



Item 5(e)

Gender, human rights and disability inclusion
in forestry

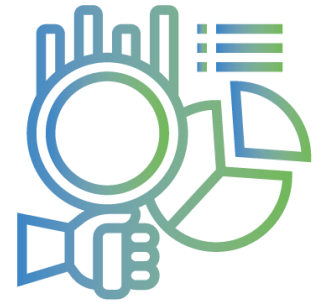
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Section**

San Marino, 20-23 November 2023



Gender, human rights and disability inclusion in forestry

- **Women account for about 25% of forestry workers** at the global level; about 20% in Europe (FAO, ILO & United Nations 2023)
- **Numbers of women employed vary between countries and sectors.** Paper industry has highest proportion of women, lowest proportion is in direct forestry operations (UNECE/FAO 2020)
- **Disability inclusion:** e.g. representation in workforce; accessibility of forests for recreational purposes
- **Human rights risks in forestry:**
 - Workplace conditions, particularly health and safety in the workplace
 - Threats to livelihoods and life due to significant use of resources, including land, water and forest resources
 - Indigenous peoples' rights



Gender and Human Rights in 2023 Country Market Statements

Scan QR code for link to the 2023 Country Market Statements



- **12 out of 18 countries** submitted information and data on gender equality and human rights in the forestry sector in their 2023 Country Market Statements*:
- Portugal
- Poland
- Montenegro
- Netherlands
- Germany
- Estonia
- Czech Republic
- Cyprus
- Sweden
- Slovenia
- Finland
- Canada

*<https://unece.org/forests/2023-country-market-statements>

Key Highlights and Trends

- **Men still outnumber women in forest sector employment but downward trend**



- **Poland:** women's participation in forestry increased from less than 25% in 2010 to more than 28% in 2021
- **Montenegro:** 18% of workforce are female
- **Netherlands:** 25% of workforce are female
- **Estonia:** 30% of workforce are female
- **Finland:** 19% of workforce are female
- **Canada:** 17% of workforce are female

- **Number of female forestry students increasing (e.g. in Czech Republic and Poland)**
- **Increasing share of female forest owners (e.g. in Slovenia)**
- **Lack of women in leadership roles recognized by several countries**

Key Highlights and Trends

- **Gender pay gap existent but downward trend**



- **Estonia:** in overall labour market 15% across all economic activities. In manufacturing, 21% in 2021, in agriculture, forestry and fishing 8%
- **Netherlands:** in overall labour market 6% in private sector and 3% in public sector in 2020
- **Portugal:** in overall labour market on average 11.9%
- **Canada:** wage gap and women's dominance in traditionally gendered roles (often in sales, administrative and support services) as opposed to better paid technical or managerial positions

- **Specific data on forestry sector is often not available**

Key Highlights and Trends

- **Recognition that further efforts to promote gender equality, include vulnerable groups in forest sector activities, accommodate people with disabilities and ensure respect of human rights through:**



- Implementation of targeted programs and action plans



- Enforcing existing legislation



- Foresting a culture of inclusivity and equality

Examples of initiatives to improve gender equality in forestry



- **Germany:** network for women in forestry and wood sector created in 2019 under the auspices of the German Center for Forest Work and Technology - open platform for exchange of experience and knowledge
- **Cyprus:** Department of Forests complies with provisions of national legislation and EU rules in terms of human rights and gender equality and also takes necessary steps to ensure people with disabilities have unhindered access to all forest recreation areas
- **Poland:** non-profit Forest Women's Association created in 2009 to support women in forestry.
- **Sweden:** several actors in the forest sector have ongoing actions for improvement of gender equality, and cooperate, among other things, through a national council that was established in 2022.
- **Finland:** A considerable proportion, about 40 per cent of Finnish forest owners, are female, but their representation in decision-making forums related to the sector is lower than this proportion. To provide information also for the female forest owners, empowering groups have been assembled, where forestry experts and forest owners are all female, to discuss different kinds of topics related to forestry and forest ownership.
- **Canada:** Gender Equity in Forestry National Action Plan was launched - a federal initiative aimed at increasing women's engagement in the forest sector.
- **Slovenia:** Fem4Forests initiative (led by SFI)

Examples of initiatives to improve inclusiveness in forestry



- Indigenous peoples currently represent 9% of the forest sector workforce in **Canada**.
- Indigenous Forestry Initiative: govt supports Indigenous-identified priorities to accelerate Indigenous awareness, influence, inclusion, and leadership in the forest sector.
- Benefits of the program include:
 - Increased training and skills development to support forest sector diversification and to fill labour-force needs;
 - Increased economic development through capital purchases and support for forest sector start-ups, expansions, and joint ventures;
 - Increased investment and collaboration between Indigenous peoples and natural resource development stakeholders, including governments, industry, and non-governmental organizations; and
 - Strengthened forest management practices through the inclusion and influence of Indigenous perspectives



Thank you

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