Promoting Green Jobs in the Forest Sector

27-28 June 2017, Bratislava, Slovakia

Programme and Useful Information
FOREST EUROPE

FOREST EUROPE is a voluntary high-level political process that develops common strategies for its 47 signatories (46 European countries and the European Union) on sustainable management of forests in the European region. It takes decisions on common aspects of highest political relevance regarding forests, forestry and forest related issues in order to maximise the contribution of European forests to the ecological, social and economic well-being of the region. FOREST EUROPE’s mission is to enhance the cooperation on forest policies in Europe under the leadership of ministers, secure and promote sustainable forest management with the aim of maintaining the multiple functions of forests crucial to society, as it continues with the realisation of the Goals and 2020 Targets for European Forests, adopted at the Sixth Ministerial Conference in Oslo, in 2011.

FOREST EUROPE cooperates with global forest related processes and institutions to enhance the contributions of European countries not only to protection of forests on the planet, but also towards implementation of the 2030 Agenda for Sustainable Development, the Paris Agreement and other global commitments for wellbeing of the society.

Based on the high-level commitments made at seven ministerial conferences held to date, useful policies and tools for sustainable forest management, such as widely adopted guidelines and criteria and indicators, have been developed and brought into practice. The State of Europe’s Forests represents a flagship publication produced ahead of each ministerial conference. An implementation plan for the commitments made at each conference is set out in a rolling multi-year work programme reflecting latest developments, knowledge and innovations on emerging issues.

Between Ministerial Conferences, the FOREST EUROPE process is overseen by Expert Level Meetings and coordinated by a group of five countries, known as the General Coordinating Committee, supported by a rotating secretariat (Liaison Unit).

ECE/FAO Forestry and Timber Section

In 2017, the United Nations Economic Commission for Europe (ECE) and the Food and Agriculture Organization of the United Nations (FAO) celebrate seventy years of cooperation in the service of forestry and people.

The joint ECE/FAO Forestry and Timber Section monitors the state of forests in the region, helps in developing evidence-based policies for sustainable forest management, communicates about the products and ecosystem services provided to society and assists countries to monitor and manage forests.

It works with countries of the region as well as forest stakeholders—from forest owners, to businesses, to environmental NGOs—to address challenges related to sustainable forest management. This is done through organizing meetings to agree upon action to be taken, gathering of experts on specific challenges, events to raise awareness on specific forest-related issues, and by compiling and analysing data and sharing this knowledge through publications and other communication material.

In 1947, the International Timber Conference called attention to the importance of questions related to forest sector workforce. The concept of a joint work on that topic originated a few years later in Geneva and in 1954, as part of the move towards a dynamic forest policy, the Joint Committee on Forest Working Techniques and Training of Forest Workers was founded under the joint auspices of ECE, FAO and the International Labour Office (ILO).

Study groups (1955 -1978), in which the technical work of the Committee was undertaken, were focused on the importance of security of employment, competitive wage rates, adequate living conditions, technical training facilities and better safety measures for forest workers. ILO participated in the work of the Committee and helped its work with the provision of scholarships and other awards.

In 1978, a more streamlined structure, based on teams of specialists and seminars was established. The Joint Committee was converted into a Network, with a more flexible structure. Today the work is carried on by the Team of Specialists (ToS) on Green Jobs in the Forest Sector – ECE/FAO/ILO Expert Network, which focuses on defining, describing and promoting green jobs and has contributed to reinforcing cooperation between forestry training centres with a view to shaping the future of employment in the sector.

The work of the Team is based on the Rovaniemi Action Plan for the Forest Sector in a Green Economy, which describes how the forest sector could lead the way towards and contribute to the emerging green economy in the ECE region. The Plan provides concrete actions meant to support and stimulate national strategies and activities that enhance the contribution of the forest sector to a green economy. One of the Plan’s underlying pillars is focused on the development of green jobs in the forest sector.
Program Overview

Tuesday, 27th June 2017

08:30 - 9:30  Registration

09:30 - 09:45  Opening Speech
Gabriela Matečná, Minister of Agriculture and Rural Development of the Slovak Republic

09:45 - 10:00  Opening remarks by FOREST EUROPE, UNECE, FAO
Ľudmila Marušáková, Alicja Kacprzak

10:00 - 12:30  Plenary Session: Setting the Scene

12:30 - 14:00  Lunch break

14:00 - 16:00  Panel Discussion

16:00 - 16:10  Conclusions and introduction of the themes of parallel sessions

16:30 - 20:30  Field Trip

Wednesday, 28th June 2017

09:00 - 09:30  Registration

09:30 - 12:00  Parallel Sessions I and II

12:00 - 12:30  Presentation of the Working Groups’ outcome

12:30 - 14:00  Lunch break

14:00 - 16:00  Parallel Sessions III and IV

16:00 - 16:30  Presentation of the Working Groups’ outcome

16:30 - 17:00  Conclusions and further steps
Plenary Session: Setting the scene
Tuesday, 27th June 2017, 10:00 - 12:30

Moderator: Alexander Buck, Executive Director, IUFRO
Conference room: Panorama Gallery (6th floor)

10:00 - 10:10 Message from the EU Green Week
European Commission

10:10 - 10:35 The concept of Green jobs according to the International Labour Organization (ILO)
Jovan Portić, ILO

10:30 - 11:00 International Standard Classification of Occupations and respective competences in the labour market
Soňa Šedajová, Trexima Bratislava

11:00 - 11:30 Coffee break

11:30 - 11:45 Green jobs in the forest sector - joint efforts of FOREST EUROPE, ILO, UNECE, FAO
Michal Vančo, FOREST EUROPE

11:45 - 12:05 Examples of occupations and potential new green jobs in the forest sector
Diarmuid McAree, UNECE/FAO/ILO Team of Specialist on Green Jobs

12:05 - 12:30 The Potential of the bioeconomy for the creation of green jobs in Sweden
Stefan Karlsson, Swedish Forest Agency

Panel Discussion
Tuesday, 27th June 2017, 14:00 - 16:00

Moderator: Alexander Buck, Executive Director, IUFRO
Conference room: Panorama Gallery (6th floor)

Block 1 The Current situation and the complexity of green jobs
Block 2 Challenges and Opportunities for more green jobs in the future

Panelists:
- Rory Harrington, VESI Environmental Ltd., Ireland
- Knut Øistad, Norwegian Institute of Bioeconomy Research, Norway
- Peter Mayer, Federal Research and Training Centre for Forests, Natural Hazards and Landscape, Austria
- Pierre Hermans, PHBois Forest Office, Belgium
- Bernhard Budil, CEPF
- Piotr Borkowski, EUSTAFOR
- Ünal Örnek, OR-KOOP, Central Union of Turkish Forestry Cooperatives, Turkey
- Andrzej Schleser, The State Forests National Forest Holding, Poland
Background for Panel Discussion

Block 1 Current situation and complexity of green jobs

At the Madrid Ministerial Conference in 2015, ministers from European countries adopted Resolution 1 "Forest Sector in the centre of Green Economy 2015" where green jobs in the forest sector are defined as decent jobs connected to the management and use of forests and to environmentally friendly production processes based on goods and services from sustainably managed forests. This block should focus on the current situation in the forest sector at the operational level - existing examples of green jobs, how to facilitate progress towards green jobs, challenges and ways on how to improve the situation of those who work in forests.

Block 2 Challenges and Opportunities for more green jobs in the future

Global megatrends, innovative technologies as well as strategies towards new production and consumption patterns such as the bioeconomy or the circular economy provide challenges as well as opportunities for the forest sector to maintain its competitiveness and role in the society. This block should focus on the role of the forest sector workforce in responding to these new trends, and answer the questions how we should adapt the workforce to fulfil future sector’s needs, how we can promote the creation of new decent and green employment opportunities as well as ensure a skilled workforce for the future forest sector.
Speakers background:

Moderator: Alexander Buck

Alexander Buck started his professional career at BOKU University where his research was focused on forest certification. From 1998, he was part of a small team which prepared the 4th Ministerial Conference on the Protection of Forests in Europe, held in April 2003 in Vienna, Austria. He played a key role in shaping a pan-European approach to national forest programmes (NFPs) which has since become one the most important policy tools of the Forest Europe process. Alexander then joined the IUFRO Secretariat as Deputy Executive Director and was instrumental in positioning IUFRO at the science-policy interface. In 2010, he was appointed IUFRO Executive Director.

Jovan Protić

Jovan Protić is the ILO National Coordinator for Serbia under the ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe in Budapest.

Soňa Šedajová

Soňa Šedajová is a consultant in field of employment and productivity, who took part in the revision of the Slovak Classification of Occupations in 2015 and performed as Secretary of two sectorial councils in the project National Framework of Occupations. She is responsible for international projects such as Erasmus+ or Interreg and she is contact point for international cooperation.

Michal Vančo

Michal Vančo is a policy adviser at FOREST EUROPE Liaison Unit Bratislava. Formerly he was working on continuing education of forestry professionals at National Forest Centre in Slovakia where he coordinated international activities related to forestry education and implemented several e-learning projects. He has an academic backgroung in forestry and IT.

Diarmuid McAree

Formerly Chief Forestry Inspector of the Irish Forest Service, Mr McAree is now a Forestry Consultant and Advisor and part-time University Lecturer. With the Forest Service he dealt with all national and international forestry related matters and has represented Ireland at EU, UN and many other international forestry fora. He holds degrees in Forestry, Microbiology, Entomology and Pathology from University College Dublin and the University of Florida, Gainesville, USA. He is currently Deputy Leader of the ECE/FAO/ILO Team of Specialists on Green jobs in the Forest Sector and a Director of Crann - Trees for Ireland.

Stefan Karlsson

Senior Government official at the Swedish Forest Agency in Sweden. Mr Karlsson holds a Master's degree in Social Science with a major in Political and Economic Science. He has more than 17 years of experience in working with a wide range of assignments in strategic forest policy and economics in forestry and forest industry, both at the national, regional and global levels. He took part in the government-lead working group to develop proposals for the set-up and implementation of the Swedish National Forest Programme together with other stakeholders. He has also been project leader for the negotiation and implementation of the EU Timber Regulation (EUTR) in Sweden.
Panelists background:

Rory Harrington

Rory Harrington is a Senior Scientist with VESI Environmental Ltd., Cork, Ireland, in charge of integrated programmes in land and water management. Formerly, he was a Senior Resident Engineer at Waterford County Council where he was responsible for applying the Integrated Constructed Wetland (ICW) concept. In 2010, he had earlier retired as Senior Scientist at Ireland’s Department of Environment, where he was Divisional Manager at the National Parks and Wildlife Service. He is a graduate of University College Dublin, Ireland and Yale University, USA.

Knut Øistad

Knut Øistad is a forester by profession. His education is from the University of Life Sciences, Norway and University of Minnesota, USA. He has worked as researcher, as chief regional forester in the forest owners association, head of unit in the Norwegian Research Council, as Deputy Director General in the Ministry of Agriculture and counsellor for agriculture, forestry and rural development in Brussels. Knut Øistad is currently Head of Department, Department of Economics and Society in the Norwegian Institute of Bioeconomy Research (NIBIO). Moreover, he participated in Norwegian delegations to various intergovernmental meetings on forests, in the United Nations, Forest Europe and in the Nordic region for many years, as well as in the climate change negotiations, UNFCCC. Currently, he also serves as the chairman of the board of the European Forest Institute (EFI).

Peter Mayer

Peter Mayer is a Managing Director of the Austrian Research Centre for Forests (BFW), responsible for the development and implementation of the overall strategy and financial operations of BFW. From 2003 to 2010 he was Executive Director of IUFRO, the International Union of Forest Research Organizations. From 1998 to 2003 Peter Mayer was the head of the Liaison Unit of Forest Europe responsible for the development of the pan-European forest policy. He holds a Masters degree in forestry and political science and a PhD in forest policy.

Pierre Hermans

Pierre Hermans is founder and manager of the forest and timber consultancy company ‘PHB Forest Office’ based in Belgium. He holds a Bachelor in Economy, a Master in Political Science and International Relations from the University of Liège (Belgium) and has followed the ‘Forest Management Course’ at the Faculty of Agronomic Sciences of Gembloux (Belgium). For more than twenty years, he has conducted numerous consultancy missions in most European countries on behalf of forest owners, major timber traders and timber industry actors. He collaborates regularly with certification bodies, he is FSC Group Manager for small forest owners in Belgium. He is an expert member of the UNECE-FAO ‘Sustainable Forest Products’ and ‘Wood Energy’ Teams of Specialists in Geneva and an active member of the FAO ‘Forest Communicators Network’.
Bernhard Budil
Bernhard Budil is the Secretary General of the Confederation of European Forest Owners (CEPF), Austria

Piotr Borkowski
Piotr Borkowski has his MSc in Forestry, graduated in 1993 from the Forestry Faculty at Warsaw Agricultural University. From 1993 to 2000 he worked at a forest district of the Polish State Forests - National Forest Holding and dealt with forest management planning, forest harvesting planning, land surveying and geodesy. From January 2004 - December 2007 was head of the Liaison Unit Warsaw of the Ministerial Conference on the Protection of Forests in Europe (MCPFE- currently FOREST EUROPE). Since September 2012 he works as the Executive Director of the European State Forest Association (EUSTAFOR).

Ünal Örnek
Ünal Örnek is the coordinator of the Central Union of Turkish Forestry Cooperatives. He is an agricultural economist and a writer who built experience in agriculture, forestry and cooperative organization. Mr Örnek worked on projects with the Union of the Chamber of Turkish Agriculture and World Bank rural development and agricultural organizations. He had an active role in ICAO, the ICA's agricultural sectoral organization, as a representative of ORKOOP and Turkish agriculture. Further, Mr Örnek is a member of ICA's Cooperative Europe Board and has been deeply engaged in strategic planning and policy-making for rural areas and agricultural development in Turkey.

Andrzej Schleser
Andrzej Schleser works at Directorate General The State Forests National Forest Holding in Warsaw, Poland. Mr Schleser is a forestry engineer, project manager and coach. For 26 years he has been working in the State Forests in various positions - from forestry officer to the head of the development and innovation department at the regional directorate of the State Forests in Gdańsk. Since the beginning of his career he has been involved in creating a private forestry service sector. In recent years he has been leading projects related to the development and support of the forest enterprise sector, forest works quality management and cross-border cooperation. He currently manages the project “Polish Wooden Houses - live in harmony with the Nature”.
Morning Parallel Sessions

Parallel Session I: 
Occupational health and safety of forest workers 
Wednesday, 28th June 2017, 09:30 - 12:00

Moderator: Andrzej Schleser, State Forests, Poland
Conference Room II (1st floor)

- How health and safety of forest workers are addressed in the international FSC certification scheme
  John Hontelez, FSC

- How health and safety of forest workers are reflected in the PEFC certification scheme at the national level
  Hubert Paluš, PEFC

- Health and safety of forest workers in the occupational certification developed by forestry cooperatives
  Ünal Örnek, OR-KOOP, Central Union of Turkish Forestry Cooperatives

Parallel Session II: Education and training for new skills development in the forest sector 
Wednesday, 28th June 2017, 09:30 - 12:00

Moderator: Ludmila Marušáková, FOREST EUROPE - Liaison Unit Bratislava
Conference Room Panorama Gallery (6th floor)

- Blueprint for Sectoral Cooperation on Skills and Erasmus+ programme for new skills development
  Alexandra Junášková, Slovak National Agency for Erasmus+ programme

- Support for specific green jobs in forestry through the EU Bioeconomy Strategy and Horizon 2020
  Doru-Leonard Irimie, Bioeconomy Directorate of the DG Research and Innovation

- New skills requirements and innovative approaches to knowledge transfer in forestry education
  Mika Rekola, University of Helsinki, IUFRO working group “Forestry education”

- Forestry education in Forestry Extension Institute in Norway
  Bjørn Helge Bjørnstad, Forestry Extension Institute, Norway

Presentation of the Working Groups’ outcomes 
Wednesday, 28th June 2017, 12:00 - 12:30

Conference Room Panorama Gallery (6th floor)
Afternoon Parallel Sessions

Parallel Session III:
Social equity and gender issues
Wednesday, 28th June 2017, 14:00 - 16:00

**Moderator:** Ludmila Marušáková, FOREST EUROPE
Conference Room Panorama Gallery (6th floor)

- **Gender aspects in forestry - the view from Scotland and the United Kingdom**
  Eleanor Harris, ConFor - Confederation of Forest Industries

- **Social aspects of the forest sector workforce in Serbia and the Western Balkans**
  Branko Glavonjic, Forestry faculty, University of Belgrade

- **Social aspects of the forest sector workforce in Ukraine and Eastern Europe**
  Orest Kyjko, Ukrainian National Forestry University

- **Migrant workers in the forest sector in Germany**
  Thilo Wagner, State enterprise for forestry and timber Northrhine-Westphalia, Forest education center, Arnsberg

Parallel Session IV:
Creating green job opportunities in the forest sector
Wednesday, 28th June 2017, 14:00 - 16:00

**Moderator:** Diarmuid McAree, Crann-Trees for Ireland
Conference Room II (1st floor)

- **Opening session IV and introducing the key factors for innovation and the positive future for rural regions from a green forest jobs point of view**
  Diarmuid McAree, Crann- Trees for Ireland

- **Cross-sectoral approach to green jobs creation in integrated programmes of land and water management; examples, experiences and findings**
  Rory Harrington, VESI Environmental Ltd

- **Green Care FOREST: Prescribe yourself a dose of forest. Jobs! Jobs. Jobs?**
  Christian Lackner, Federal Research and Training Centre for Forests, Natural Hazards and Landscape Austria

- **New green forest jobs potential - The example of funeral forests in Germany and other European countries**
  Josef Herkendell, Ministry for Climate protection and Environment, Land North Rhine-Westphalia

Presentation of the Working Groups’ outcomes
Wednesday, 28th June 2017, 16:00 - 16:30

Conference Room Panorama Gallery (6th floor)
Background for Parallel Sessions

Parallel Session I: Occupational health and safety of forest workers

Forestry work is generally characterized by a combination of natural risks and risks directly related to forestry operations. Natural risks are associated with steep and broken terrain, dense crops and adverse working conditions, including extremes of climate - both hot and cold. The negative effects of these natural features can be increased by the inadequacy or absence of factors such as proper work-site facilities, appropriate equipment and protective clothing.

Industrial forestry work may be roughly divided into three categories: silviculture, harvesting and processing. If accidents are broadly grouped along these lines, harvesting-related accidents account for approximately up to 70 percent of total accidents (ILO). Within forest harvesting, felling and cross-cutting are the jobs most prone to accidents, particularly the most serious and fatal ones.

Forestry accidents take a heavy toll but serious and insidious health problems are also created by the constant exposure of forestry workers to excessive physical stress such as whole body and hand-arm vibration, acoustic and infrasonic noise, biohazards and musculoskeletal loads which may cause a variety of work related or occupational diseases (e.g., noise induced hearing loss, hand-arm vibration syndrome, infectious and parasitic diseases, allergic diseases, photo dermatoses, toxic reactions and spine pain syndrome and peripheral nervous system diseases).

Occupational accidents and health impairments are a source of human suffering and, as such, affect the expectations that everyone has regarding personal physical and psychological health and integrity. Safety at work is not only an ethical imperative, but it also makes economic sense. In addition to the substantial direct costs associated with accidents, such as compensation, medical treatment and wages, there are indirect costs which may be several times higher.

Apart from significant social and economic impacts, the consequences of unsafe and inappropriately executed forest operations can cause damage to forest ecological systems. Therefore, occupational health and safety of forest workers is also a prerequisite for environmentally sound management and utilization of forest resources.

For that reason, governments, enterprises, employers and worker’s organizations are willing to tackle the challenges related to occupational health and safety of forest workers. This session will aim to identify examples of existing and potential measures which could support the development of green jobs, enhance safe work organization and provide adequate training for forest workers.
Speakers background:

Andrzej Schleser

He works at Directorate General The State Forests National Forest Holding in Warsaw, Poland. Mr Schleser is a forestry engineer, project manager and coach. For 26 years he has been working in the State Forests in various positions – from forestry officer to the head of the development and innovation department at the regional directorate of the State Forests in Gdańsk. Since the beginning of his career he has been involved in creating a private forestry service sector. In recent years he has been leading projects related to the development and support of the forest enterprise sector, forest works quality management and cross-border cooperation. He currently manages the project “Polish Wooden Houses – live in harmony with the Nature”.

John Hontelez

Chief Advocacy Officer of the Forest Stewardship Council, Mr Hontelez is responsible for the coor-dination of FSC representation at major regional and international governmental policy making institutions and processes, such as the European Union and the UN, including the Climate and Biodiversity conventions, the Sustainable Development Goals, International Union for Conservation of Nature (IUCN), Food and Agriculture Organization (FAO), etc. He advises the FSC National Offices on advocacy work, including on sustainable public procurement. Prior to joining FSC in 211, Mr Hontelez was Secretary General of the European Environmental Bureau, promoting EU environmental policies and sustainable development. Between 1986 and 1996, he was Chairman of Friends of the Earth International. Mr Hontelez holds a Master’s degree in Non Western Sociology, specialised in political anthropology of Latin America.

Hubert Paluš

Hubert Paluš is vice-dean for International Relations and Development of the Faculty of Wood Sciences and Technology and Associate Professor at the Department of Marketing, Trade and World Forestry, Technical University in Zvolen. Mr Paluš was a member of the Council for the Support of Research and Development in SMEs in the Agency for the Support of Research and Development (2007-2014). He is a technical expert of the Slovak National Accreditation Service. Mr Paluš also works as a National Secretary of PEFC Slovakia, being directly involved in the development of the Slovak Forest Certification System through the coordination of the standard-setting process of the national sustainable forestry management standards, their international assessment and endorsement as well as implementation.

Ünal Örnek

Ünal Örnek is the coordinator of the Central Union of Turkish Forestry Cooperatives. He is an agricultural economist and a writer who built experience in agriculture, forestry and cooperative organization. Mr Örnek worked on projects with the Union of the Chamber of Turkish Agriculture and World Bank rural development and agricultural organizations. He had an active role in ICAO, the ICA’s agricultural sectoral organization, as a representative of ORKOOP and Turkish agriculture. Further, Mr Örnek is a member of ICA’s Cooperative Europe Board and has been deeply engaged in strategic planning and policy-making for rural areas and agricultural development in Turkey.
Parallel Session II:
Education and training for new skills development in the forest sector

According to the State of Europe's Forest 2015 report, around 30% of all people employed in forestry in Europe are 49 years old or over. The forestry workforce is ageing, and despite the vast differences between countries, the generally high age level of the workforce poses a real threat for the future of forestry. Attracting young people to study and work in the forest sector is a challenge to be addressed. Transition to a green economy and a need for more qualified employees with specific skills in innovative industries will create job opportunities as well as an opportunity to attract young people to the sector. Innovative training tools can also play a role in new skills development and addressing needs of new generation of learners.

While workforce qualification is a vital aspect of the sector, workforce issues have often been over-looked at the policy level. In many countries throughout Europe the forest sector has been moving backwards in terms of skill levels and work quality.

Significant differences in the level of qualification between foresters and forest workers are observed. While qualified foresters in the European region generally have been well trained, often their skills have not been updated. There is a need to collaborate and improve links with other sectors in the field of education and training. Training and education (including continuing education) need to embrace and facilitate a comprehensive view of the multiple functions of forests in order to understand and manage traditional and new activities, and to address emerging challenges, notably those relating to the forest sector in a green and bio-based economy. Research and innovation will be the key for the future development of the forest sector.

Manual forest workers in the region have often received only rudimentary training. At the present time, it is possible to work in the forest sector without any kind of formal education or training; indeed, this allows non-professional workers to work in the forest sector. The forest sector lacks a common framework for education and training, which would guarantee that all forest workers are qualified to perform their jobs. The establishment of a skill certificate, valid at regional and international level, is one of the possible measures to be taken in order to put such a common framework into practice. However, real chances of implementing and using a compulsory professional certificate for forest workers in Europe are low. Industry driven tools could be, on the contrary, useful for this purpose.

There exist also a gap between what contractors in the forest sector need and will need in future, and current forestry education.

Similarly, it was remarked that education programmes in many forestry universities focus on professional profiles closely linked to those of civil servants. Education programmes should take into consideration subjects and skills required by other professional profiles linked to forestry as well as increase possibilities for students to take part in internships or training programmes in organisations linked to the forest sector, in order to get some practical knowledge and improve capacity building.
This parallel session will present, discuss and provide recommendation on strengthening forestry education (vocational, higher and continuing education) especially in the area of new skills development and qualifications needed in the context of a green economy, in particular mechanisms for the identification of these skills possibly applying cross sectoral cooperation approaches and multi-stakeholder involvement.

Ideas on particular main areas/groups of new knowledge, skills and competences potentially required in the forest sector fulfilling its role in a green economy and new (green) jobs emerging in this respect will be discussed. Moreover, globalisation, digitalisation, changing requirements of society, changing labour market influence the forest sector. If the forest sector wants to stay economically viable and maintain its role in the society, it cannot ignore these trends. It is becoming evident, that diversification and new technologies will be dominating in future forest sector.
Speakers background:

Ľudmila Marušáková

Ľudmila Marušáková is head of FOREST EUROPE Liaison Unit Bratislava. Prior to her current position, she was the deputy director of the Institute for Forest Consulting and Education at the National Forest Centre in the Slovak Republic. Her work was centred on further education, training and extension in the forest sector including international cooperation in this field. She coordinated national activities focused on forest communication and forest related environmental education programmes.

Mika Rekola

Mika Rekola is a university lecturer in Forest Economics at the Faculty of Agriculture and Forestry, University of Helsinki. He holds a significant number of pedagogical studies and has a long experience in education development projects. He has also been running a few projects related to education research and he is currently acting as a coordinator in the ‘Forest education’ working group of the International Union of Forest Research Organizations’ (IUFRO). He is also a deputy coordinator of the IUFRO-IFSA joint task force on forest education.

Bjørn Helge Bjørnstad

Bjørn Helge Bjørnstad is a project coordinator at Forestry Extension Institute in Norway. He has a long experience in educational activities related both to long life education for foresters and forest owners as well as educational activities in forests with children. He is a member of the steering group and responsible of the pedagogic development in the European Forestpedagogics network as well as in the steering committee of the international network “Learning about Forests”.

Alexandra Junášková

Alexandra Junášková works for Slovak National Agency for Erasmus+ programme.

Doru-Leonard Irimie

Doru-Leonard Irimie is Research Programme Officer in the Bioeconomy Directorate, DG Research and Innovation, European Commission. Since 2006 he holds a doctorate in forest policy and economics from the University of Freiburg, Germany. He moved to the European Commission in 2013, after having worked for more than two years for UNDP Romania. Between 1998 and 2010, he worked as policy officer in the Romanian ministry responsible for forestry, and participated in ELM leading to Vienna MCPFE Conference in 2003, was national focal point for UNCCD, participated in the UNFCCC negotiations on the international climate regime post-KP CPI, and other forest-related processes. As certified GHG expert, he voluntarily participates in reviews of national GHG inventories for the LULUCF sector, as well as forest reference levels for Annex I & non-Annex I countries.
Parallel Session III: Social equity and gender issues

All groups, in particular the most vulnerable, should have equal opportunities in the forest sector to improve and maintain their well-being. The transition to a green economy in the forest sector cannot be understood separately from its social dimension - green jobs are decent jobs.

It is broadly recognised that forestry in Europe is traditionally a male domain. In fact, women only account for 20% of the workforce in the whole sector. Similarly, the majority of workers in the wood manufacturing sub-sector are male, although, in some countries females make up around half of the workforce in the paper industry. Moreover, women are usually under-represented in management and decision-making. Due to these imbalances, gender issues are among the highest priorities to be addressed.

Several studies reveal that while men tend to be interested in trees for commercial purpose, women are more inclined to favour tree products for subsistence, such as food, medicine, well-being and healthy life style. Moreover, female forest owners focus more on environmental and recreational values than men, hence, with more female forest owners forest management can diversify. New green jobs related to eco-tourism, environmental education and communication activities with a wide range of forest visitors offer new possibilities to women within the forest sector.

This parallel session discusses how to incorporate gender in the forest sector (and how the concept of green jobs can help in these efforts, and vice versa, what opportunities for mainstreaming equality this concept can bring). This session should develop advice and recommendations based on successful examples of policies and measures taken and identify possible future actions for improving the situation, addressing issues as well as exploiting opportunities.

This parallel session will also discuss how to improve decency aspects of (green) jobs in the forest sector. In addition to social equity and gender equality, social aspects relevant to the forest sector include job stability, fair remuneration and working conditions. There is a prevalence of short duration contracts for specific jobs. A large proportion of forest workers are not direct employees, since outsourcing is very widespread, and very often seasonal workers can be found moving around to work places that are geographically dispersed. Informal work/employment, especially taking into account the diversity of ownership structures across the region has important implications for modern forest sector. Furthermore, the involvement of migrant workers in the forest sector also opens questions related to decent work.
Speakers background:

**Eleanor Harris**

Eleanor Harris is policy Researcher for Confor, the UK Confederation of Forest Industries. Eleanor trained and worked as an academic historian at Cambridge, Stirling and University of the West of Scotland, studying the links between religion, society, culture and economics in nineteenth-century Britain. She also has a lifelong interest in nature and the environment, working in policy and promotion for Scottish Environment LINK, European Christian Environmental Network, founding a successful grassroots project to reconnect citizens of Edinburgh to the natural world through outdoor activities, and rebuilding a field centre in a forest in the Scottish Highlands.

**Branko Glavonjić**

Branko Glavonjić is university professor in Forest Based Industry Economics at the Faculty of Forestry, University of Belgrade. He is the author and co-author of several studies on labour in the sector of forest based industries in Serbia and the region of the Western Balkans. He is the head of master, specialist and doctoral studies at the Faculty of Forestry in Belgrade for educating professionals in the field of Forest Industry Economics and Forest Products Marketing. He is consultant in several leading companies in Serbia operating in the field of forest based industry for educating, training and strengthening professional capacities of their manpower as well as consultant for the Government of Serbia for the issues of development of the strategy for Forest Based Industry in Serbia.

**Orest Kiyko**

Orest Kiyko is professor, Doctor of Science, Head of the Furniture Production Techniques and Wood Product Technology Department of the Ukrainian National Forestry University. He has academic and work experience on the analysis of forest sector development. He participated in a few international projects on the challenges and perspectives of the forest sector. He is also deputy chief of the Forest sector Council in the Lviv region of Ukraine.

**Thilo Wagner**

Thilo Wagner is principal of Forest Education center – Landesbetrieb Wald und Holz NRW – Forstliches Bildungszentrum in Germany since 2000. Earlier he worked as a forest official of the government of Northrhine-Westphalia in Germany. Thilo Wagner is the chairman of the committee of German forest education centers.
The potential for green job creation linked to the production of energy from renewable sources, energy efficiency, waste and water management, air quality improvement, restoring and preserving biodiversity and developing green infrastructure is significant and is resilient to changes in the business cycle. For instance, a 1% increase in the rate of growth of the water industry in Europe can create between 10,000 and 20,000 new jobs. Tourism and recreation in Natura 2000 sites are estimated to directly support around 8 million jobs corresponding to 6% of the total employment in the EU. Implementing existing legislation on waste prevention and management could create more than 400 000 new jobs and the review of the waste legislation now proposed by the EU Commission could create an estimated further 180 000 jobs, while opening up new markets, making better use of resources, reducing dependence on imports of raw materials, and lowering pressure on the environment.

Future Green Forest Jobs have an innovative character and meaning especially in rural regions and in peripheral areas. In session IV the focus is on the very special potential for providing these jobs in rural regions.
Speakers background:

**Diarmuid McAree**
Formerly Chief Forestry Inspector of the Irish Forest Service, Mr McAree is now a Forestry Consultant and Advisor and part-time University Lecturer. With the Forest Service he dealt with all national and international forestry related matters and has represented Ireland at EU, UN and many other international forestry fora. He holds degrees in Forestry, Microbiology, Entomology and Pathology from University College Dublin and the University of Florida, Gainesville, USA. He is currently Deputy Leader of the ECE/FAO/ILLO Team of Specialists on Green jobs in the Forest Sector and a Director of Crann - Trees for Ireland.

**Rory Harrington**
Senior Scientist with VESI Environmental Ltd., Cork, Ireland, in charge of integrated programmes in land and water management. Formerly, he was a Senior Resident Engineer at Waterford County Council where he was responsible for applying the Integrated Constructed Wetland (ICW) concept. In 2010, he had earlier retired as Senior Scientist at Ireland’s Department of Environment, where he was Divisional Manager at the National Parks and Wildlife Service. He is a graduate of University College Dublin, Ireland and Yale University, USA.

**Christian Lackner**
Christian Lackner works at the Federal Research and Training Centre for Forests, Natural Hazards and Landscape Austria. Mr Lackner studied Forestry at the University of Natural Resources and Life Sciences in Vienna as well as Science Communication. He is head of the Communication office of the Austrian Research Centre for Forests in Vienna, works for Green Care FOREST in public relations and together with Franziska Hütter coordinates the Green Care FOREST project.

**Josef Herkendell**
Josef Herkendell is Head of Unit at the Ministry for Climate protection and Environment, in North Rhine-Westphalia, Germany. As a specialist in the fields of impact of air pollution on Forest and Forest ecosystems and on materials and indoor pollution, he coordinates European affairs, EU trade policy and state aid control. Between 2008 and 2012, he worked at the European Environment Agency in Copenhagen with a focus on forest and biodiversity, climate change impacts and forests and ecosystem services. Mr Herkendell holds a degree in Forestry from the University of Freiburg, lectures at different European Universities and is the author of several publications on forest related topics.
**Practical Information**

**VENUE**
The workshop will be held in the Hotel Saffron located in the city centre of Bratislava, just a 15-minute walk from the historic Old Town.

**Address:**
Radlinského 27, 811 07 Bratislava
Phone: +421 2 212 99 301
Web: http://www.hotelsaffron.sk/hotel/language/en
REGISTRATION AND HELP DESK

The registration and help desk will be located near the entrance to the conference room Panorama Gallery on the 6th floor.

**Opening times:**
Tuesday, 27th June 2017
8:30-16:00

Wednesday, 28th June 2017
9:00 - 17:00

LANGUAGE, DOCUMENTS & ORGANIZATION OF WORK

The workshop will be conducted in English. Documents for the meeting will be provided in English only.

Parallel sessions will be organized in the form of roundtable discussions with introductory presentations on the topic addressed. The discussion will be facilitated by a moderator.

MEALS

There will be coffee breaks during the workshop and dinner will be provided by organizers on Tuesday 27 June 2017 during the field trip. Lunch is not included, however a restaurant is available in the hotel and several other options are available at walking distance.

HOW TO GET TO HOTEL SAFFRON

**From Vienna International Airport**
The Vienna airport is 63 km away from Bratislava. Shuttle bus from the Vienna airport to Bratislava Main Bus Station (Bratislava AS) stops directly in front of Terminal 2 of the Vienna airport. The journey takes about 1 hour and buses are available 23 times a day. The timetable and further information on shuttle buses is available at: http://www.eurolines.sk/fileadmin/user_upload/cestovne_poriadky/cestovne_poriadky/mal_new/wien_new.pdf. We recommend to buy the bus ticket in advance at http://www.slovaklines.sk/main-page.html (from the airport “Wien, Flughafen Wien” to Bratislava Main Bus Station “Bratislava AS”).

**From Bratislava Airport**
The Bratislava Airport is located in the eastern part of Bratislava. To get to the meeting venue, participants can take a **taxi** or use public transport. Bus stops are located in front of the Arrival Terminal.

We can recommend to call Easy Taxi (+421 918 555 555), which uses fixed fares of 5 EUR within the city centre (8 EUR to/from Bratislava airport). If you choose another taxi, we recommend to ask the taxi driver for their fares in advance - the fare from the bus station/Bratislava Airport to the hotel should not exceed 10 EUR.

If you prefer **public transport** please take bus number 61 from Bratislava airport and get to bus stop „Račianské mýto“, then take tram number 3 or number 5 and get off at the stop „Blumentál“. After approx. 30 metres, you can see the hotel on your right. You need to buy a one-hour ticket at the bus stop in front of the airport terminal - there is an orange ticket machine (only coins are accepted).
**From Main Train Station**
From the Main Train Station participants can take a **taxi**. We can recommend to call Easy Taxi (+421 918 555 555), which uses fixed fares of 5 EUR within the city centre. If you choose another taxi, we recommend to ask the taxi driver for their fares in advance - the fare from the bus station to the Hotel Saffron should be about 5 EUR.
If you prefer **public transport** please take tram number 2 and get off at the stop „Blumentál“. At a 30-meter distance you can see the hotel on the right side. You can also use the tram number 1 from the railway station and get off at the stop „STU – Slovenská technická univerzita“, then go towards the big church and after approx. 100 metres you can see the hotel on the left side. You need to buy a ticket for 15 minutes at the tram stop in front of the railway station – there is an orange ticket machine for coins.

**From Bratislava Main Bus Station**
From Bratislava Main Bus Station participants can take a **taxi**. We can recommend to call Easy Taxi (+421 918 555 555), which uses fixed fares of 5 EUR within the city centre. If you choose another taxi, we recommend to ask the taxi driver for their fares in advance – the fare from the bus station to the Hotel Saffron should be about 5 EUR.
If you prefer **public transport** please take trolleybus number 210 or bus number 21 from the bus station „Mlynské nivy“ to the stop „Račianské mýto“, than change to tram number 3 or 5 and get off at the stop „Blumentál“. After approx. 30 metres you can see the hotel on your right. You need to buy a one-hour ticket. There is an orange ticket machine in front of the building of the bus station (only coins are accepted).

**Shuttle service provided by Hotel Saffron**
Hotel Saffron can provide shuttle service at the rate of 15 EUR - from Bratislava Airport, 7 EUR - from Bratislava Main Bus Station, or 69 EUR - from Vienna Airport. For reservation, please contact the reservation department (rezervacia@hotelsaffron.sk) and send them the date, arrival time, number of your flight (if relevant), number of persons and your contact details.
FIELD TRIP TO THE MUNICIPAL FORESTS OF BRATISLAVA

On Tuesday 27 June 2017, participants of the "Workshop on Promoting Green Jobs in the Forest Sector" are kindly invited to a field trip to the Municipal Forests of Bratislava.

The Municipal Forests Bratislava are on the extend over an area of approximately about 3000 ha, bordered by the Small Carpathians. In accordance with the forest classification and based on long-term needs of the population, 98% of the forests belongs to the category of special purpose forests with significant health and recreational functions. Its purpose is to provide pleasant environment for recreation, tourism and sport activities for the general public. The forest park consists mainly of forest complexes and valuable meadows additionally with some dominant elements such as streams, ponds, small water reservoirs and recreational areas with standard forest park equipment.

Itinerary

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>16.30</td>
<td>Meeting of participants at Hotel Saffron (at reception)</td>
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<tr>
<td>16.40 - 17.00</td>
<td>Bus transfer to the Municipal Forests of Bratislava</td>
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<tr>
<td>17.00 - 18.00</td>
<td>Stand No. 1 Presentation of the Municipal Forests of Bratislava</td>
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<td>Forest pedagogics</td>
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<tr>
<td>18.00 - 19.00</td>
<td>Stand No. 2 Forestry education</td>
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<td></td>
<td>Diversification of forestry activities</td>
</tr>
<tr>
<td>19.00 - 20.30</td>
<td>Dinner provided by the organizers</td>
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<tr>
<td>20.30</td>
<td>Bus transfer to the hotel</td>
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</tbody>
</table>

Weather

Please note that in the Bratislava region the temperature in June can rise up to 30°C, occasionally even higher. Showers or storms may occur. Casual summer wear is sufficient for the trip.
# LIST OF PARTICIPANTS

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>First Name</th>
<th>Last Name</th>
<th>Country / Organization</th>
<th>e-mail</th>
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</thead>
<tbody>
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