

ALL - IUFRO Conference, 21 – 23 September 2022, Vienna, Austria

BOOK OF ABSTRACTS

ALL-IUFRO CONFERENCE 2022

**Forests in a Volatile World –
Global Collaboration to Sustain Forests and Their Societal Benefits**



INTERNATIONAL UNION OF FOREST RESEARCH ORGANIZATIONS

HEADQUARTERS, VIENNA, AUSTRIA

**University of Applied Arts ("Die Angewandte")
A-1030 Vienna, Vordere Zollamtsstraße 7
21-23 September 2022**

GENDER (UN-)EQUAL NETWORKING OF IUFRO SESSION

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

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Much of the classics in literature and research on gender balance in the forest sector has been based on models of economic rationality presumed to be universal and “a-gendered”. Our research starts from the assumption that economic processes are not “neutral” and we aim to produce insights on the efficiency of means and tools for achieving gender balance. By some scholarly literature, goals such as increasing resilience and robustness of the forest-based value chains will depend on the abilities to respond to current economic and societal transformation processes, seen by some even as multiple crisis. The question remains, in how far inclusion, the fostering of diversity and gender balance can influence resilience? This poster will present the results from a study funded by the Austrian Ministry of Agriculture, Regions and Tourism. It will, amongst other, illustrate the results from a survey amongst the Austrian participatory stakeholder platform “Walddialog” and other principal forestry related institutions and agencies [1]. The Walddialog (Austrian Forest Dialogue) is an internationally well-acknowledged process with the aim to promote a cross-sectoral consolidation of existing forest-relevant as well as forest-policy discussions and instruments at the federal and state levels. It has around 800 participants and the survey reached a response rate of n=206. Focus was on the connection between the attributed importance to gender and the perceptions of robustness towards crisis in sector-related enterprises. The poster will present a resulting “innovation sum index” for forestry sector enterprises and agencies. As regards the findings on a correlation between attributed importance of gender balance and perceptions of strengthening innovation and resilience, these cannot be confirmed by the data. However, respondents ranked employment status and gender as most important for diversity. Only the enterprises that ranked ethnic diversity with highest importance had also highest outcomes in the innovation sum index.

The role of women in forest bureaucracies: a gender perspective analysis from the representatives of conservation and production interests in Argentina

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Forestlands have become spaces of negotiation between conservation and production interests among state and non-state actors across the world. In this context, the role of women in forestlands has mainly been studied at local levels, showing that while women are associated to conservation activities, land distribution is concentrated in men. However, no studies have so far analyzed the role of women in forest bureaucracies. In Argentina, although women have

been gaining positions within specific activities of the forest sector, the number remains significantly small compared to men positions, resulting in a predominantly male dominant sector. Hence, this study aimed at analysing the role of women in forest bureaucracies and explaining the connections between their positions and the decision-making process of land use in forestlands, using the case of Argentina. To answer these questions, we analysed the staff working for the forest bureaucracies in charge of the main forest legal instrument in the country: the national forest conservation law. As a federal country, the provinces of Argentina have the power over the natural resources inside their territory resulting in a wide range of land use management scenarios according to the economic activities and political interests of the provinces. By means of the law, the national government gives a budget to the provinces to conserve forestlands and to develop a land-use planning of their forestlands. We interviewed representatives of the production and conservation forest bureaucracies of different provinces working in the application of the law and, additionally, we support our data, with information provided in the official bureaucracy web pages. Our data base was processed in a multivariate analysis to determinate the connection between the variables. We found a small percentage of women in the higher positions of forest bureaucracies compared to men and the women in these positions express to adopt a rigid posture on their decisions to gain respect among men. We observed women representatives mainly in activities that are against economic interests of the provinces or remain insignificant as conservation tasks, we discussed this could be intentionally as local people have more respect to the male image in authorities. Even if Argentina is a country where women rights are discussed and women representation in forest bureaucracies is aimed in strategic projects, they still do not play an important role in the decision-making process.

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

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Forestry is an almost entirely male-dominated sector (Larasatie, Barnett and Hansen, 2020; Ringblom and Johansson, 2019; Andersson and Lidestav, 2016). The existing data shows an underrepresentation of women in forestry, especially in leadership. This underrepresentation, disproportionate to the share of women in the total population, causes gender imbalance and low representation of a considerable share of the population among actors in the forestry sector. This is also true for the Austrian sector which, despite efforts to increase the number of women, remains largely male-dominated. These conditions point to the existence of remaining gender-specific barriers that prevent women from progressing at the same speed, being fully included in the workplace culture and attaining the same level of recognition. Studies (Böhling et al., 2021; Larasatie, Barnett and Hansen, 2020; Baublyte et al., 2019) confirm the existence of barriers. The study aims to depict gender-specific barriers in forestry and strategies to overcome them by looking at how female leaders in the Austrian forestry sector perceived the barriers they encountered in their careers, and the strategies they used to overcome them, thereby going beyond mere numbers to measure gender equality (Follo et al., 2017). Following