



FOREST IN WOMEN'S HANDS (FEM4FOREST)

**NATIONAL REPORT
ON PILOT ACTIVITIES**

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- ✓ NOWA Training Counselling Project management (Austria)
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- ✓ Forest Owner Association Styria (Austria)
- ✓ PRIZMA Foundation for Improvement of Employment Possibilities (Slovenia)
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Contents

1. Introduction.....	5
2. Mentoring Program.....	6
2.1 National Report.....	6
2.2 Conclusions and further actions.....	7
3. New forms of cooperation.....	8
3.1 National Report.....	8
3.2 Feedback on implemented cooperation activities.....	13
4. Conclusions and future activities.....	14
5. Images and statements.....	15

1. Introduction

This chapter in the Transnational Report will be prepared by FAST Pichl

- description of developed pilot activities
- minimum requirements
- process of selection

Each partner country is asked to complete the following report for its selected activities.

2. Mentoring Program

2.1 National Report

National Mentoring Program		
First steps on national level (short description)	Introductory workshop on National Mentoring Program in Slovenia	
Dissemination activity to promote the module (e.g. mailing, PR etc.)	Female forest professionals and female forest owners, who showed interest through past Fem4Forest project activities were invited to join the National Mentoring Program via e-mail. Additionally, news about National Mentoring Program was posted on SFI social network (Facebook).	
Persons reached with dissemination activities	Target group(s)	Number of persons
	<input checked="" type="checkbox"/> Female forest owners	2
	<input checked="" type="checkbox"/> Female forest professionals	20
	<input type="checkbox"/> Decision Makers	
	<input type="checkbox"/> Executives	
	<input type="checkbox"/> Employers	
	<input checked="" type="checkbox"/> Employees	2
Mentoring program already started?	<input checked="" type="checkbox"/> yes	<input type="checkbox"/> no
If yes (not required in project duration)		
Date of implementation	25 th August 2022	
Short description of implementation so far (if relevant)	Four trained female mentors, who successfully finished international training course, presented the content of mentoring program. Janja Viher presented introduction to mentoring program, Petra Drame presented the module <i>Communication</i> , Saša Vochl the module <i>Systematic approach to mentoring</i> and Kristina Sever the module <i>Competences and requirements</i>	
Remarks	The main aim of this meeting was to present the mentoring program and to set-up the basis for training of	

	mentors that should take part in period from October to December 2022
Date of implementation	27 th October 2022
Short description of implementation so far (if relevant)	Janja Viher and Mateja Karničnik presented the basis of mentoring. In total 24 new mentor took part at training. Training was held at Slovenian forestry institute in Ljubljana.
Date of implementation	10 th November 2022
Short description of implementation so far (if relevant)	The next training will follow on 10.11.2022, where the topic "Mentoring and communication" will be led by Alex Gregorčič (MarsVenus Izobraževanja)
Date of implementation	8 th December 2022
Short description of implementation so far (if relevant)	The topic of the third training is "Competences, requirements and systematic approach in mentoring". This workshop will be led by Saša Vochl, Petra Drame and Kristina Sever

2.2 Conclusions and further actions

The presentations were followed by a discussion in which participants offered their comments and experiences on the importance of the mentoring program. Participants expressed their satisfaction with the content of the first workshop and with the group as they could share their experiences with mentoring and working in different working environments. The discussion about mentoring gave them different perspectives on the process and involved parties. They saw more importance and value in mentoring than before.

We have set tentative dates for mentor training. All trainings will be held in the morning, which according to the results of the survey is most convenient for the participants. Invitations to the mentoring program will be sent via email to female forest professionals and forest owners. In order to reach as many interested people as possible, including forestry students and young professionals, the invitation will also be published on social media.

Before the end of the project, we are planning a New Year's meeting, where we will also officially conclude the training of the mentors.

In addition to the planned mentoring workshops, the mentors will also meet at the final conference of the Fem4Forest project, which will take place on November 17, 2022, in Bled, Slovenia.

The idea is that the mentors will meet at least once a year to stay in touch and share their experiences. If possible, we will organize at least one training for mentor women per year.

3. New forms of cooperation

Forest walks and establishment of **Association “Women in Forestry”** were selected as new forms of cooperation to be implemented in Slovenia in T4 – as pilot action.

3.1 National Report

<p>Please describe the technical and organizational background of your measures:</p>
<p>In Slovenia, as in many other countries, the forestry sector is still a male domain. However, it should be pointed out, that women own 40% of Slovenia's forests. Additionally, more and more women are becoming actively involved in the sector as forestry professionals. So the situation is slowly changing towards more and more women in the traditionally male-dominated sector, bringing different perspectives and ways of working to the sector. Women also face different challenges than men. Therefore, when selecting the pilot actions, we took into account the fact that both informal and formal gatherings to exchange experiences and opinions would facilitate women's active participation in the forestry sector.</p>

Activity 1	
Content (short description)	The 1st Forest walk took place at one of the most forested area in Slovenia, Pohorje. The walk started with the introduction on Fem4Forest project and the main aim of the walk by Nike Krajnc (project leader) and was followed by presentation of forest walks by Dagmar Karisch – Gierer (PP FAST Pichl). During the 1 hour walk to the protected lake and back we stopped several times and talked about several topics: establishment of association of women in forest sector in Slovenia, how to organize a forest walk, why forest walks are important, who can organize forest walks, how to define the topics of forest walks and others. The walk was concluded with lively discussion and lunch in front of the Ribniška hut.
Date of implementation	22.6.2022
Duration (if relevant)	11:00 – 14:00

Event format / Setting (if relevant)	<input type="checkbox"/> online	<input checked="" type="checkbox"/> face to face
Location / medium (e.g. Hotel, Zoom; if relevant)	Ribnica na Pohorju, Slovenia	
Persons reached / participants	Target group(s)	Number of persons
	<input checked="" type="checkbox"/> Female forest owners	2
	<input checked="" type="checkbox"/> Female forest professionals	11
	<input type="checkbox"/> Decision Makers	
	<input type="checkbox"/> Executives	
	<input checked="" type="checkbox"/> Employers	1
	<input checked="" type="checkbox"/> Employees	3
Dissemination activity to promote the activity (e.g. mailing, PR etc.; if relevant)	The invitation was sent to our mailing list of women involved in forestry sector in Slovenia and published at our FB page.	
Responsible person(s)/institution(s) for organization and implementation (if relevant)	Slovenian Forestry Institute (Nike Krajnc, Katarina Flajšman, Polona Hafner)	
Remarks	First forest walk was organized together with Austrian partner, we invited Dagmar Karisch-Gierer to show as how forest walk should look like. With this initial forest walk we wanted to transfer experiences from Austria to Slovenia. We hoped that this is the way how we can present good practice example and transfer them from country to country.	

Activity 2	
Content (short description)	The 2nd Forest walk took place at Magolnik in Zasavska region. First, Nike Kranjc (project leader) made a short introduction on Fem4Forest project and the main aim of the walk. Then Jože Prah, local forester from Slovenia Forest Service welcomed us and presented the location and the activities that take place in House at Magolnik.

	After the introduction, we walked to the nearby forest, where Jože Prah and two other local foresters presented the process of marking trees before harvesting. We continued the walk around the area and during the 2 hours walk we stopped several times and discussed different forestry-related topics and made new friendships and connections.	
Date of implementation	2.9.2022	
Duration (if relevant)	10:00 – 14:00	
Event format / Setting (if relevant)	<input type="checkbox"/> online	<input checked="" type="checkbox"/> face to face
Location / medium (e.g. Hotel, Zoom; if relevant)	House on Mangolik, Zasavska region, Slovenia	
Persons reached / participants	Target group(s)	Number of persons
	<input checked="" type="checkbox"/> Female forest owners	10
	<input checked="" type="checkbox"/> Female forest professionals	26
	<input type="checkbox"/> Decision Makers	
	<input type="checkbox"/> Executives	
	<input type="checkbox"/> Employers	
	<input type="checkbox"/> Employees	11
	<input checked="" type="checkbox"/> Students	2
Dissemination activity to promote the activity (e.g. mailing, PR etc.; if relevant)	The invitation was sent to our mailing list of women involved in forestry sector in Slovenia and published at our FB page.	
Responsible person(s)/institution(s) for organization and implementation (if relevant)	Slovenian Forestry Institute (Nike Krajnc, Katarina Flajšman, Polona Hafner) Slovenian Forest Service (Jože Prah)	
Remarks	The large number of participants showed a high interest for forest walk. Even if the forest walk was led by a men we had an excellent experiences. Discussion was live and	

	participants expressed their satisfaction with the form of meeting and learning new things.
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Activity 3		
Content (short description)	The 3rd Forest walk took place in Tivoli, Rožnik and Šiška Hill Landscape Park in the centre of Ljubljana. We met at the Slovenian Forestry Institute which is situated right at the foothills of the Rožnik hill. First, Nike Kranjc (project leader) made a short introduction on Fem4Forest project and the main aim of the walk. Later, Saša Vochl, natural protection supervisor, presented her work and the challenges that she is facing in the urban forest of the Landscape park.	
Date of implementation	14.10.2022	
Duration (if relevant)	10:00 – 13:00	
Event format / Setting (if relevant)	<input type="checkbox"/> online <input checked="" type="checkbox"/> face to face	
Location / medium (e.g. Hotel, Zoom; if relevant)	Tivoli, Rožnik and Šiška Hill Landscape Park, Ljubljana	
Persons reached / participants	Target group(s)	Number of persons
	<input checked="" type="checkbox"/> Female forest owners	2
	<input checked="" type="checkbox"/> Female forest professionals	21
	<input checked="" type="checkbox"/> Decision Makers	3
	<input type="checkbox"/> Executives	
	<input type="checkbox"/> Employers	
	<input checked="" type="checkbox"/> Employees	6
	<input checked="" type="checkbox"/> Students	2
Dissemination activity to promote the activity (e.g. mailing, PR etc.; if relevant)	The invitation was sent to our mailing list of women involved in forestry sector in Slovenia and published at our FB page.	
Responsible person(s)/institution(s)	Slovenian Forestry Institute (Nike Krajnc, Katarina Flajšman, Polona Hafner) JP VOKA d.o.o (Saša Vochl)	

for organization and implementation (if relevant)	
Remarks	The third forest walk was in Ljubljana and we invited also some decision makers. Due to short noticed we didn't reach as many decision makers as we wanted. But the news about forest walks was now spread around forestry sector and we already have several propositions for next topics. If possible, we will organize next forest walk in winter 2022/23.

Activity 4		
Content (short description)	Establishment of Association "Women in Forestry"	
Date of implementation	Planned for November 2022	
Duration (if relevant)	Permanent	
Event format / Setting (if relevant)	<input type="checkbox"/> online <input checked="" type="checkbox"/> face to face	
Location / medium (e.g. Hotel, Zoom; if relevant)	Bled, Slovenia as a starting point	
Persons reached / participants	Target group(s)	Number of persons
	<input type="checkbox"/> Female forest owners	
	<input type="checkbox"/> Female forest professionals	
	<input type="checkbox"/> Decision Makers	
	<input type="checkbox"/> Executives	
	<input type="checkbox"/> Employers	
	<input type="checkbox"/> Employees	
Dissemination activity to promote the activity (e.g. mailing, PR etc.; if relevant)	Personal communication is important to gather a group of dedicated persons to start the process of establishment of association.	
Responsible person(s)/institution(s)	Slovenia Forestry Institute	

for organization and implementation (if relevant)	
Remarks	The idea for establishment of association of women in forestry in Slovenia was discussed on several occasions – at roundtables (T1 and T2) and also at the first meeting of mentors.

3.2 Feedback on implemented cooperation activities

After the three forest walks held so far, we can say that this type of gathering has filled a gap that was clearly perceived by women working in forestry. We have received only positive feedback from the women participants. The women forest owners talk openly about their experiences with the forest administration and forest contractors. They ask questions about issues that concern them and seek information on how to deal with forest contractors and forest visitors, for example.

The high number of participants also indicates satisfaction with the forest walks. Some of the women now attend the forest walks regularly, and new women join depending on the venue. Our goal is to reach as many women as possible in forestry sector, so the locations of the forest walks throughout Slovenia are selected with this in mind

At each forest walk, we encourage participants to name the topics they are interested in. So far we have two more agreed topics for forest walks on the list. One will be conducted by the owner of a large forest property in her own forest near Ljubljana, and the main topic will be fir tree management. The second planned walk will take place in the Štajerska region. It will also be led by the owner of a large forest estate and will deal with the topic of game damage.

4. Conclusions and future activities

Mentoring program:

The mentoring program was initially received with some skepticism, but nevertheless we received 13 applications for the international training of mentors prepared by NOWA in April-June 2022. The mentors who were selected for this mentoring program brought knowledge and new energy. We had a first meeting with potential mentors at the end of August. We decided to invite only women to this first round of training. We were pleasantly surprised by the high number of women who signed up for the mentoring program. We have 25 registrations for the training. We decided to hold 3 training sessions and an additional meeting in December. The program of training is nearly the same as at international training. We decided to have an external expert for training about communication. This training will take place at the end of October and beginning of November.

We plan to keep this group of women mentors active with annual meetings and training. We are also thinking of organizing a similar training for a new group of mentors (mixed group of women and men) if there is interest next year.

Forest walks:

The idea of forest walks was presented by an Austrian expert (Dagmar Karisch-Gierer) with excellent experience in organizing this kind of gathering. We believe that this positive example and the positive energy at the beginning of our forest walks gave us a positive "push", which can be seen in the number of participants in these walks. We have received only positive feedback and believe that this is the right way to bring together experts, forest owners and others interested in forestry. We have organized 3 forest walks and already have plans for the next 2.

One of the forest walks was led by a man, which is not usually the case in Austria. But from this experience we can say that this is also a good way to bring women and men together and discuss common problems in a relaxed environment. In any case, we plan to keep the forest walks in the coming years, and we believe that this is a new form of cooperation that will prevail in the long run.

5. Images and statements







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