



Gender (un-)equal networking of IUFRO: Creating new spaces and thinking

Task Force Gender Equality in Forestry, 6.08.00 Research Group

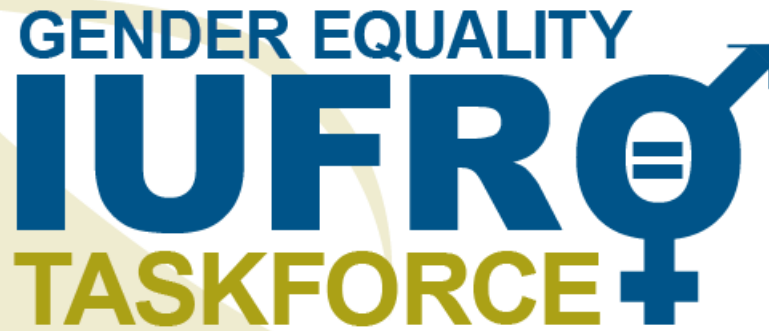
All-IUFRO Conference 2022, 21-23 September, Vienna



Program

- 9.00 **Welcome and Introduction to the session**
- 9.10 **Setting the broader scene with four flash talks**
- 9.30 **Presentation of the organizational analysis;**
*Conditions for gender awareness in forest research
and beyond – the IUFRO research network experiences*
- 9.40 **Mentimeter poll to the participants**
- 9.50 **Panel discussion**
- 10.40 **Wrap-up & Take-home message**
What next & Final words





Term: 2019-2024

Comprise members from various regions and IUFRO Division

Coordinated by Gun Lidestav

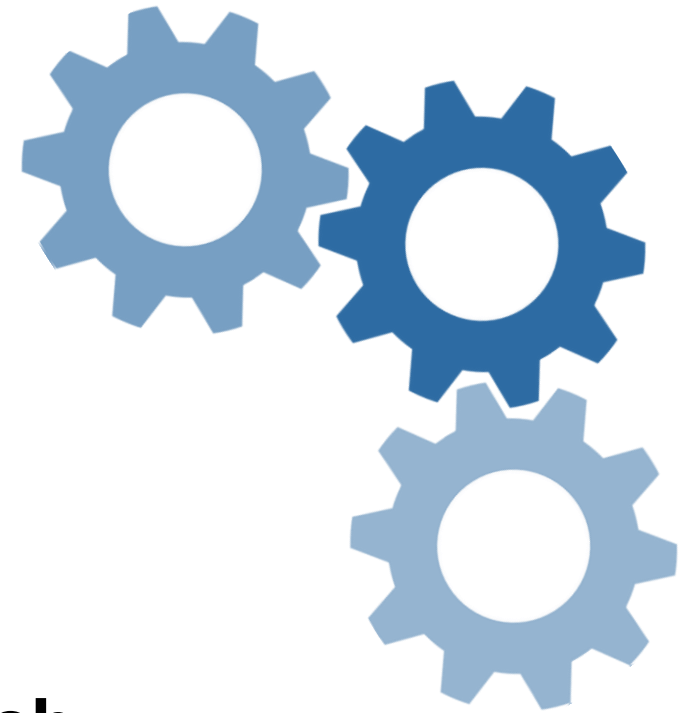
Main purpose:

- Map the gender balance within IUFRO**
- Analyze and identify barriers to gender equality**

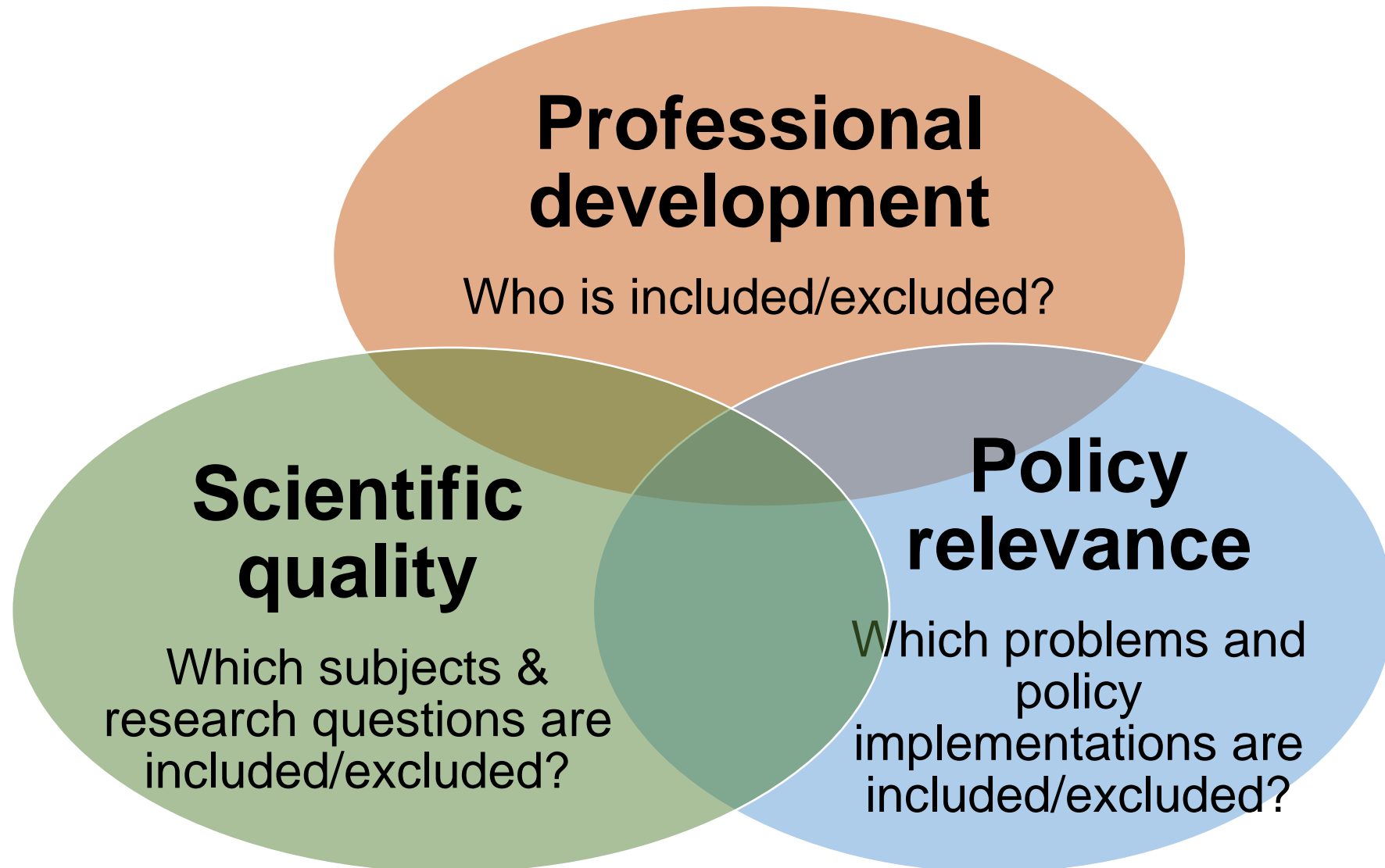


Activities:

- 1) Gender structure in IUFRO**
- 2) Gender equality initiatives**
- 3) Expertise on gender research**
- 4) Action plan**
- 5) 2024 Congress**



Why representation matter in forest sciences



“Creating new spaces for gender balance in the wood value chain: women in leadership and management”

- Study Focus: Connections between gender equality and resilience in the forest-based value chains.
- “Are gender equal organisations more resilient?”
- **Hence: → Would IUFRO as a network organisation become more resilient with more inclusion?**

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Presenter: Alice Ludvig (alice.ludvig@boku.ac.at)

FOREST BUREAUCRACIES-
>DEFORESTATION->GENDER



I R N A D



The role of women in forest bureaucracies

a gender perspective analysis from the representatives of conservation and production interests in Argentina



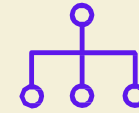
PhD Student: Garcia, Rocio Melina
Supervisor: Dr. Sarah Lilian Burns

DATA

Semi structured interviews, official documents and web information.

STRUCTURE FACTORS (DV)

1. Women in high positions
2. Number of employees
3. Professions
4. Levels of hierarchy



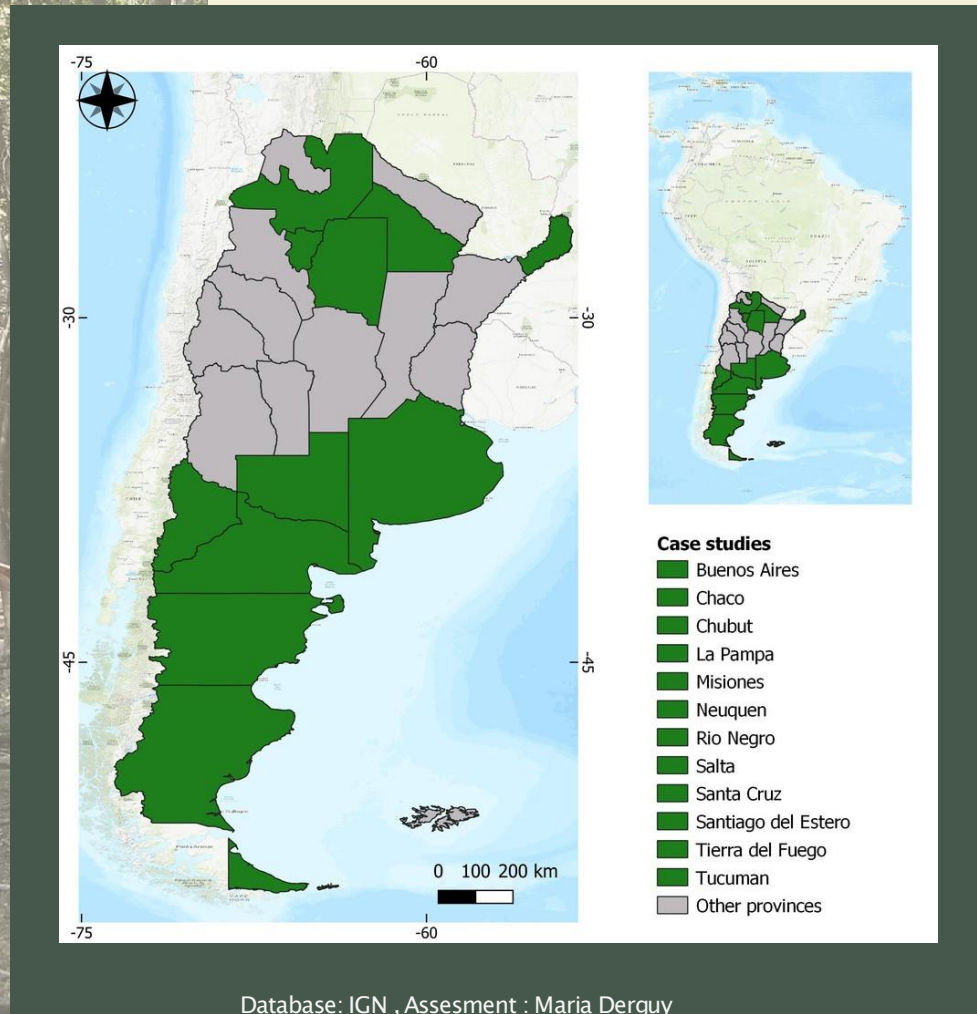
APPLICATION OF A FOREST LAW (IV)

- Area of the province under MP or CP (2019) and Deforestation Rate (2018-2020)

METHODOLOGY : -Clusters->QCA
-Process Tracing

Research question

Which factors are intentionally delivered to disempower forest institutions?



PRELIMINARY RESULTS AND DISCUSSION



The province with majority of women in high positions is the only one that has not implement MP or CP yet. The study case shows a similar tendency.

Women in a group within a masculinized sector may be in danger of widening the gender gap. (Eduards , 2002 ; Lidestav, 2021)

The incomplete citizenship of women in Argentina gives advantages to men assigning preference in important employment positions. (Barrancos, 2011)

	raw coverage	unique coverage	consistency
Levels*~Staff*~Professions	0.285509	0.045911	1
~WomenHighPositions*Levels*~Professions	0.285509	0.045911	0.854077
~WomenHighPositions*~Levels*Professions	0.476327	0.381636	0.988095

Gender-specific barriers in forestry: How do Austrian female leaders perceive barriers and what are their strategies to overcome them?

Barbara Öllerer

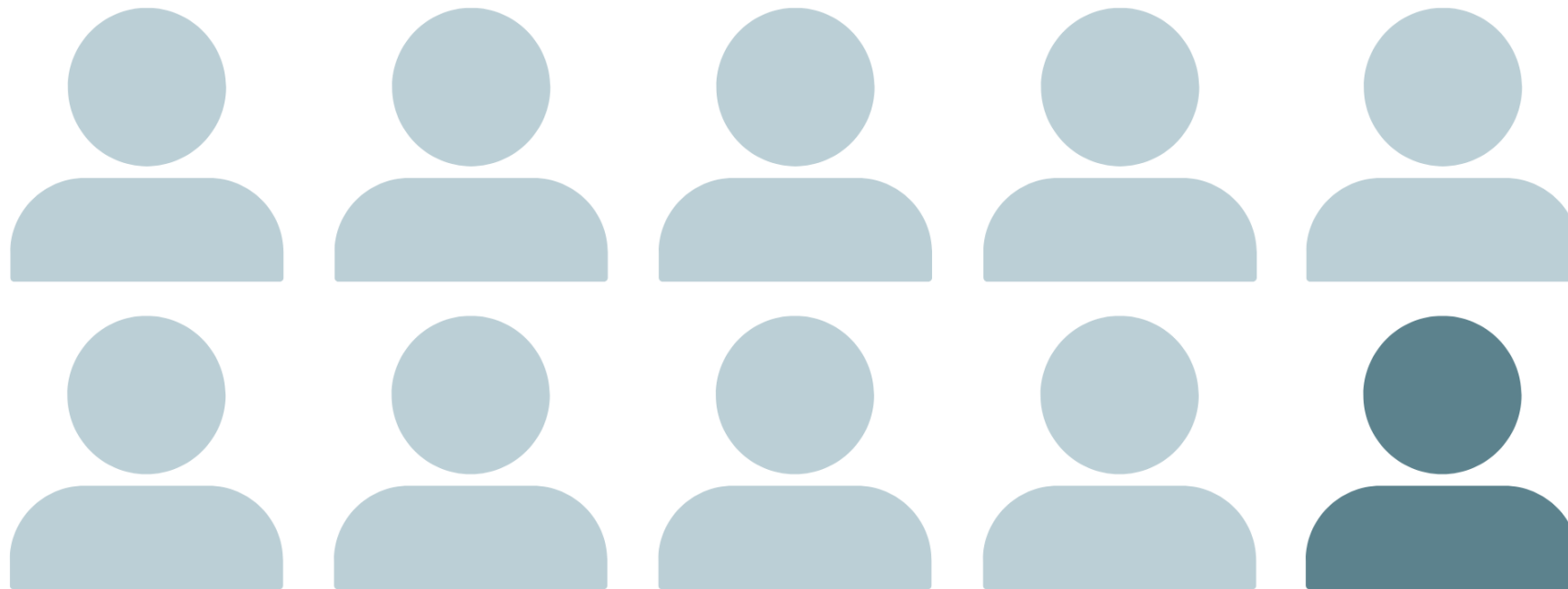
University of Natural Resources and Life Sciences, Vienna (BOKU)

All-IUFRO Conference: Forests in a Volatile World –
Global Collaboration to Sustain Forests and Their Societal Benefits
Vienna, 23 September 2022

Background



Universität für Bodenkultur Wien
Department für Wirtschafts- und
Sozialwissenschaften



Sexual harassment

Sexually connotative speech

Discrimination based on gender

Glass ceiling

Family care responsibilities

Understanding of competence

Lack of networks

Tokenism

Inflexible working hours

Roles and traditions

Lack of awareness of the scope of the issue

Lack of solidarity among women

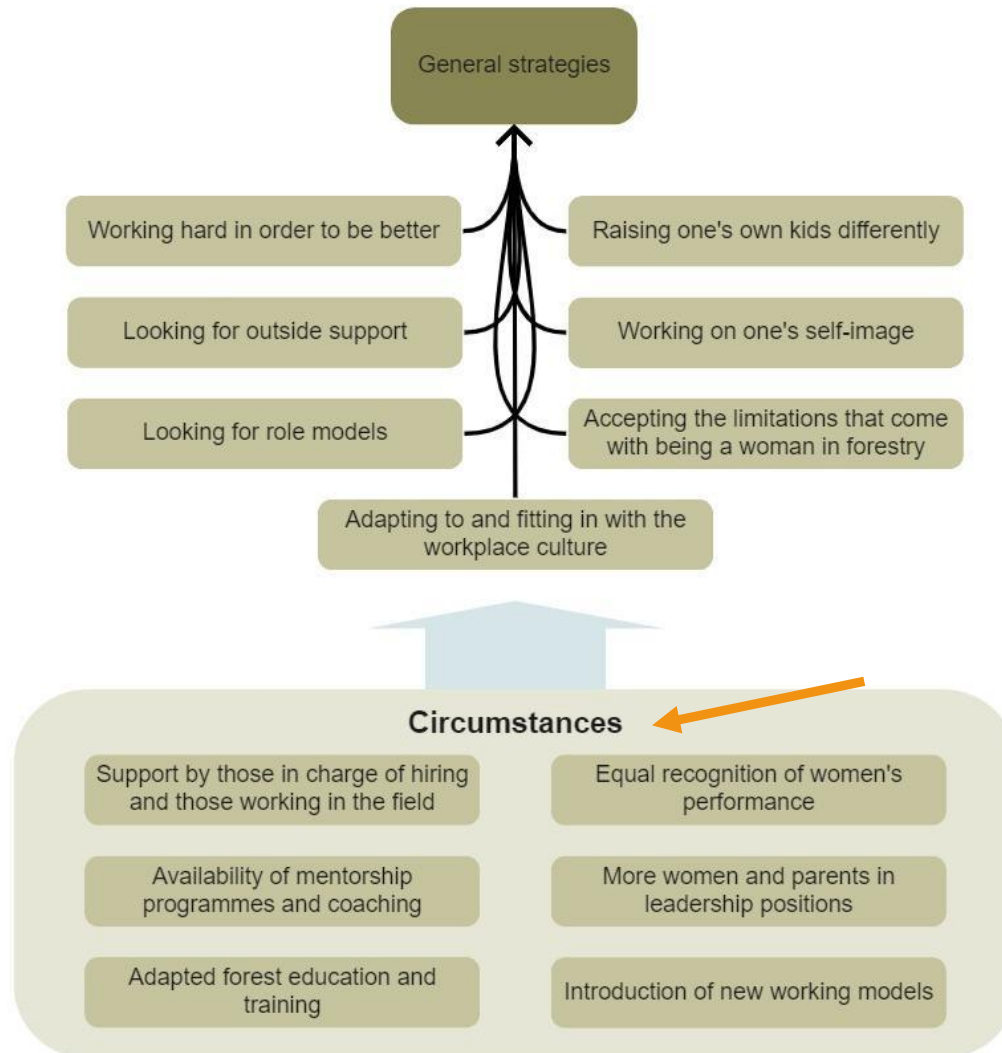
Being subjected to scrutiny

“as soon as you have a child [...], you have nothing left in your brain [...], that's how it felt to me. Everyone only talked to me about my [child]. There was nothing professional at all”

“you are a young mother, and therefore not suitable for the job. [...] They wouldn't say you became a young father a few weeks or months ago and that's why you're not suitable”



Universität für Bodenkultur Wien
Department für Wirtschafts- und
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<https://doi.org/10.1080/02827581.2016.1195866>

Linser, S. (2020). *Indikatoren für nachhaltige Waldbewirtschaftung des Österreichischen Walddialoges*. 290.

Ludvig, A. (2021). Die Auswirkungen von Gender Balance auf die Wertschöpfungskette Holz: Frauen in Führung und Management (p. 63) [Endbericht]. Universität für Bodenkultur Wien.

Öllerer, B. (2022). Gender-specific barriers in forestry: How do Austrian female leaders perceive barriers and what are their strategies to overcome them? (p. 78) [Master Thesis]. Universität für Bodenkultur Wien.

UNECE (2020). *Forest sector workforce in the UNECE region. Overview of the social and economic trends with impact on the forest sector*. <https://unece.org/DAM/timber/publications/2020/DP-76.pdf>



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Thank you!

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All-IUFRO Conference: Forests in a Volatile World –
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ELENA
LUCREZIA
CORNARO
PISCOPIA

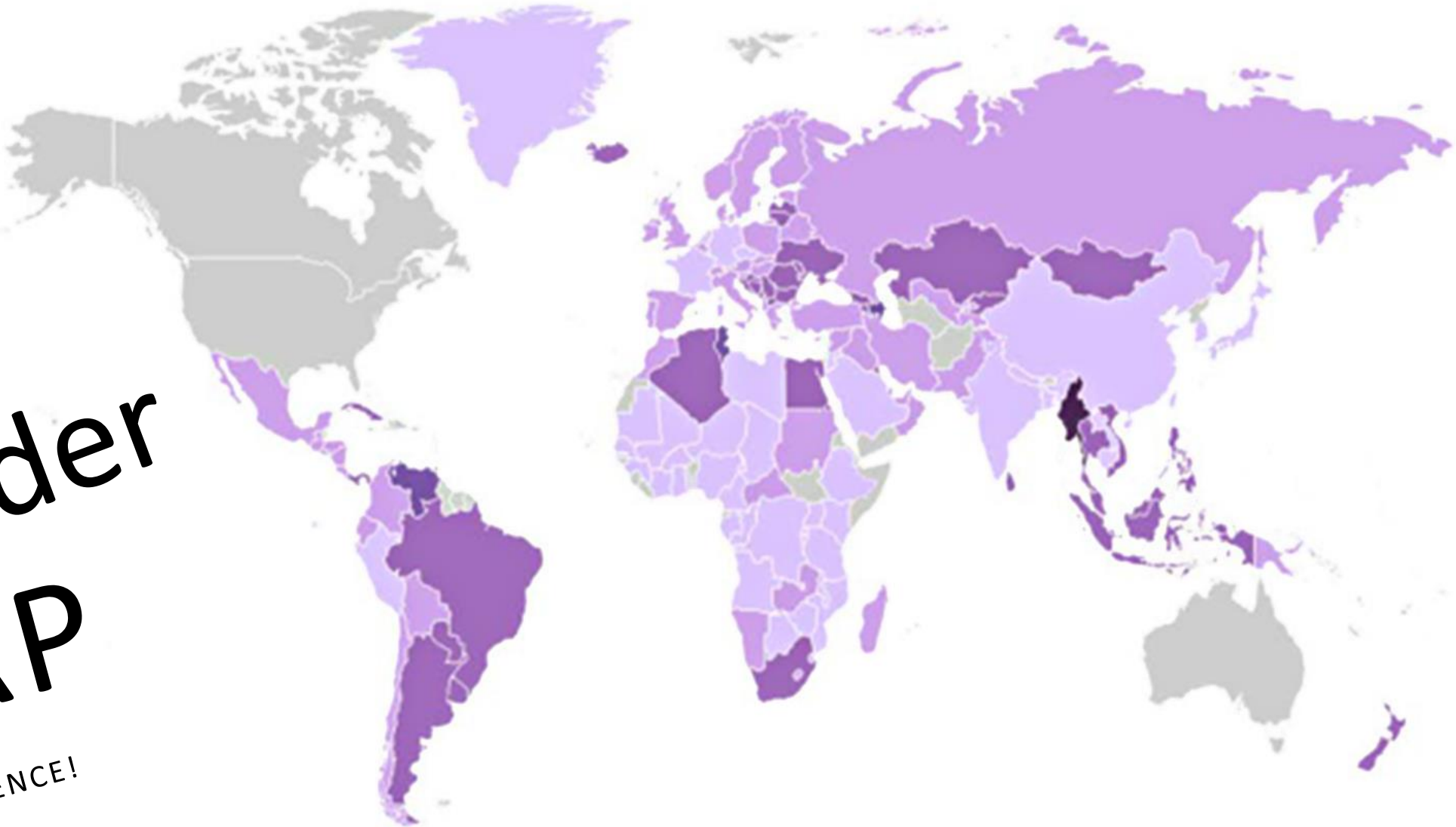
Ph.D.

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ANNI

UNIVERSITÀ
DEGLI STUDI
DI PADOVA

WOMEN AS A SHARE OF TOTAL RESEARCHERS, 2018 OR LATEST YEAR AVAILABLE

Gender GAP IN SCIENCE!



70.1%-100% 55.1%-70% 45.1%-55% 30.1%-45% 0%-30% No data

what are other
words for
underrepresented?

undersold, understated,
lessened, diminished,
underpriced, denigrated,
cheapened, undercharged



gender issues
in
forest
education



**WE CAN
SOLVE
THIS PROBLEM
TOGETHER**



M O O C

STARTING ON
8.3.'24.



for GED



G E N D E R
E Q U A L I T Y &
D I V E R S I T Y
I N F O R E S T R Y

1ST MOOC ON

GENDER ISSUES IN FORESTRY

• OPEN ACCESS

• MODULE BASED

• ECTS & MICROCREDITS
COMPATIBLE



YOU'RE INVITED TO

support us and
join the
development



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Conditions for gender awareness in forest research and beyond

– the IUFRO research network experiences



Elias Andersson

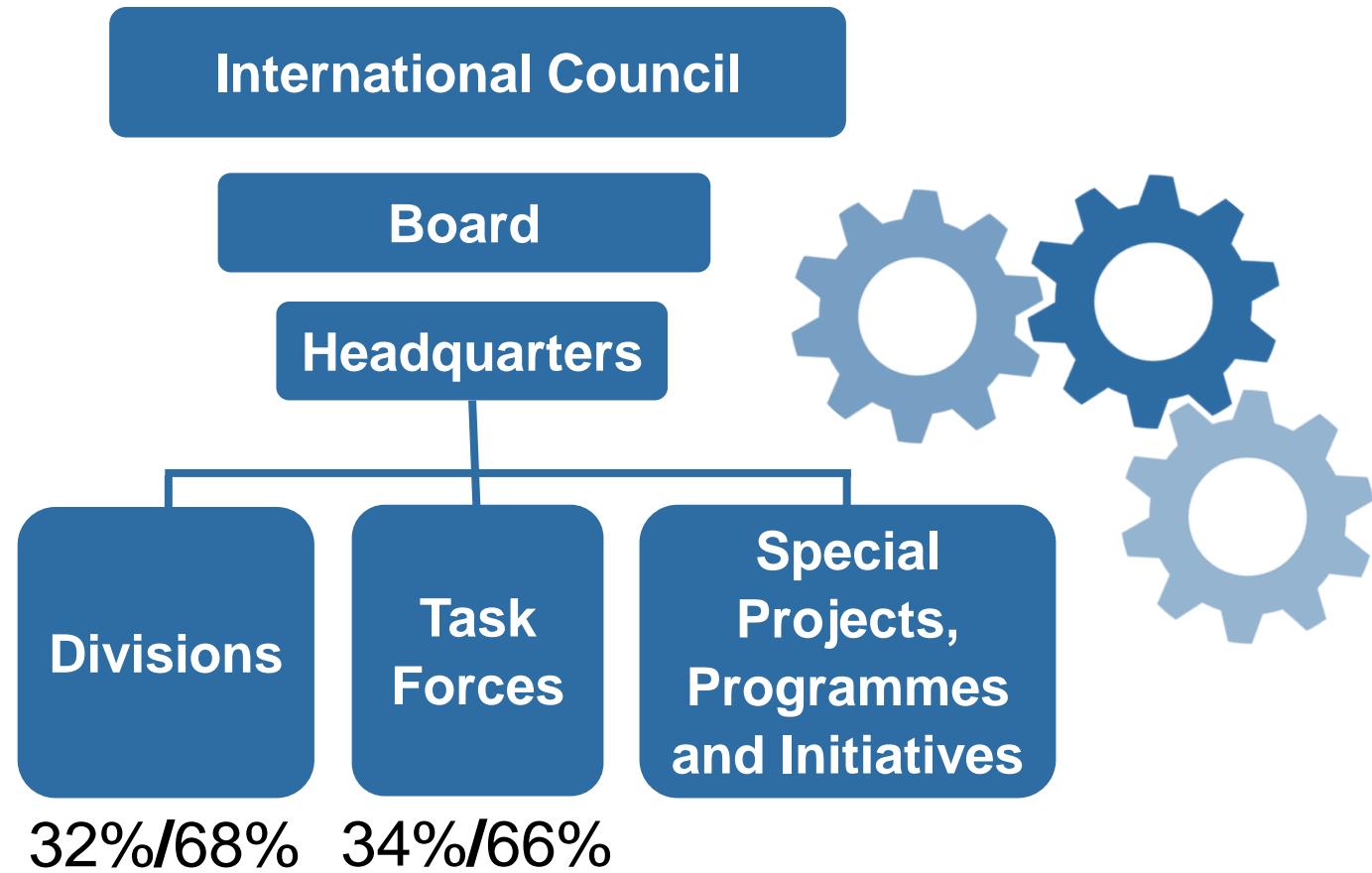


Women/Men

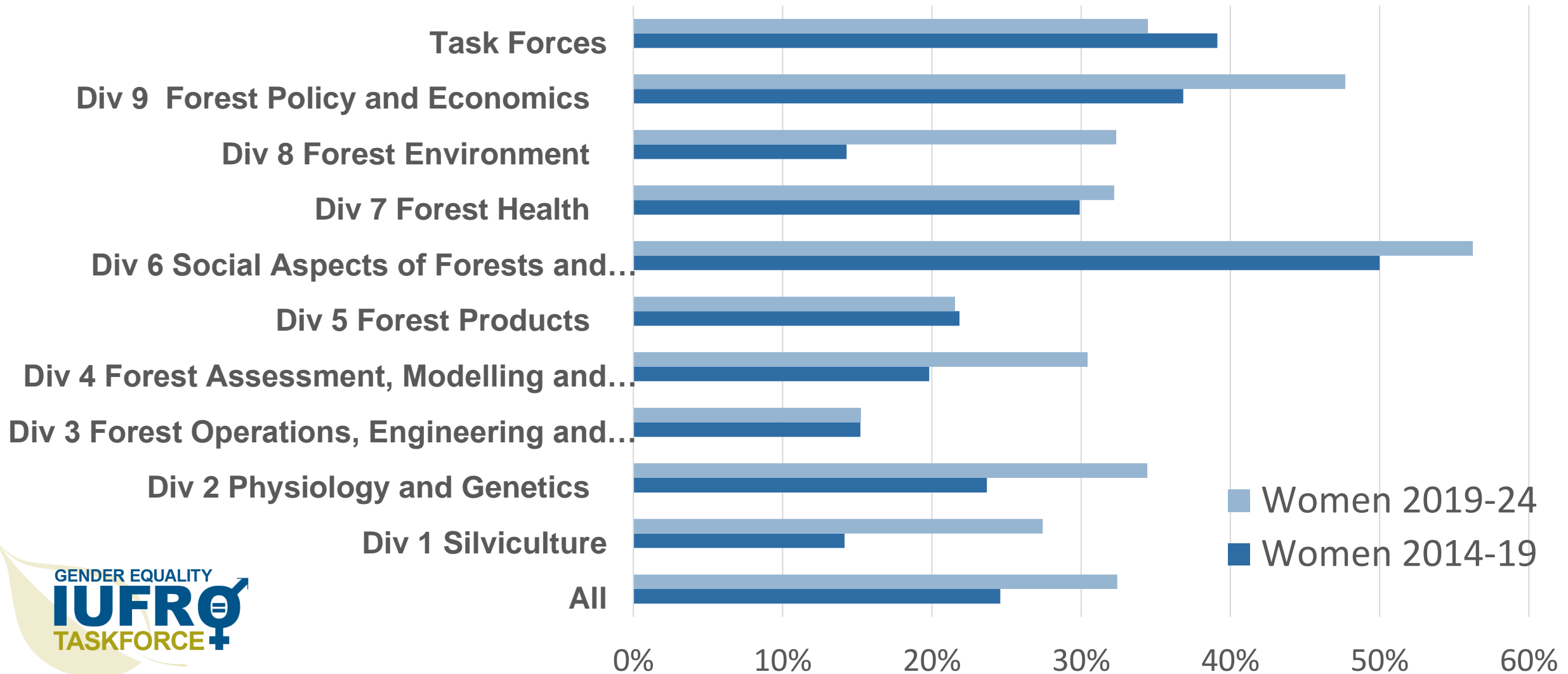
22%/78%

24%/76%

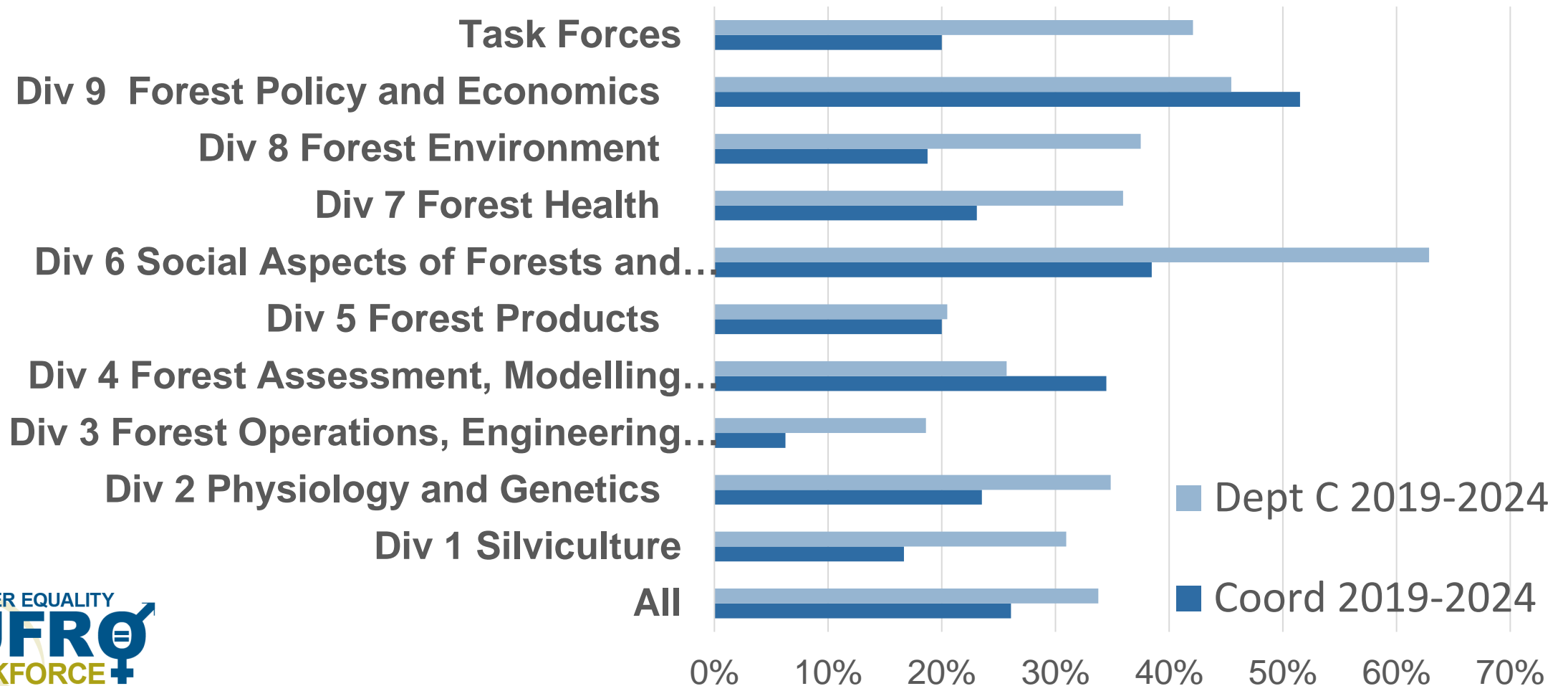
(50%/50%)



Representation: share of women as office holders



Representation: share of women as Coordinators and Deputy Coordinators



Officeholder survey

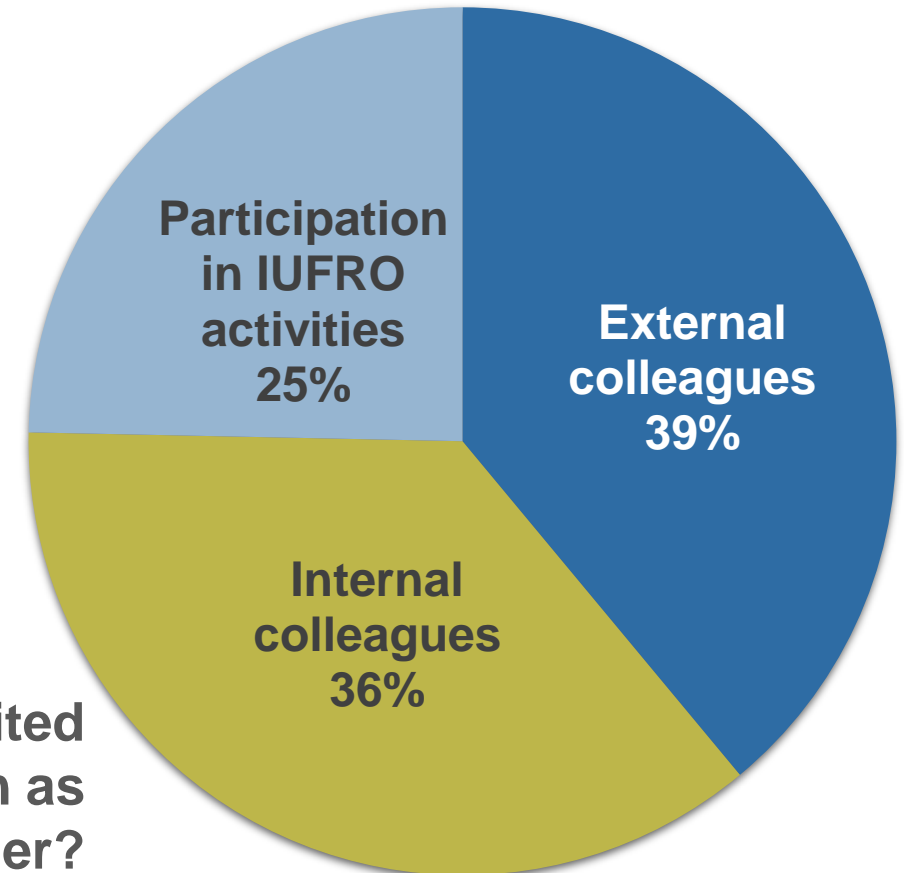
156 responses (response rate of 18%)

59% men & 41% women,

67%= at IUFRO 5 years or less

61%= Deputy Coordinators

How were you recruited
to your initial position as
officeholder?



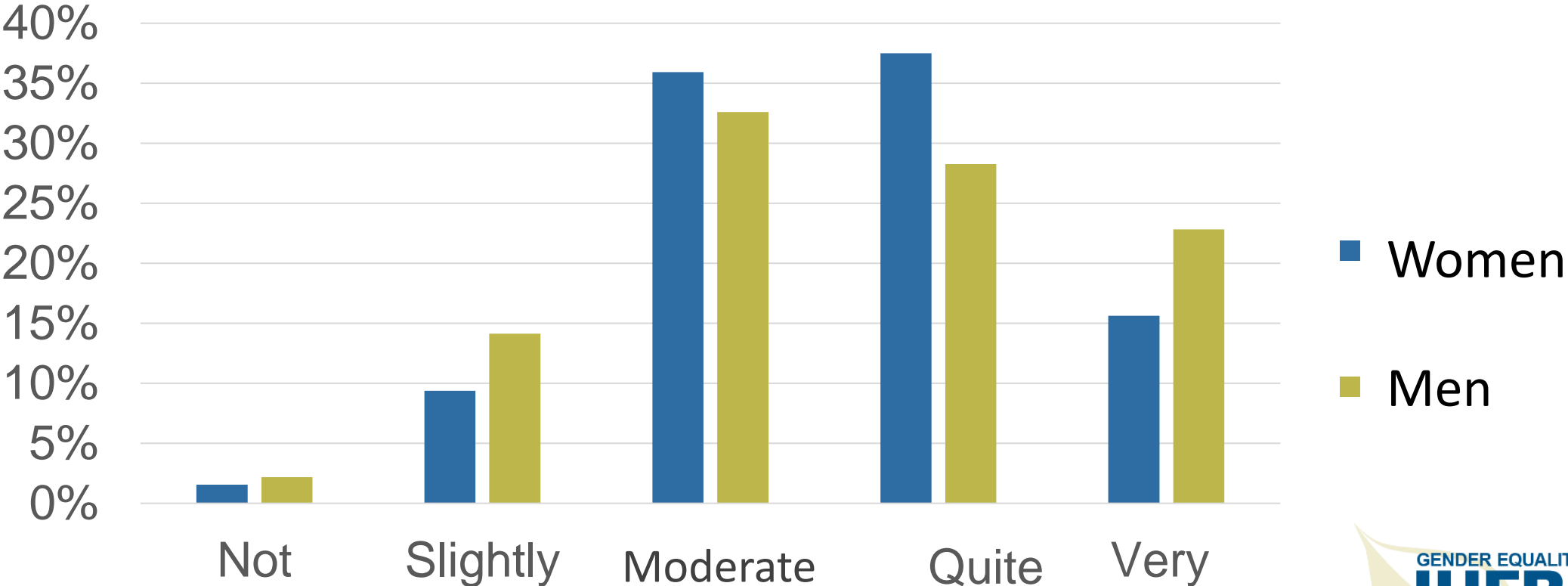


Do you experience gender inequality as a constraint to your participation in the IUFR network?

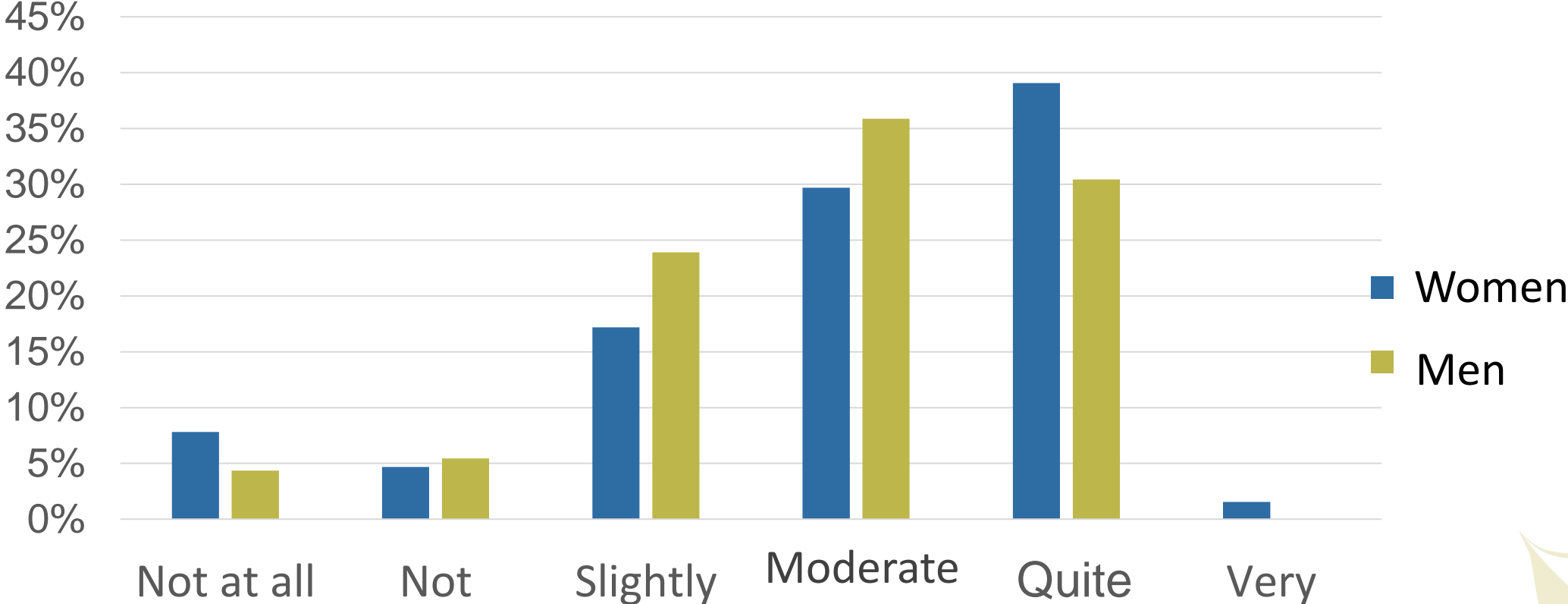
- 11% of the men
- 24% of the women

reported 5 or more on a 10-point scale

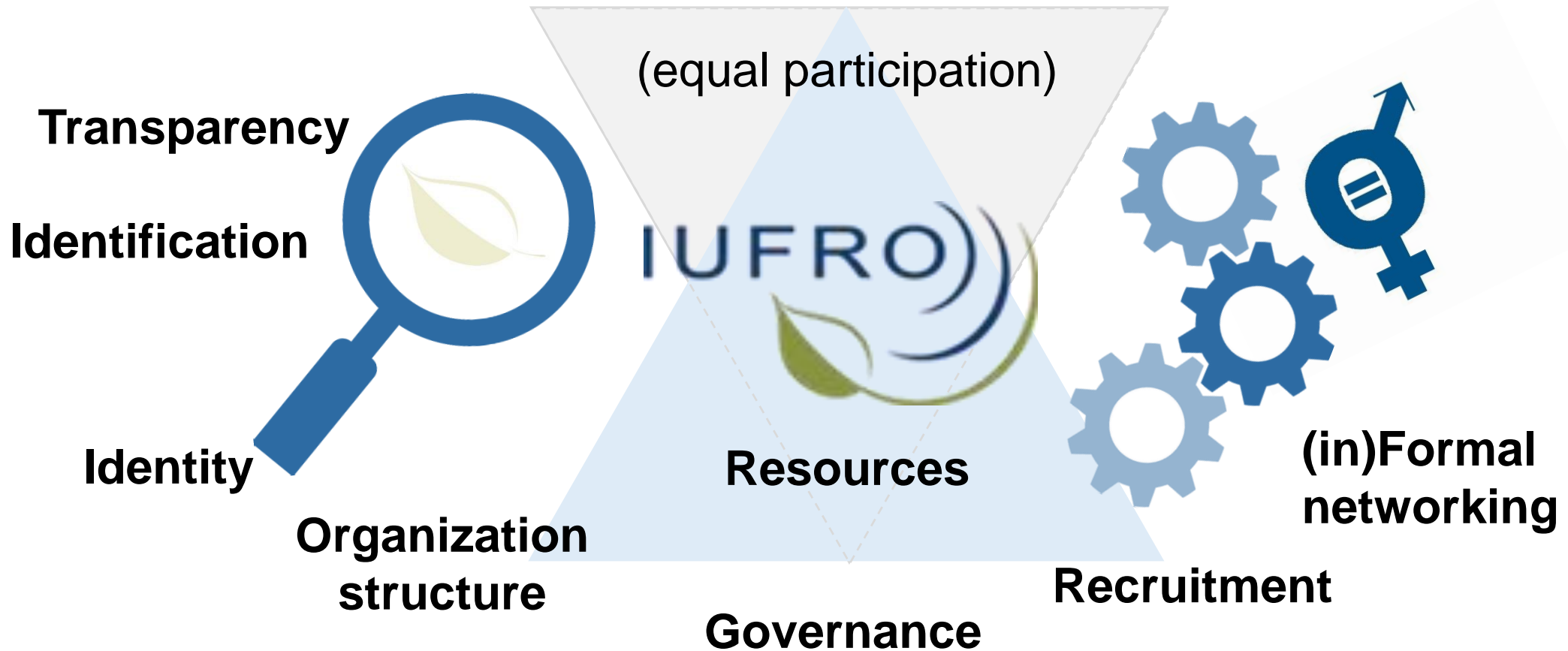
How important is the IUFRO network for your professional development?



To strengthen the participation of scientists on equal terms, how important is it to improve gender equality within the IUFRO network?



Barriers to inclusion





Mentimeter poll to the participants





Panel discussion

Moderator: Teppo Hujala

Panelists: IUFRO President *John Parrotta*

IUFRO Executive Director *Alexander Buck*

Dr. Kalpana Giri, Senior Program Officer RECOFTC/WRI

MSc. Theresa Klara Loch, IFSA Gender Commissioner



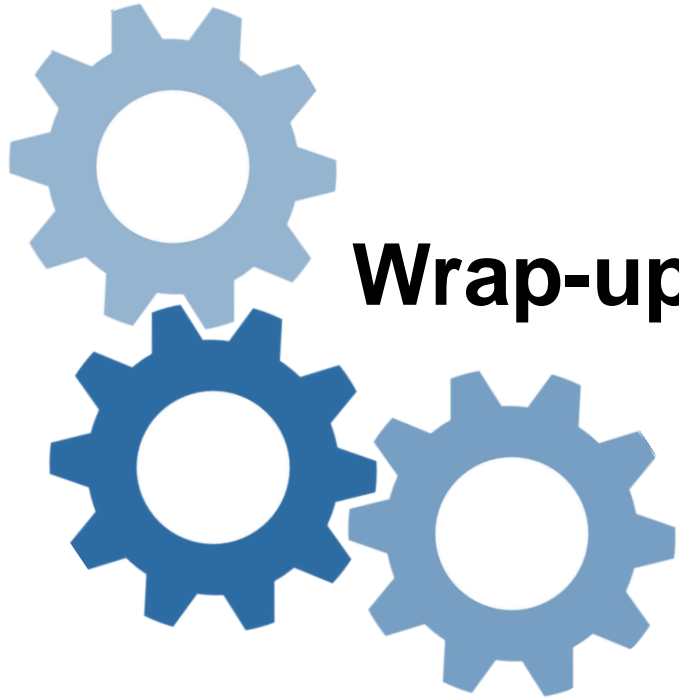


Questions

- Q 1.** From your perspective, what would be the three main arguments for engage in issue of gender (un-)equality within the IUFRO network?
- Q2.** From your perspective, what are the main challenges?
- Q3.** From your perspective, which actions do you believe will bring about a desirable change?

Final reflections from the panel



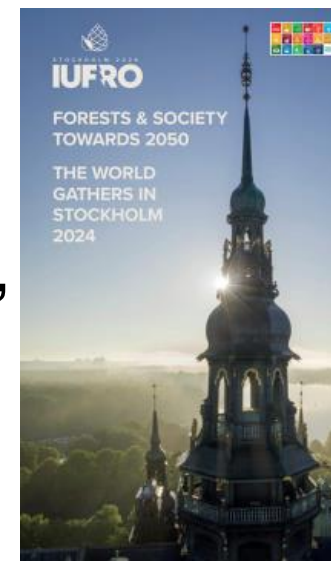
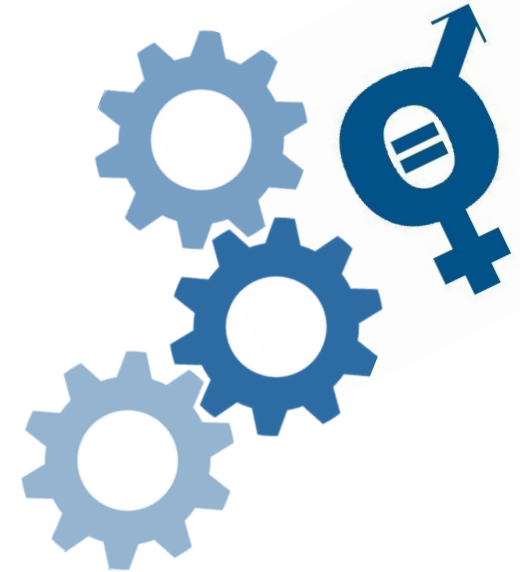


Wrap-up & Take-home message



What next & Final words

- Poster session
- Follow-up survey
- Complete the organizational analysis
- Compare gender equality initiatives
- List of gender expertise
- Develop a MOOC
- Organize “Gender Equality in Forestry”
themes and activities at IUFRO 2024



Welcome to Stockholm June 23-29, 2024



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Thank you for participating !

