

Background Document for the FOREST EUROPE Expert Group on green jobs, education and training systems

1. Background

Following the outcomes of the 7th FOREST EUROPE Ministerial Conference (Madrid, Spain, 20-21 October 2015), the Expert Level Meeting held in Bratislava on 11-12 May 2016 approved FOREST EUROPE (FE) Work Programme (WP) for the period 2016-2020.

The FOREST EUROPE Expert Group on green jobs, education and training systems and (hereinafter termed “EG”) is established according to the FE WP, Action: 4.3 “*Enhancing the role of sustainable forest management in a green economy*” and its activities 4.3.1 and 4.3.2 “*Exchanging experience in education and training systems, defining requirements for green jobs in the forest sector, leading to preparation of guidelines on the promotion of green jobs*”.

Green economy and green jobs have been of the central topics of FE work in recent years resulting into Madrid Ministerial Resolution 1 “Forest sector in the center of Green Economy”, which was further reflected in the current FE WP through above mention action and activities.

Ministers responsible for forests committed themselves at the Madrid Ministerial Conference in the relation to social aspects of SFM and green jobs:

- Promote a forest sector and its related value chain that provides society with increasing opportunities for green jobs, which means that they are decent and connected to the management and use of forests and to environmentally friendly production processes based on goods and services from sustainably managed forests.
- Adapt education and training systems to changing conditions, technologies and new skills required in the forest sector and beyond.
- Promote social inclusion and efforts towards gender equality along the whole forest value chain.

The ministers also decided on following actions:

- Develop guidelines on the promotion of green jobs in the forest sector in the region.
- Exchange of knowledge and experience in education and training systems and in particular requirements for new skills for forest workers, forest managers and forest owners, in collaboration with the relevant institutions, with a view to identifying possible pan-European recommendations to this end.
- Explore possibilities for applying gender mainstreaming to the pan-European activities mentioned in the previous two paragraphs.

In order to implement above mentioned action, FE will enable dialogue and mobilise expert forum for exchanging experiences in education and training systems, in particular on requirements for new skills for forest workers, forest managers and forest owners in the context of green economy as well as other requirements for green jobs in the forest sector.

Based on the work of EG, FOREST EUROPE together with partners – signatory countries and relevant international institutions, will initiate the preparation of guidelines on the promotion of green jobs in the forest sector in the region (hereinafter Guidelines on the promotion of green jobs). The Guidelines will be delivered to the subsequent ELM for its consideration and possible adoption.

2. Detailed activities of the Expert Group

Detailed activities of the EG will be based on the Action 4.3 of the approved FE WP:

Activity	Time frame	Related Goals & Targets
Exchanging experience in education and training systems, defining requirements for green jobs in the forest sector, leading to preparation of guidelines on the promotion of green jobs		
<p>4.3.1. <i>An <u>expert group</u> shall identify (considering use of questionnaire survey if appropriate) and specify new skills required in a green economy and green jobs in the forest sector, taking into consideration the work done in this field, inter alia, in education and training systems, occupational health and safety, and other requirements for green jobs such as equality and gender issues, working conditions, job stability, and other related social issues.</i></p> <p><i>Subsequently, the expert group shall present its achievements at a <u>workshop</u> discussing requirements for green jobs and new skills needed including knowledge and experience in education and training systems in this context; thus identifying possible pan-European recommendations serving as a base for further work and the development of guidelines for the promotion of green jobs in the forest sector as well as outside of forest sector.</i></p> <p><i>This activity will be delivered in close cooperation with Joint UNECE/FAO Forestry and Timber Section.</i></p>	2016-2017	G2, G7 T2, T8
<p>4.3.2. <i>The <u>expert group</u> based on the outcomes of the Activity 4.3.1. and mandated by ELM shall develop guidelines on the promotion of green jobs in the forest sector in the region (implementation of Madrid Resolution 1 para 19).</i></p>	2018	G2, G7 T2, T8

3. Scope and objective of the work of the Expert Group

The EG is an informal body invited to share the expertise, exchange experience and formulate its opinions on the thematic areas related to requirements for green jobs including exchanging experiences in education and training systems specified below.

The objective of the work of EG is to provide policy and expert advice to the Expert Level Meeting and guidance to the Liaison Unit Bratislava (LUB) in their work related to the activities 4.3.1 and 4.3.2. of the FE Work Programme. More specifically, the EG will carry out the following tasks:

- Provide their expertise in identification of the relevant work done (studies, policy documents) and ongoing projects and initiatives related to in the thematic areas/aspects of green jobs in the forest sector identified below and provide recommendation how that work can further contribute to the promotion of green jobs in the forest sector.
- Provide experience, best practice examples, as well as issues tackled in the thematic areas/aspects identified below in their countries and/or the region (specifically on implementation of relevant international commitments to the national legislation, including cross sectoral aspects and policy coherence)
- Deliver their experience, main findings, and recommendations at the workshop to be organized, as well as to present conclusions to the subsequent Expert Level Meeting.
- Basing on the previous tasks done and respective findings, provide advice on the scope, content and format of the *Guidelines on the promotion of green jobs*, prepare the draft of these guidelines, and present it to the next Expert Level Meeting.
- Any other related tasks approved by the EG and in accordance with FE WP necessary for elaboration of the guidelines

Thematically, the expert group shall focus its work on following areas related to green jobs: *The indicative list below provides main aspects that are pertinent for green jobs in the forest sector and captures the areas taking into account ministerial commitments, relevant FE WP activities, findings of the State of Europe's Forest Report 2015 report as well as work done in this respect¹ by FE and other international institutions and bodies. The EG might reconsider the given scope and may propose modifications, if necessary, however they should be in line with the ministerial commitments and FE WP adopted at the ELM.*

1. Identification of new skills required in the forest sector in the context of green economy

- Skills for jobs in innovative technologies (usually high qualifications) within forest based bioeconomy
- Skills for professions related to ecosystem services provision (recreation, eco-tourism, human health, forest pedagogics)
- Other training areas (communication and negotiation skills for public participation and cross sectoral dialogue, wider ecosystem approaches, environmental ethics, etc)

The work in this area may also include collecting examples of cross sectoral cooperation - how the forest sector / ministries responsible for forests cooperates in policy making and/or communicate their policies and sector's needs for new skills with education sector (ministries responsible for education, vocational schools, universities); how forestry schools and universities communicate with industry and companies on new skills required by them.

2. Occupational health and safety (accident recording, standards) – forestry profession (mainly workers) remains a dangerous occupation with high accidents rates mainly among forest workers. In some countries, there are significant shortcomings in monitoring of

¹ e.g. Forest Europe's Green economy and social aspects of SFM, UNECE/FAO Guide to good practice in contract labour in Forestry, ILO Guidelines for labour inspection in forestry

accidents mainly among self-employed contractors (a group with highest share of accidents) as well as in their prevention. Training standards mainly for low qualified work varies across Europe. Certification schemes often lack quality control/assessment or certification is not required mainly for lower qualified work which strongly influences occupational health and safety.

3. **Gender issues** – Proportion of female workforce in forest sector is still low while mechanisation and new technologies often change character of work even in forest, thus providing opportunities to improve gender balance in the sector. Simultaneously, forest sector challenges to attract young people to work in forest sector in many countries where attracting women can be seen as one of the opportunity to address issue of recruitment of new workers.
4. **Migrant workers and long term unemployed people** represents a specific group they may require specific training mainly for low qualified operation. There are also specific issues linked with their working conditions and other social issues.
5. **Other social issues** (working conditions, job stability, fair salaries, rights of the workers, age structure, etc.) which affects various professions across the sector in different ways and significantly differ depending on socio-economic conditions in different countries/parts of the region.
6. **Monitoring and reporting** is a cross-cutting issue applying in several aspects the forest sector workforce identified above – mainly missing data on self-employed contractors and sub-contractors, or forest owners doing the operation on their own may significantly influence statistics. These groups are often omitted from monitoring and statistics in some countries due to socio-economic changes (e.g. outsourcing of forestry operations), which were sometimes not reflected by the data collection systems. Reporting issues should be addressed together with WP Action 4.2 Forest monitoring and reporting.

4. Composition of the EG

The EG is to be composed of relevant experts nominated by signatory countries and observer organisations/countries.

The EG will be open ended. In case of need other relevant independent experts or relevant organisations can be invited to provide their expertise on specific subjects.

5. Mode of work and the outputs

The EG is established by the FE WP for the period 2016-2020 approved by the Expert Level Meeting held in Bratislava on 11-12 May 2016.

Duration: XII 2016 – 2018.

Common preparation

These FE activities shall be delivered in close cooperation with Joint UNECE/FAO Forestry and Timber Section reflecting UNECE/FAO Integrated Program of Work. This cooperation includes joint organisation of the workshop and mutual preparation of the Guidelines on the promotion of green jobs. EG should therefore cooperate with Joint UNECE/FAO Forestry and Timber Section and its Team of specialists on Green Jobs to avoid duplications and save resources. Moreover, active involvement of other relevant actors is welcome and appreciated.

Expected outputs:

- **Workshop** on green jobs resulting into the recommendations including best practice examples on the tackled issues where available
- **Draft Guidelines on promotion on green jobs** (common FE / UNECE/FAO guidelines)

Methods of work of the EG comprise face-to-face meetings (including thematic sub-groups meetings when the EG finds them appropriate) combined with continuing work between the meetings e.g. analysing documents, preparing drafts of documents, etc. If there is a need to discuss particular issues between the face-to-face meetings, an online meeting or consultation can be arranged. In case of any specific topics not covered by the EG, invited experts might be engaged. The EG might consider contribution of conducting a questionnaire survey if there is a necessity to collect data or information which cannot be brought by the EG. Moreover, other appropriate forms of work can be considered by the EG, considering their effectiveness, efficiency and transparency.

6. Annex

Proposal of the tentative “Road Map” of the Expert Group on green jobs, education and training systems

Activity	Date
1. First EG meeting <ul style="list-style-type: none"> • Discussing and specifying the thematic focus of the EG • Collecting best practices as well as main issues from national/regional contexts regarding green jobs in forest sector • Collecting information of the work done so far on the specified specific aspects related to the green jobs in forest sector 	I 2017
2. Continuing in collecting best practices as well as main issues from national/regional contexts and analysing the work done in this respect <ul style="list-style-type: none"> • preparation for the workshop • on-line meetings and consultations according the needs 	I 2017 – IV 2017
3. Workshop on green jobs in the forest sector Possible EG meeting organized back-to-back to formulate and analyse outputs and recommendations from the workshop and possibly also to discuss the scope, content and format of the future Guidelines on the promotion of green jobs	V 2017
4. Continuing in collecting and analysing outputs and recommendations from the workshop	V 2017 – VI 2017
5. Continuing in discussion of the scope, content and format of the future Guidelines on the promotion of green jobs	IX 2017 - X 2017
6. Presentation of the main conclusions and recommendation from the previous tasks to the FE ELM	Forest Europe ELM (XI 2017)
7. EG meeting preparation of the draft of the Guidelines on the promotion of green jobs	XI 2017
8. Continuing the preparation of the draft of the Guidelines on the promotion of green jobs On-line meetings and consultations according the needs	XII 2017 - 2018
9. EG meeting finalizing the draft of the Guidelines on the promotion of green jobs	2018
10. Presentation of the draft Guidelines at the FE ELM	Forest Europe ELM (2018)