?

What criteria and indicators characterise an inclusive learning environment? How can faculties/course organizers and teachers meet these criteria and indicators, i.e. implement a gender-sensitive learning environment?

Results:

- Raise awareness on gender issues from early education onwards
- Implement courses on gender in forestry at universities and in schools in the field of forest education
- Increase the sensitivity of educational institutions towards, and understanding of, gender in forestry
- Organize training for course organizers, faculties and teachers (e.g. to understand gender bias)
- Have a discussion at the university level
- Use gender-sensitive language in teaching
- Acknowledge gender-specific differences (e.g. access to toilets in the field)
- Include soft skills training in forest education (e.g. communication skills)
- Implement safe spaces (e.g. contact persons, organizations, programmes or centers for protection or where experiences can be shared)
- Open discussions on how to be more gender-sensitive that include marginalised groups (e.g. indigenous people)
- Normalize women or non-binary people in forestry
- Build structures where the knowledge, expertise and experience one brings in is more important than physical appearance
- Look for role models, mentors, peers to turn to (not limited to, but especially when you have problems, e.g. sexual harassment)
- Use knowledge (research results and experience) from other vocational trainings and university programs on how to develop and perform gender sensitive education

Forest ownership and management - what do forest owners need?

What do female forest owners need and how can they be supported professionally and structurally in their activities, in the administration and management of their forests and in their role as forest owners?

Results:

- Call on governments to implement strategies that promote women ownership and access to their forests where traditions and norms restrict it to varying degrees
- Networks
- Apply pressure to change traditions and norms from the ground (through networks) and the top (through government policies)
- Role models
- Call on forestry institutions to bridge gaps by offering female forest owners opportunities for consultation
- Specifically target training opportunities at female forest owners and offer them at a local level
- Produce equipment and clothes suitable for female forestry workers

Forestry organizations and institutions - measures to promote gender equality?

What helps to promote and support women in their participation, professional development and career opportunities, and what can concrete organizational measures look like?

Results:

- Increase the sensitivity of organizations and institutions towards gender, gender bias and that it is not only a women's issue
- Raise awareness in one's own organization or institution and define goals (e.g. inclusive job descriptions)
- Collect data and establish monitoring systems
- Make sustainable positive actions that have an impact
- Make female positions and leaders in organizations and institutions visible (e.g. interviews)
- Create role models for the next generation of forestry professionals and discuss barriers and opportunities with them
- Seek alliances
- Network
- Discuss with stakeholders
- Introduce flexible working hours

Entrepreneurship or self-employment - an opportunity for women in the forestry sector?

Currently, only a fraction of entrepreneurs and self-employed in forestry are women. What are the constraints and the opportunities that entrepreneurship or self-employment offer and how can women meet those? What can be done to establish forestry entrepreneurship or self-employment as an opportunity for women?

Results:

- Work on self-confidence in a male-dominated sector
- Work on resilience
- Use one's competences
- Follow new and unusual paths (e.g. forest pedagogy, forests and health)
- Network to foster exchange of experiences and to motivate each other
- Make female entrepreneurs or self-employed women visible
- Start local networks or regular local meetings of women in forestry
- Organize excursions to each other's companies or workplaces to learn from each other

International cooperation of networks - growing together

Local and national networks of women as forest owners, and professionals, are already accomplishing great things. How can these experiences and achievements be upgraded through international cooperation?

Results:

- Collaborate to get more information on the status quo and challenges connected to gender in forestry
- Collaborate on projects and initiatives
- Share experiences, knowledge, contacts and opportunities
- Use the possibility to influence policy-making and institutions together
- Create an international network that includes all generations, levels and areas of forestry as a framework for collaboration
- Conduct a survey in existing networks and organizations as a starting point for this international network
- Collect ideas for shared projects and initiatives for the international network (e.g. a mentorship program, an online job fair and a common newsletter)

Competence and visibility - challenging gendered norms?

Making women, their perspectives and competence visible, may entail consequences for male-dominated organizations, and sometimes also for the individual woman. What needs to be done so visibility and competence recognition become a factor of success for both women and the organization?

Results:

- Gain trust by using storytelling, brave voices and new narratives rather than male, traditional voices - especially important to improve communication from forestry to society at large
- Be proactive, determined and confident and take all opportunities that come along.
- Stand tall like a tree!
- Promote your own work and achievements
- Help, encourage and promote each other.
- Learn about and share female success stories and encourage others to do the same
- Use social media channels to share your work and actively approach the media
- Be visible in schools as role models for the next generation of female forestry professionals (e.g. in forest education)
- Be patient - it will eventually be the norm to have more women in the forest sector
- Look for male allies and start a dialogue - men don't always automatically question their dominance and power
- **Networks:**
 - Offer learning opportunities and education (e.g. workshops on speaking, on dealing with sexism in the work environment, etc.)
 - Raise awareness on how to fight gender bias (internally and externally)
 - Meet up regularly and create a space where experiences can be shared

Research - existing knowledge and knowledge gaps

(hosted by Gun Lidestav)

There is an increasing body of gender research, also related to forestry. How can we make better use of this theoretical and empirical knowledge in practice? And, what knowledge gaps are most urgent to fill?

Results:

- Focus on strengths rather than weaknesses of women as it is currently often done
- Improve the situation in the academic field
- Improve the communication of evidence-based information about women in forestry
- Bring research closer to the public (e.g. by developing tailored projects)
- Use common frameworks and prototype best-practice projects to replicate them
- Raise awareness about gender stereotypes and change the structures of the forestry sector to liberate men and women
- Network to close research and knowledge gaps
- Network to share information and to keep updated about women in forestry around the world

Gender balance for resilience

(hosted by Alice Ludvig)

“The effects of gender balance on the wood value chain: women in leadership and management positions.”

Women’s participation and management in the timber value chain could make it more resilient. How can we ensure that this knowledge becomes transparent?

Results:

- Affirmative actions will continue to be an important policy tool to reach a critical mass that is big enough for changes and to tackle gender inequality.
- Heterogeneity in organizations that goes beyond solely gender (e.g. inclusion of different identities, skills, know-how, backgrounds, etc.) is important for leading the sector into the future.
- The forestry sector is in a crisis and big shifts to enhance diversity are necessary to make it resilient. It is presently so traditional that it might be too slow to adapt to future challenges.

Information Market

13 April 2021

16:00 - 17:30 UTC +2

SpatialChat

Conference participants presented women's networks or relevant initiatives connected to gender equality in forestry. Thanks to the interactive format and platform, all participants could directly talk to representatives of the networks and initiatives to ask questions and exchange information and additionally network among each other.

The Information Market allowed participants to share about the networks and projects that they were already familiar with, and to discover others.

Thank you to everyone who presented their network, project or initiative and to everyone who participated.



Figure 23. Poster presentations and participants interacting at the Information Market, with photos of WALDCAMPUS Austria in the background.

Posters

Find all posters that were presented at the Information Market on the following pages.

Networks

D'Jagarinnen, Austria
 Female Foresters Network, Nepal
 Frauen im Forstbereich e.V., Germany
 Grenverket, Sweden
 Kvinner in Skogbruket, Norway
 Network for Women & Non-binary in the Swedish Forest Sector (NYKS), Sweden
 Nordic Forest Women (Nordiske Skogskvinner), Nordic countries
 Skogskvinnorna, Sweden
 Spillkråkan, Sweden
 The Cutting Edge (Die Schnittstelle), Austria
 Verein innovativer Forstbesitzer*innen (VIF), Austria
 we4DRR
 Women in Forestry Association (Stowarzyszenie Kobiet Lasu), Poland

Projects and Initiatives

Forest - Equalizing Skills and Training
 Forests in Women's Hands at the Styrian Forest Association, Austria
 Forests in Women's Hands - Fem4Forest
 Integration of forestry and agriculture today (Dr. Boglárka Biró), Hungary
 Measures of the Austrian Federal Forests, Austria
 Women's Mentoring in Forestry, Austria

Organisations-Komitee von *Wald in Frauenhänden*

Women's Support Plan at the Austrian Research Centre for Forests (BFW)
 Forstfrauen
 International Union of Forest Research Organizations (IUFRO)
 International Forestry Students' Association (IFSA)



D'JAGARINNEN

network of 150 **huntresses** -
Upper Austria (federal state of
Austria) - many are **forest
owners**, are **forest/** certified
hunting **pedagogues**, ...

workshops and lectures with
taxidermists, tanners, experts for
hunting dogs, shooting trainings,
wildmeat processing workshops,
wildlife and forest studies, ...

help each other/knowledge and
support young huntresses

protect game habitats in all
their diversity in a committed
and target manner

**actively contribute to a natural
and intact environment**

meetings at different places -
information: email, social media

Contact: jagarinnen@gmail.com

Foto: privat, Peter Weißböck

Figure 24. D'Jagarinnen, Austria

FEMALE FORESTERS NETWORK, NEPAL



Sujita Dhakal

Assistant Program Officer, RECOFTC Nepal
Associate; Female Foresters Network, Nepal

What is Female Foresters Network, Nepal? #FFN

- Loose Network
- Works in Women Agency and Women Leadership
- Academia, Government and Non Government agencies, Private and Community Sector
- Advancement of Women's Leadership in Forestry Sector
 - Capacity Enhancement, Dialogues and advocacy, Sensitization campaign
 - Collaboration and Cooperation with different institutions



What are we doing?

- Sensitization Campaign
- Media Outreach
- Paper Writing/Publications
- Regular Discussions
- Dialogues and Advocacy
- Engaging male as allies



Goals

- Leadership Development and Networking,
- Safe and Dignified Working Space,
- Recognizing Gender as a core Business of the Forestry Sector,
- Collaboration (More male Allies) and Engagement



FFN Team 30

FFN WAVES leadership accelerator program "30 weaving 300". Enabling Ecosystem for Advancing women's leadership and tackling gender inequalities in Forestry sector.



Cheers to All Female Foresters

Figure 25. Female Foresters Network, Nepal



Frauen im Forstbereich e.V.

Linking and supporting women in the forest sector

The association is a network for both female professionals in the forest sector as well as those interested in the wider field of forestry

Aims
providing networks of professional and social support working towards equal economic and social conditions and working opportunities for all sexes

Networking
The great part of our more than 130 members is made up of foresters in public forest administrations from all over Germany. However, freelancers, forest educators, forest owners and hunters are also represented. We exchange information on personal as well as in technical issues

Exchange of information via
Newsletter, whatsapp group, Instagram account, homepage, annual conference, "regular's tables" at forest fairs and get-togethers on federal state level

Give and take
Contacts with manifold qualifications, conferences at federal and state level with further educational opportunities and excursions, couch hopping, supervision of bachelor theses

Milestones
two international meetings in Germany: in Lower Saxony in 2000 and in Hessen and Rhineland-Palatinate in 2010;
Talks with ministers in Baden-Württemberg and Lower Saxony, discussions with the head of the state forest administration of Lower Saxony

Let's do this together!

 [Frauen_im_Forst](#)
www.forstfrauen.de

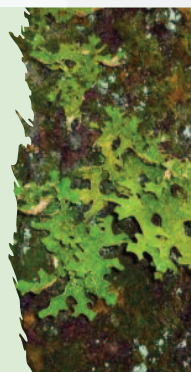
Figure 26. Frauen im Forstbereich e.V., Germany



Forests in
Women's Hands



We are an independent association of women interested in forestry, based in the region Blekinge in SE Sweden, active since 1991.



The aim of Grenverket is to fortify and strengthen reliance, self esteem and self-confidence and educational knowledge in all forestry aspects. Women should venture/ dare to take decisions and regard themselves as rural enterprisers.

Every year we choose "the forest woman of the year", to encourage and inspire other women. The following year she has the honour to show us all her forestry achievements.

The results of Grenverket

90 members frequently participating in 8-10 yearly activities.

We study and learn together

We are making good business!

We are having a great time!



Welcome to our web site
www.grenverket.se
President:
helene.reiter@grenverket.se
Telephone +46708207408



Figure 27. Grenverket, Sweden



Women in Forestry Norway

A membership organization for women who are forest owners, working in the forest sector /forest industry, are students or mere supporters. 400 members including 11 organizations. Established in 1986. Involved in various projects and activities throughout Norway. Member og Nordic Forestry Women.



Give & take

- KIS engage in gender matters
- KIS gives women in forestry a voice and a place to develop and thrive as humans and foresters.
- Together, our members make a social network open to everyone.
- KIS has little hierarchy and offers help and guidance to women both in and outside the organization.

KIS, the purpose

To motivate and stimulate women of all ages to participate and engage at alle levels in forestry.

We emphasize unity and cooperation.

NFW milestones:

- 3 times delagete to CSW
- Representatives in PEFC Norway
- Member of NFW Network 2019
- Hosting NFW digital conference 2021
- Build national network for all female forestry students 2021

KIS, the next step

- 1000 members
- Be the preferred organization to co-work with on gender matters in forestry.

NFW, Information exchange

- Website: <https://kvinneriskogbruket.no>
- Facebook, Instagram, podcast, YouTube
- Newsletter, social media, conferences
- Contact: post@kvinneriskogbruket.no



Figure 28. Kvinner in Skogbruket, Norway

NYKS

NETWORK FOR WOMEN & NON-BINARY IN THE SWEDISH FOREST SECTOR

The network NYKS was created as a response to action caused by the Swedish forest sectors' #metoo campaign (#slutavverkat) and an open letter published by women in a class of the master programme in forest science who witnessed the inequality in their programme.

A network to increase knowledge and action to increase equality in the Swedish forest sector.

A network to identify, raise awareness, and change the norms that today exist in the Swedish forest sector.

CONTRIBUTIONS & BENEFITS

- 🌲 Exchange knowledge
- 🌲 Help each other
- 🌲 Advise and support

INFORMATION EXCHANGE

- 🌲 Social Media – Facebook, Instagram
- 🌲 Website – nyks.se
- 🌲 Network meetings – geographical distribution



MILESTONES

- 🌲 Debates – Newspaper and media forums
- 🌲 Influence – Within forest companies
- 🌲 Impact – in education, work, research, and media.
- 🌲 Research – share knowledge
- 🌲 Difference – Calendar, debates, lectures

NETWORK

- 🌲 Members – 755
- 🌲 Geographic area – Sweden
- 🌲 Common interest – Forest



Figure 29. Network for Women & Non-binary in the Swedish Forest Sector (NYKS), Sweden



Nordic Forest Women

A network for women forest owners, women working in the forest sector or in the forest industry in the Nordic countries. Four women organisations in Norway, Iceland and Sweden are founders: Spillkråkan & Forest Women in Värmland, Sweden Women in Forestry, Norway Forest Women, Iceland



Give & take

- NFW empower forest women as the key in the sustainability transition to a biobased economy.
- NFW recognize the importance of the forest in relationship to environment, climate change, economy and equality.
- Together, our members increase women's leverage and power over forest strategy and policy development.
- NFW build on the differences between member countries to strengthen the network by creating a learning environment.

NFW, the purpose

- To strengthen the arena for women in the forestry sector.
- To strengthen women's influence and power within the forestry sector.
- To increase the women's participation in business and affiliation to forestry.

NFW milestones:

- Informal cooperation, pre-2017, visiting sister organisation's general meetings
- 2017 first Nordic meeting on Iceland.
- 2019 first Nordic conference, Sweden. "Forest, a sustainable livelihood for women"
- 2019 signed cooperation agreement.
- 2021 second conference, Norway, "Diversity in forestry".

NFW, the next step

- Get representation from Finland where 60% of the forest area is private owned and 25% of the forest owners are women.

NFW, Information exchange

- Website: <https://nordiskeskogskvinner.org/>
- Nordic conferences
- Meetings between different combinations of member organisations

Contact: info@nordiskeskogskvinner.org



Figure 30. Nordic Forest Women (Nordiske Skogskvinner), Nordic countries



“Forest Women in Värmland”, started as a network by committed forest owning women. The Swedish region Värmland is rich in forests and 38% of the owners are female.

Members are women who owns forests, or work in forestry or forest industry.

Majority owns forest located within the region.

Current focus is to develop knowledge and awareness to enhance women in developing their forests as a useful part in the biobased economy, climate change and private economy. Important for the network is also to continuously improve women equality in this work.

The network purpose.

We want to make women forest owners more active in management of their forests. To raise awareness and opportunities by learning more about all perspectives of forestry. Target is to have the confidence to take control of the work performed in their forests. Not necessarily to run the machines, but to be able to manage the company or persons that do the work for them to reach the Forest woman’s objectives.

We also want young people to learn about forestry and discover the diversity of jobs among which they can choose.

The board of the network arranges information meetings, workshops and inspiration days in the forest or as digital meetings.

More information is available in www.skogskvinnorna.se or our [Facebookpage](#).

Members give and take

Knowledge exchange is the core of the network. Our strength as a network is the monitoring of context and to share knowledge, experience and inspiration.

The contribution is your knowledge and experience that you share by participation in activities arranged for women, children and young adults to get them interested in forestry work.

As a member you get context monitoring and information about innovations and developments in forestry and forest industry during our information/ inspiration days and workshops.

Milestones

The network Skogskvinnorna started 20 years ago.

In 2019 we were an active part of starting up the network “Nordic Forrest Women”



We are a part of:



Figure 31. Skogskvinnorna, Sweden



SPILLKRÅKAN

AN ORGANISATION FOR WOMEN FOREST OWNERS IN SWEDEN

A learning network

Spillkråkan is a learning network for women forest owners in Sweden sharing knowledge of gender equality, sustainable and multifunctional forest management.



Share knowledge

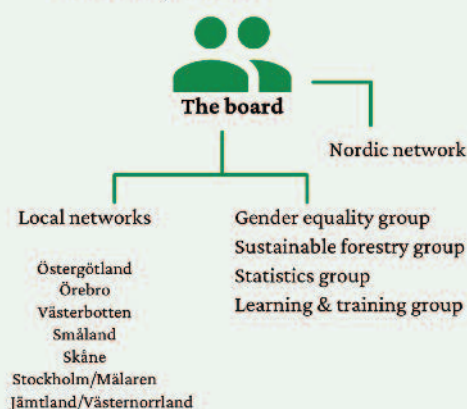
Members share knowledge & experiences around sustainable forest management, economy, gender equality, environmental challenges and forest governance. The information exchange through excursions, study travels, practical courses, webinars, meetings, newsletter. Our Website and facebook is crucial for information exchange.

Proud of


Our democratic organisation with 8 active local networks combined to one arena. Our members are invited as experts in the forest sector, e.g. the new national forest programme. Spillkråkan offer courses for the members, such as basic forest course and chain saw course.


The organisation

- Started 1998
- Over 500 member
- Members from the boreal north to the nemoral south
- Sturcture, see below



Our goals

 To strengthen women's influence in the Swedish forestry sector

 To increase the knowledge and awareness of sustainable forestry


 To build networks for women to share know how and build knowledge



Figure 32. Spillkråkan, Sweden



Schnittstelle

die the cutting edge

Initiative
Forstunternehmerinnen für
WaldbesitzerInnen
One stop shop FCFO
Female Forestry contractors for
Women Forest Owners

- Initiative, für alle offen | open to everyone
- Verbindung zwischen Forstunternehmerinnen und Waldbesitzerinnen | Link
- Wissen teilen | Knowledge sharing
- sich gegenseitig unterstützen | support each other

Good vibes



ZIEL: Mit bestehenden Netzwerken und Initiativen zusammenarbeiten und gemeinsam wachsen. | **Target:** Collaborate with existing networks and initiatives and grow together



WER: Alle sind willkommen, die entweder Wald besitzen oder sich für die Themen rund um den Wald interessieren. | **WHO:** All are welcome who either own forest or are interested in forest-related topics.



WARUM: Informationsaustausch, Sicherheit und Nachhaltigkeit. | **WHY:** Information sharing, security and sustainability.

DI Bettina Sticher, March 2021, Graz, Austria
bettina@sticher.at <https://bit.ly/3rLmKof>

Figure 33. The Cutting Edge (Die Schnittstelle), Austria

VIF

We are...

An early-stage network of urban and innovative forest owners, foresters, artists, people working in health care, education and tech nerds.

Our mission...

Think forests anew!
 Support urban forest owners in management decisions
 Promote innovative silviculture and progressive land-use concepts
 Foster interaction between silviculture and society
 Raise awareness for forest related issues

VIF

Verein innovativer
Forstbesitzer:innen



What we offer...

Advice - on topics associated with owning and managing forests
Create - innovative and multi-purpose management concepts
Science - monitoring programmes and research projects
Art and Society - forest education, interactive art projects, enhancing public visibility of forest importance

Next steps...

Create – website, social media presence and outreach strategies
Connect - with motivated people who want to establish a new network to start changing the way we think forestry.

Come join us to grow!

joinvif@riseup.net



Cosatti and Oberklammer, 2021

Figure 34. Verein innovativer Forstbesitzer*innen (VIF), Austria



...we4DRR...
women exchange for Disaster Risk Reduction

OUR SCOPE AND AIMS

- climate change is likely to alter extreme weather patterns and increase the occurrence of extreme events (e.g. IPCC 5th Assessment report)
- DRR aims to reduce the damages caused by natural hazards like floods, avalanches, earthquakes, droughts or forest fire
- the Sendai Framework for Disaster Risk Reduction 2015-2030 highlights the importance of gender mainstreaming in Disaster Risk Reduction
- mainstreaming gender in DRR also means diversifying expert teams and consequently widening perspectives
- the network caters women working in research, policy and practice in the context of DRR, therefore connecting various disciplines

OUR GOALS

- strengthen the voice of women and increase the visibility of women's roles in and contributions to DRR
- raise awareness about gender aspects of DRR
- generate and exchange knowledge and information on gender and DRR
- strengthen competencies of female experts

WHAT WE DO

- support and strengthen women professionals
- (teaching, policy and practice)
- connect with international female experts
- offer innovative solutions and a career market
- generate and exchange knowledge
- increase capacity for accessing funding
- Offer a platform for master theses in DRR and gender-specific aspects

OUR OUTPUTS

- newsletter on DRR events and activities
- LinkedIn group and updates
- events and workshops on the topic of gender and DRR for members and non-members
- gender-specific data in research and practice
- database on resources, knowledge and practical experiences
- student award

WHO CAN APPLY?

- female experts working in the field of DRR
- female students interested in DRR
- female experts on gender interested in the field of gender and DRR

HOW TO APPLY?
send an email to
contact@we4drd.net

www.we4DRR.net

BOFH
University of Natural Resources and Life Sciences, Vienna

**Federal Ministry
Republic of Austria
Sustainability and Tourism**

Figure 35. we4DRR

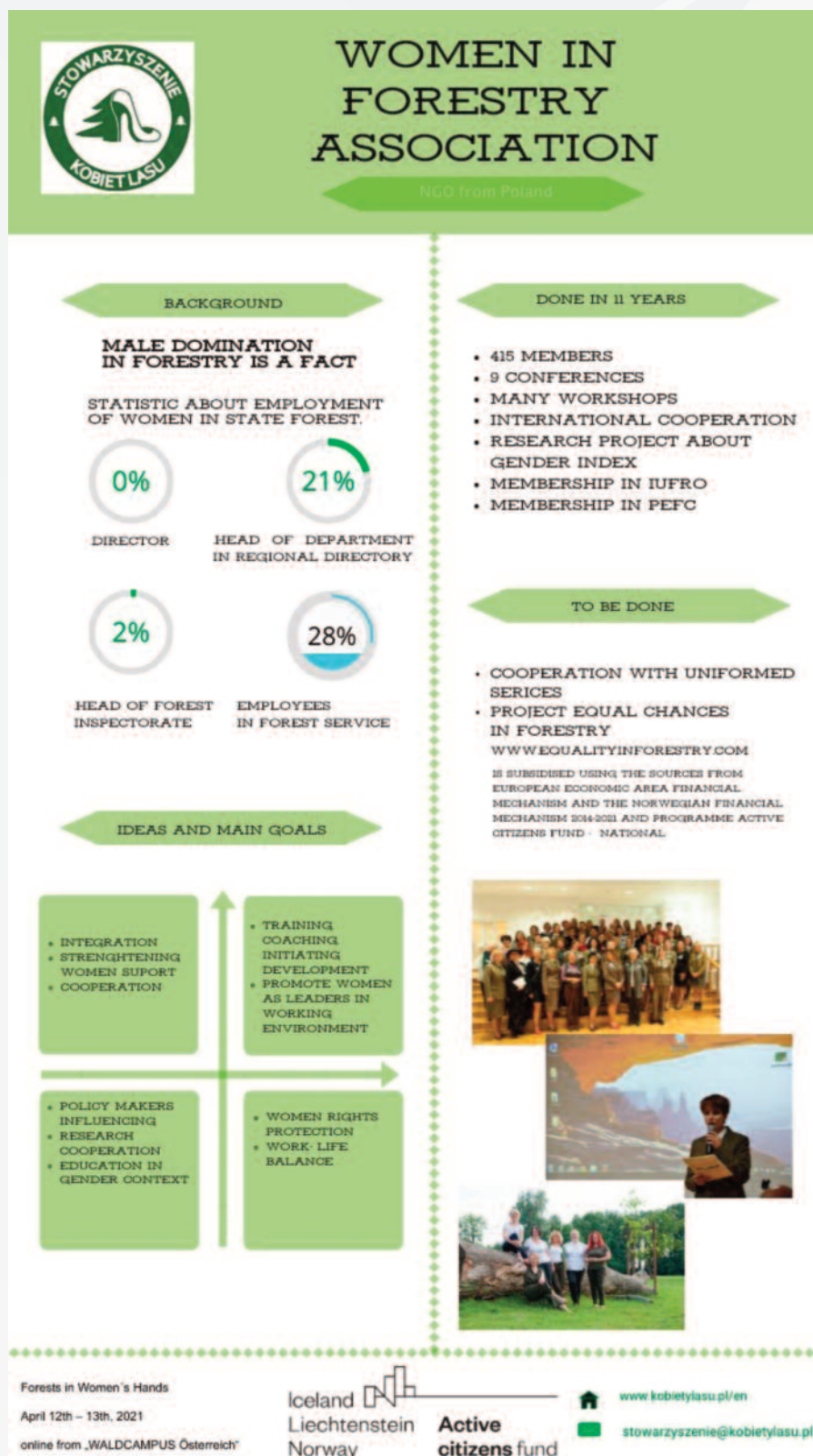


Figure 36. Women in Forestry Association (Stowarzyszenie Kobiet Lasu), Poland



GIVE AND TAKE

The **Forest** partners deal with the **fragmentation of competences** in forestry management at the national and international levels, by giving rise to debate around the possibility to create a common strategy to **standardize** the level of **forestry workers' competencies and skills**.

They involve local key actors in the European debate and in the integration process of the common technical and legislative harmonisation strategy at the local level.

THE NETWORKING

5 European countries (Austria, Italy, Slovenia, Croatia and Romania), aiming at defining the harmonisation strategy around the following focus themes: safety in the workplace at EU; level certificates and qualifications, sustainability and innovation and **Women's inclusion in the forestry sector**

MILESTONES

- Exchanging good practices and knowledge on technological tools and innovative practices to adopt in the forestry sector.
- Increased capacity of the forest-based sector to respond to developments and innovation in various policy areas.
- Realisation and publication of a Manual gathering recommendations, new methods and approaches for standardization of certifications and competences in forestry sector.

RURAL WOMEN NATIONAL ASSOCIATION

- Non-profit organisation founded in 1997
- 15 branches all over Romania
- Mission to **encourage rural women's initiatives** and entrepreneurship and to support **women professional integration and their economical/social independence**
- Expertise on providing students' vocational training in different fields, such as forestry sector
- Represent a rich range of social levels: from business women to housekeepers or unemployed; from young girls to old women; from illiterate ones to University graduates, living and working in rural areas – from the most developed to isolated ones

INFORMATION EXCHANGE

- **Website** of Lead partner (<https://www.venetoagricoltura.org/2020/02/progetti/forest-progetto-erasmus-per-lequivalenza-delle-competenze-degli-operatori-forestali/>)
- **International meetings** (3rd International event - April 15, 2021 open to public users)
- **Newsletters**
- **Post** on social partners **#FORESTprojectEU**
- Contact mail: forestproject@aldaintranet.org

FOREST AND RURAL WOMEN IN ROMANIA

- **Rural women** are **under-represented** in the forest sector, principally employed in administration
- In **family companies women** sometimes **are not paid** for their work in the forest.
- Forestry activity is considered to be very difficult and dangerous for women
- In mountain areas, 23-24% of forest owners are women, but their rights are represented by their parents or husbands
- National level employment in 2018:
28299 (men) 4144 (women) 32443 (total)
- **Less than 13% of forest sector** work force are **women, mainly for administration activities**.
- From an educational point of view, things are almost similar: graduates students - master degree 515, only men, **no woman** and technicians 369 men, **no woman**
- Within the Forest project, ANMFR will held an **international event** to analyse the **state of art of women' role** in the forestry sector and to discuss about the **training offer** requested to be able to work in this area and the **chance for professional advancements**



Figure 37. Forest - Equalizing Skills and Training



Forests in Women's Hands



„Wald in Frauenhänden“

➤ Eckdaten:

- Projektstart 2011
- initiiert durch den Waldverband Steiermark, entwickelt gemeinsam mit der Forstlichen Ausbildungsstätte Pichl
- Partner: Forstfrauen, Steirische Jägerinnen
- bisher 99 Veranstaltungen mit 1.600 Teilnehmerinnen

➤ Ziele: Frauen

- forstliches Know-how zu bieten
- zur Waldbewirtschaftung zu motivieren und sie dabei zu unterstützen
- untereinander zu vernetzen
- sichtbar zu machen
- in die strategische und operative Arbeit von forstlichen Gremien einzubinden

➤ Zielgruppen:

- Waldbesitzerinnen und -mitbesitzerinnen
- künftige Hofübernehmerinnen und Bäuerinnen
- Jägerinnen
- und alle Frauen, die sich für den Wald interessieren

➤ Inhalte:

- Waldspaziergänge (Waldpflege, Klimawandel etc.)
- Exkursionen (z.B. zu Sägewerken)
- Kurse und Seminare (z.B. Motorsägenarbeit, Aufforstung, Holzvermarktung)



„Forests in Women's Hands“

➤ Key data:

- Project start 2011
- initiated by the Styrian Forest Association, developed together with the Forest Training Center Pichl
- Project partners: Forstfrauen, Styrian huntresses
- 99 events so far with 1,600 participants

➤ Goals:

- to offer forest know-how to women
- to motivate women to manage their forests and to support them
- to encourage women to network with each other
- to make women visible
- to involve women in the strategic and operational work of forestry committees

➤ Target groups:

- female forest owners and co-owners
- future female farm owners and farmers
- huntresses
- all women who are interested in the forest

➤ Educational offers

- forest walks (silviculture, climate change etc.)
- excursions (e.g. to sawmills)
- courses and seminars (e.g. chainsaw working, afforestation, timber marketing)



Figure 38. Forests in Women's Hands at the Styrian Forest Association, Austria

Forests in Women's Hands - Fem4Forest

General insight into partnership, objectives and achievements

Project ID card

Project title: **Forests in Women's Hands**
 Acronym: **Fem4Forest**
 Starting date: **01.07.2020**, Ending date: **31.12.2022**.
 Project Duration: **30 months**
 Total Budget: **1,622.544,45 €**
 Funding: **Project co-funded by European Union (ERDF, IPA II, ENI-UA)**
 Partnership: **14 partners, from 10 countries**
 Partner countries: **Austria, Bosnia and Herzegovina, Bulgaria, Czech Republic, Croatia, Germany, Romania, Serbia, Slovenia, Ukraine**

FEM4FOREST project aims to integrate innovative methods and tools for better integration of woman into working places and decision-making processes into the forestry sector in the Danube region, exchange the best practices and increase capacities of the local and regional forest sector by more active roles of woman, as well as support female forest owners in increasing job opportunities and income from their forests and enter new markets.

The partnership consists of 14 partners from 10 different countries from the Danube region.

1. Slovenian forestry institute - GIS
2. Forest Training Center Pichl - FAST
3. NOWA Training Counselling Project management
4. Bavarian State Institute of Forestry - LWF
5. Forest Owner Association Styria - VVS
6. PRIZMA Foundation for Improvement of Employment Possibilities - PRIZMA
7. Croatian Chamber of Forestry and Wood Technology Engineers - HKŠDT
8. Croatian Union of Private Forest Owners Associations - CROUPFOHR
9. Agency for sustainable development of the Carpathian region - FORZA
10. Forestry and Environmental Action - FEA
11. University of Belgrade-Faculty of Forestry - UNIBG-For
12. University Ștefan cel Mare of Suceava - USVRO
13. Czech University of Life Sciences Prague - CZUCZ
14. Association Economy and Democracy - AEDBG

Mission and objectives of the project

The mission of the Fem4Forest project is to strengthen the capacity of the forestry sector at local, regional and interregional levels through increased involvement and skills of women actors, supporting their equal presence and competencies at the labor and timber markets.

1. Integration of innovative methods and tools for better integration of women into working places and decision-making processes in the forest sector of DR;
2. Exchange of the best practices and increasing capacities of the local and regional forest sector by more active roles of women;
3. Support of the female forest owners in increasing job opportunities and income from their forest and enters new markets.

Key messages




It is time to push forward the ability of women actors to gain a foothold in the workforce in the forestry sector. Female actors are bringing an improvement for forest business which will boost the competitiveness of the sector on the European market and further.

Female actors (especially private forest owners) in the forestry sector are numerous and often neglected. They need support for increasing job opportunities and income, as well as new ways to enter business markets.

Equality is the key. More active role of women unlocks the door of better practices and increased capacities of the local and regional forest sector.

Communicate with us

For more information about the project, please visit the project website or our social media profiles.

-  www.interreg-danube.eu/approved-projects/fem4forest
-  www.facebook.com/Fem4Forest
-  www.linkedin.com/company/forests-in-women-s-hands/

The main project results are:

- Benchmarking study investigating the involvement and level of participation of women in different roles in the forest sector
- "Survey among women in the forest sector, round tables, interviews with key stakeholders and good practice examples
- Fem4Forest model (demand-driven action plan) for integration of women and their social and business capability in the forest sector
- Gender reflected guidelines to improve the representation of women at all levels of the forest sector and to reduce vertical de-segregation
- Awareness-raising campaign
- Ten regional action plans, one Transnational Innovation Roadmap, eleven policy briefs
- Training pack and mentoring program reaching out to regions not covered by the partnership, workshops, round tables, trainings and conferences
- Pilot actions
- Promotional and dissemination material, as well as teaching video material.

Project co-funded by the European Union (ERDF, IPA II, ENI-UA)

Figure 39. Forests in Women's Hands - Fem4Forest

Integration of forestry and agriculture today

Dr. Boglárka Biró (Hungary)

This was the first forestry project that has been selected to the final 5 in the history of the Innovation Award for Women Farmers.

Research:

- Non-destructive wood testing

Forestry:

- Step-by-step innovations
- Shortened reforestation period
- Continuous cover forestry

Agriculture:

- Holistic approach to land management
- Bio-fertilization
- Cooperation with hunters



Women Farmers
in the driver's seat of
climate innovation

The Innovation Award for Women Farmers aims to highlight the contributions women make towards rural development, forestry and farming. This award was established in 2010 by Copa-Cogeca Women's Committee and this was the 6th edition.



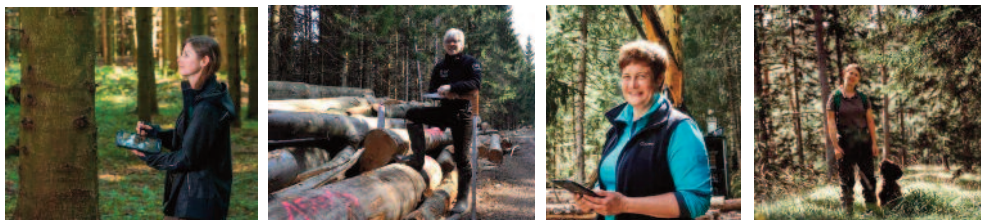
Video
about my
project:



Figure 40. Integration of forestry and agriculture today (Dr. Boglárka Biró), Hungary

AUSTRIAN FEDERAL FORESTS

Where nature is at home



As no other company Austrian Federal Forests (ÖBf) are responsible for Austria's nature. Managing 10% of the national territory and 15% of Austria's woodland the Federal Forests are the largest ecosystem manager, forest managing company and owner of hunting and fishing licenses.

Sustainability forms the guiding principle for all ÖBf activities. The company translates this principle into practice by placing equal value on the protection of environment, the needs of society and commercial success.

Hosted by:

Johann Sauprigl, Head of HR

Petra Öllermayr, HR Development und Recruiting

Culture & Vision

Being a women- & family friendly company

Equal opportunities & equal remuneration

Equality is part of our leadership principles

Management board was voted "Austrians of the Year 2018" in the category "Work and Family"

Measures (taking part in the Audit workandfamily since 2014):

Working time-models: part time, flexible working hours, home-office

Promotion of parental leave

Part time leadership

Establishing deputy functions

Personnel development: Discussing equality in our training programmes

Appraisal interview: Talking about equality at work and balancing work and family life

Information: Intranet page about our women-& family friendly measures/ activities

Corporate Health Management, Coaching, Insurance

Corporate Holiday week for our employees' children

Figure 41. Measures of the Austrian Federal Forests, Austria



Forests in
Women's Hands

Women's Mentoring in Forestry in Austria



GOAL

The research project – a cooperation between BOKU Vienna and BFW – investigates how women in forestry in Austria can be strengthened in a traditionally male-dominated sector. The project runs a pilot study with 15 women who work together with 15 high-ranking representatives of the forestry sector in a mentor-mentee relationship for one year.

Within the program, participants gain knowledge about the informal and implicit rules of the forestry sector in Austria, they are introduced to existing networks and provided with practical tips for achieving professional goals.

Mentees can learn from the experiences, successes and failures. The exchange strengthens both sides and gives new impulses for both mentees and mentors.

MILESTONES



WHO? Mentors

Experts in executive and management functions in ministries, research institutions, international organisations and companies in the Austrian forest and wood sector



WHO? Mentees

Women with an educational background in wood and fibre technology, who are entering the job market or who are returning to work in this sector

- Commitment to the mentoring relationship: respectful, mutual learning and encouragement
- Official agreement to work together on goals and targets (signed agreement)
- 1 year, minimum 3 meetings
- Participation in the evaluation: check-ins with mentees (3x), check-ins with mentors (1x)

HOW? Initial steps

- **Application:** advertisement via mail, newsletter, homepage; application via online-questionnaire
- **Matching:** field of interest, regional context, preference for female/male mentor
- **Kick-off:** webinar due to COVID-19 pandemic (originally planned as a two-day event)
- **Workshop on female mindful leaders:** strengthening their own mindfulness and appearance
- **Mentee-Mentor relationship:** agreement signed*
- **Meetings between Mentees/Mentors** (minimum 3) – in person, via Zoom or phone
- **Project coordination:** Check-ins via zoom with mentees and mentors*
- **Evaluation and dissemination:** meeting Meeting diaries* and ex-post programme evaluation

* based on Kovacevic et al. 2018

PRELIMINARY RESULTS



Women's mentoring programme provides a vital opportunity to share common challenges in relation to gender in a male-dominated sector

- Mentor-mentee relationship benefits from close and regular project coordination and assignments (e.g. diary)
- Strong interest of supporters to establish the programme in the long term – from pilot to implementation

LESSONS LEARNT



- **Broad advertisement,** to foster a wide range of applications; currently mostly students
- **Strengthen commitment and appreciation** for the programme among mentees
- **Foster collaboration and communication** among mentees

Contact: frauenmentoring@boku.ac.at
Team: DIⁱⁿ Karin Weber (BOKU Vienna)
Barbara Öllerer BSc (BFW)
Assoc. Prof. in DIⁱⁿ Dr. Doris Damjanovic (BOKU Vienna)
Gudrun Csikos (BFW)

Sources: Kovacevic, M., Dickson-Hoyle, S., Mukhebi, D. and Yoga-Yieke, P. 2018. Coordinating a mentoring program: a toolkit for agriculture, forestry, landscapes and other sectors. V4. YPARD, Rome.



Federal Ministry
Republic of Austria
Sustainability and Tourism

Figure 42. Women's Mentoring in Forestry, Austria

Women's Support Plan to find under bfw.gv.at



- **Valid** since 1st October 2020
- Is treated as a **company agreement** (optional provision) - reference to the works council is important
- Is obligatory for companies in Austria
- **Contents:** harmonizing Work-life balance, not exclusively a women's issue, closing the gender gap, making female work visible
- **Approach:** Annual discussions with all institutes (historically grown differently), creation of action plans, calculation of target values with the different graduate degrees (25/40 % regulation), presentation in institute directors meeting
- **IMPORTANT** for us internally: recognition as a first step, budget, organization of open events that make the topic attractive for both genders

Mag.^a Marianne Schreck, DIⁱⁿ Sophie-Jana Ette
Newsletter Registration (in German, Forestry) via
bfw.gv.at

Figure 43. Women's Support Plan at the Austrian Research Centre for Forests (BFW)



Forstfrauen das netzwerk

■ Mitglieder

- Frauen und Männer mit Bezug zur Forst- und Holzwirtschaft
- Berufliches und/oder privates Interesse an Wald und Holz
- Hauptsächlich aus Österreich

■ Informationsaustausch

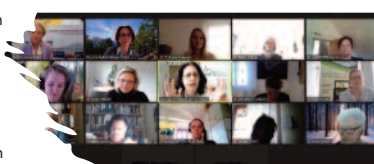
- Rundmails – jedes Mitglied kann die Kommunikationsplattform nutzen
- Webseite www.forstfrauen.at
- Treffen (virtuell oder „in echt“), Exkursionen, Ausflüge
- Fortbildungen, Tagungen

■ „Give and take“

- Gegenseitiger Informationsaustausch unter den Mitgliedern
- Einbringen beruflicher und privater Ressourcen und Kompetenzen
- Einbringen der eigenen Netzwerke und Kontakte
- Stellenausschreibungen, Diplomarbeiten, Praktika etc.
- Input für Aktivitäten, „Ideenpool“
- Informeller Austausch zwischen den Mitgliedern auf kurzem Weg

■ Meilensteine

- Netzwerkgründung 2001, Vereinsgründung 2003
- Mitglieder-Entwicklung: 2009 50 Mitglieder, 2019 über 100 Mitglieder
- Projektpartnerschaften – z. B. „Wald in Frauenhänden“ (seit 2011) oder „Fem4Forest“ (seit 2020)
- Forstfrauen-Tagung mit internationaler Beteiligung 2013
- Anstoß zur „Internationalen Forstfrauenkonferenz 2021“
- Vortrag und Präsentation der Forstfrauen beim „Congreso de Custodios de Terreno y Agricultores 2021 (Puerto Rico)“



■ Members

- Women and men related to the forest and wood sector
- Professional and / or private interest in forest and wood
- Members come mainly from Austria.

■ Exchange of information

- Circular mails - every member can use the communication platform
- Website www.forstfrauen.at
- Meetings (virtual or face to face), excursions, trips
- Seminars, conferences

■ „Give and take“

- Mutual exchange of information among the members
- Contribution of professional and private resources and skills
- Bringing in networks and contacts of the members
- Job advertisements, diploma theses, internships etc.
- Input for activities, "pool of ideas"
- Informal exchange between the members

■ Milestones

- Network founded in 2001, association founded in 2003
- Membership development: 2009: 50 members; 2019: over 100 members
- Project partnerships - e.g. B. "Forest in women's hands" (since 2011) or "Fem4Forest" (since 2020)
- Forstfrauen-conference with international participation 2013
- Impetus for the "International Conference on Women in Forestry 2021"
- Lecture and presentation of the forest women at the "Congreso de Custodios de Terreno y Agricultores 2021 (Puerto Rico)"
- Presentation of the Forstfrauen at the „Congreso de Custodios de Terreno y Agricultores 2021 (Puerto Rico)“

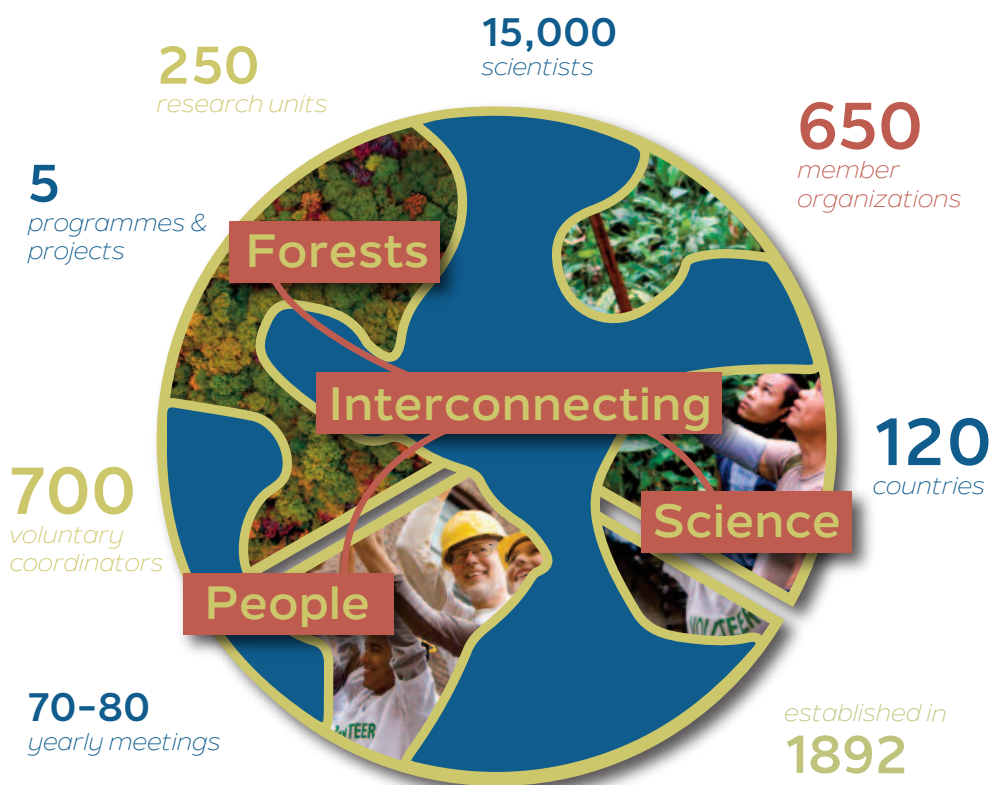


Figure 44. Forstfrauen

IUFRO

is an independent, open and unique network for people and organizations with a research interest in and a focus on everything related to forests, trees and forest products.

International Union of Forest Research Organizations



Contact details
IUFRO Secretariat



4
research units on
Gender & Forestry



enables worldwide cooperation



puts you in contact with peers



makes your science visible



offers you an international career



honors your scientific achievements



promotes broad knowledge sharing



supports young forest scientists



fosters research excellence



builds research capacities



increases research impact on policy



links research to practice



endorses the SDGs



Figure 45. International Union of Forest Research Organizations (IUFRO)



Forests in Women's Hands



The International Forestry Students' Association is the largest worldwide network of students in forestry and related sciences, united in their endeavor to learn about forests, cultures and the environment. IFSA is a non-political, non-profit and non-religious organization that is entirely run by students, globally organized and locally operating.

Mission

To enrich our members' education through international events, networking and intercultural exchange.

Vision

IFSA's vision of "a world that appreciates forests" describes the dream of having all the people and societies on the earth recognize the full worth of forests and fully understand them, grasping their implications and being grateful for their multi-fold contributions to humanity.

ENGAGE with us!



INTERNATIONAL FORESTRY STUDENTS' ASSOCIATION HAS BEEN ESTABLISHED!

The report from 12th International Forestry Students Symposium, Bonn, 11.-18th of June 1973

The plan about independent international organization of forestry students was in the air for several years. First suggestions came out on 19th symposium in West Germany. On 16th symposium we discussed it more seriously. Do we need our own organization, how should it work, how to establish it? These are questions that we will think and discuss it with the students at our home faculties. We should bring our conclusions and suggestions to the next symposium.

12th symposium was held in Bonn in June 1973. The conclusion was: we do need our own organization. But what kind of organization? For sure not the organization with mighty title but which exists only on the paper. We need the organization which will work and bring practical results.

IFSA was established. If it will work out it depends on us, forestry students all over the world.

1 yearly Symposium since 1973

Established Cultural Competency SC in 2016

7 Regional Meetings

15 International Partners

5 Peer Youth Associations

129 Local Committees in 54 different countries

54 Officials

5 Working Commissions

© IFSA 2021

Get in touch with IFSA!
www.ifsa.net | info@ifsa.net
@ifsadotnet



Figure 46. International Forestry Students' Association (IFSA)

Closing

13 April 2021

17:30 - 18:00 UTC +2

Zoom

In the last session, the main conference outcomes were summarised by the Organizing Committee of *Forests in Women's Hands*. The conference ended with participants and organizers alike enriched by many new contacts and ideas. The participants visualized what they took away from the conference in a word cloud: Empowerment, Solidarity, Connection, Go!

Moderator:

Hermine Hackl

Head of the Traunkirchen
Forest Training Centre of BFW
at WALDCAMPUS Austria

Speakers:

Barbara Öllerer

Head of the Organizing
Committee of Forests in
Women's Hands, Austria

Dagmar Karisch-Gierer

Head of Forstfrauen, Austria



Figure 47. Word cloud with participants' main takeaways at the closing.

Rewatch the session:

https://youtu.be/_OAxTfdYPB8



Moderators:



Foto: (c) Alexander Buck

Alexander Buck

Executive Director, International Union of Forest Research Organizations (IUFRO), Austria

Alexander Buck is the Executive Director of the International Union of Forest Research Organizations (IUFRO), a global network for science collaboration uniting over 15,000 scientists in more than 600 member organizations in 125 countries. He studied forestry and law and is an expert on international forest, environment and resource policy. Alexander has 25 years of experience in working in research management and at the science-policy interface at the global and regional levels, and engaging with stakeholders across the public and private sectors. He is a member of the advisory boards of various international and national initiatives related to forests and sustainable development.



Foto: (c) Hermine Hackl

Hermine Hackl

Head of the Traunkirchen Forest Training Centre of BFW at WALDCAMPUS *Austria*

Hermine Hackl is an official forest ambassador and known to the forestry public in Austria as the "voice of the forest". After her time as press spokesperson at Lands & Forest Enterprise Austria (Land&Forst Betriebe Österreich), the Austrian Farmers' Union and Agricultural Marketing Austria (Agrarmarkt Austria Marketing), she headed the UNESCO Wienerwald Biosphere Reserve as Director and then moderated the wood value chain in Austria as Secretary General of the Cooperation Platform Forest-Wood-Paper (Forst-Holz-Papier). Since 2018, she has headed the Traunkirchen Forestry Training Centre of the Federal Forest Research Centre (BFW) and in this capacity coordinates WALDCAMPUS *Austria*, the largest and most modern forest competence centre in Europe.



Foto: (c) Schaffer-Warga

Sabine Pelzmann

Managing Director at Integrative Organisational Development,
Austria

Sabine Pelzmann is a management consultant, educational supervisor and author. She accompanies organisational change processes and develops reflective corporate leadership programmes. She is a lecturer at universities in Austria and abroad on the topics of systems theory, organisational development and leadership and has over 20 years of consulting experience in expert, administrative and professional organisations in Austria, Italy, Switzerland, Denmark, Georgia, Ukraine and the USA. Since 2009, she has been offering leadership programmes for women and training for supervisory board members. In 2020, she founded the school for perception and awareness raising "Integral Listening". Sabine Pelzmann is the mother of two daughters.

Speakers:



Foto: (c) Alina Lehtikoinen

Alina Lehtikoinen

President of the International Forestry Students' Association (IFSA)
Student at the University of Helsinki, Finland

Alina Lehtikoinen is the President of International Forestry Students' Association (IFSA), which is the largest international network of students in forestry and related sciences. Prior to being elected IFSA President, she held the position of the Head of UNFCCC Sub-Commission and led the delegation in COP25. She is an undergraduate studying forest sciences at the University of Helsinki with a specialization in tropical forestry and agroforestry. She is also a member of the Youth in Landscapes (YIL) Steering Committee and outside of IFSA, she is accomplished in entrepreneurship, having set up and run her own successful local business in the forestry field.



Foto: (c) Lisa Lehner

Lisa Lehner

International Forest Policy Officer, Federal Ministry for
Agriculture, Regions and Tourism (BMLRT), Austria

Lisa Lehner is an expert for International Forest Policy at the Federal Ministry for Agriculture, Regions and Tourism in Austria. She works at the Directorate for Forest Policy, Forest Economy and Forest Information, linking Austria's longstanding tradition of sustainable forest management and its highly innovative forest based sector to the international forest policy arena. Lisa is a Forestry graduate of the University of Natural Resources and Life Sciences (BOKU) in Vienna, with a Master thesis focusing on the perception of bioeconomy in the Austrian forest based sector. She previously worked at the Austrian Research Centre for Forests as well as the European Forest Institute's Regional Network Office in Vienna. Lisa is engaged in the Austrian network "Women in Forestry" and was founding and board member of the International Forestry Students' Association at BOKU..



Foto: (c) Gun Lidestav

Gun Lidestav

Associate Professor at the Swedish University of Agricultural Sciences (SLU), Sweden
IUFRO Task Force Coordinator “Gender Equality in Forestry”

Gun Lidestav has a doctoral degree in forest technology and has since 2000 been engaged in IUFRO, first as coordinator for the 6.08.01 Gender Research in Forestry Working Party and later as the coordinator of the 6.08 Gender and Forestry Research Group. Between 2004 and 2006, she led a team of specialists on Gender and Forestry on behalf of FAO / ECE / ILO, and she has also participated as a gender specialist in various international R & D programmes and projects (Ethiopia, Nicaragua and Europe). Nationally, she has primarily been involved in various gender equality initiatives, initiated both by the government and the forest sector, e.g. within the framework of the National Gender Equality Strategy for the Forestry Sector and SLU's gender equality work.



Foto: (c) Beth MacNeil

Beth MacNeil

Assistant Deputy Minister, Canadian Forest Service, Natural Resources Canada

Beth MacNeil has spent more than 25 years working in science-based economic and regulatory departments across the federal government. She began her career as a biologist working for Environment Canada's Canadian Wildlife Service. She has held positions of Director General, Policy, at both Fisheries and Oceans Canada and Agriculture and Agri-Food Canada. In January 2018, she was appointed Assistant Deputy Minister of Natural Resources Canada's Canadian Forest Service. Beth MacNeil holds a Bachelor of Science (Biology) from STFX University, Nova Scotia, a Master degree in Environmental Studies, York University, Toronto, and a Certificate in Public Sector Leadership and Governance from the University of Ottawa.



Foto: (c) Andrea Pirker

Andrea Pirker

Forest Owner and Manager of an agricultural and forestry business & Founding Member of Forstfrauen, Austria

Andrea Pirker is mother of four children, full-time manager of her agricultural and forestry business, consultant for other forestry businesses, inspector in the organic sector and a court certified expert. As forestry does not only consist of trees, she also practices hunting herself. She is a sworn forestry, hunting and fishing inspector and in her surroundings also the gamekeeper. She is passionate about bringing these natural jewels closer to youth in her role as a forest, nature and hunting educator. She has been awarded the title of forest ambassador, and was the first Austrian woman to obtain the title *Forstmeister*. She also is a certified scaler, has completed a harvester course and further training in forestry. She is a founding member of the Austrian *Forstfrauen* network.



Foto: (c) Renate Späth

Renate Späth

Forest Officer, Ministry for Environment, Agriculture, Conservation and Consumer Protection of the State of North Rhine-Westphalia, Germany

Renate Späth is a forest officer for a wide range of forest related topics at a forest policy level. She graduated in 1984 from the University of Applied Sciences Göttingen with a degree in forest engineering. Her professional career started in the urban region of North Rhine-Westphalia at the local forest administration level. In 1987, she was appointed as the first female forest officer at the Ministry for Environment of North Rhine-Westphalia, department of forestry and nature conservation. She has been working as project leader in urban forestry, spatial planning, forest policies, nature conservation in forests, education for sustainable development and gender mainstreaming in forestry. She is a member of the European Forum on Urban Forestry (EFUF) and was a member of Cost Action E 39, COST ACTION FP 1204. She is also a member of FAO/ECE Team of Specialists on Gender and Forestry.



Foto: (c) Berta Stašková

Berta Stašková

Head of WOODLANDER s.r.o., Slovakia

Berta Stašková studied forestry at the Technical University in Zvolen and Göttingen University. Her professional career started at the forestry college then she worked in the wood processing sector as a trade manager and in the state sector as CRM & SCM. For eight years, she was also active as the chairperson of the East Slovak Forestry Chamber. Now she manages the forestry services company WOODLANDER s.r.o. She is the managing director of the NGO Lesná pedagogika, which is actively dedicated to forest education and forest bathing. Berta produces and sells wild herb syrups and other local specialities. She is the mother of two children.

About the Conference Organization

Project coordination



BFW – Austrian Research Centre for Forests

BFW is an Austrian federal, multidisciplinary research and education centre which holds the legal status of an institution under public law. The BFW consists of six specialist institutions, two forest training centres in Traunkirchen and Ossiach, one library and documentation office and numerous internal service centres. The head office of the BFW is located in Schönbrunn/Vienna, with another office in Innsbruck. A research garden is located in Tulln (Lower Austria) and a training and research forest in Carinthia.

Organizing Partners



Forstfrauen

The association Forstfrauen makes women in forestry, their achievements and activities visible, connects, informs and supports them. The Forstfrauen connect women and men from all sectors and levels of the forestry and timber industry - regardless of their vocational training. Wanting to actively live the networking idea is essential: Each member can and should bring in their abilities, but also their contacts and professional background in the sense of the association's goals.



IUFRO – International Union of Forest Research Organizations

IUFRO is a non-profit, non-governmental international network of forest scientists, which promotes global cooperation in forest-related research and enhances the understanding of the ecological, economic and social aspects of forests and trees. IUFRO is the global network for forest science cooperation. It unites more than 15,000 scientists in almost 700 Member Organizations in over 125 countries, and is a member of the International Science Council (ISU). Scientists cooperate in IUFRO on a voluntary basis.



IFSA – International Forestry Students' Association

IFSA's vision is for global cooperation among students of forest sciences in order to broaden knowledge and understanding to achieve a sustainable future for our forests, and to provide a voice for youth in international forest policy processes. It is our mission to enrich our members' education through international events, networking and intercultural exchange.

Find more information on the contribution to the organisation of *Forests in Women's Hands* at www.ifsa.net/fiwh

Supported by



 **Federal Ministry**
Republic of Austria
Agriculture, Regions
and Tourism

Organizing Committee

Barbara Öllerer

Austrian Research Centre for Forests (BFW) & International Forestry Students' Association (IFSA)

Gudrun Csikos

Austrian Research Centre for Forests (BFW)

Christian Lackner

Austrian Research Centre for Forests (BFW)

Alois Schuschnigg

Austrian Research Centre for Forests (BFW)

Dagmar Karisch-Gierer

Forstfrauen

Rafaela Rothwangl

Forstfrauen

Janice Burns

International Union of Forest Research Organizations (IUFRO)

Gerda Wolfrum

International Union of Forest Research Organizations (IUFRO)