



Agenda Item 5

GREEN JOBS IN THE FOREST SECTOR

*«Guidelines on the promotion of green jobs in forestry»
Outcomes from the work in groups*



FORESTS



Working Party on forest statistics

27 March 2019, Geneva



Questions to the groups



- **How can the draft section be made more relevant and useful** to your country/organization?
- **What is missing?**
- **What examples of good practice** (or negative experiences) are you aware of which should be taken into account?



Results Group 1



Workforce data, information, analysis, strategies for human resources development

FORESTS



Key points for consideration:

- Most important point = focus on emerging new jobs
- Different resources need to be taken into account:
 - Official sources – e.g. Eurostat, national statistical offices – includes labour force surveys, national accounts
 - Professional sources – industries
- There is a need for common definitions
- It can be difficult to identify whether jobs are forest-related e.g. recreation and tourism jobs
- It is also difficult to take into account self-employed – they may not be included in official statistics

Workforce data, information, analysis, strategies for human resources development

FORESTS



- **What is missing**
 - Numbers
 - Accessibility of data
- **Examples of good practice**
 - Levels of uncertainty
 - Italy – review of all items



Results Group 2



Making the workforce in traditional forestry fit for purpose



Key points for consideration:

- Stronger links between chapter 1 and 5 are needed
- The demographic challenges are of general nature and they go beyond the forest sector
- More feedback is needed from the employers – as they are the experts on employment needs and what it takes to retain workers
- There is a need for a regular communication between employers and educators, in order to align education with skill-sets needed.
- Wage/salary potential: how does the forest sector rate with other industries, i.e., are wages going up or down?
- Apprenticeship as an alternative to University?

Making the workforce in traditional forestry fit for purpose

FORESTS



Key points for consideration cont:

- Cyclical/seasonal nature of work in the forest sector. Not only is a significant portion of forest work tied to season of the year (weather), but forests are somewhat unique amongst commodities in that many of its businesses can and do curtail as a reaction to lack of demand. What is unique is that forests (unlike other crops) can forego harvest and wait for better economics.
- Many people have a perception that the quality of life is better in urban areas; is there an issue with attracting employees to the forest sector because of the perception that rural living = lower quality of life.



Food and Agriculture Organization
of the United Nations

Results Group 3



Just transition



Examples of good practice :

- From forest harvesting to planting (plantations) approach
- Taking into account the impact of climate change
- Mechanization of forest operations – fewer people are needed
- Expectation of society for recreation and wilderness
- Increase of value in the supply chains and new products

Just transition



Key points for consideration:

- Guidelines should address the issue of missing data and analysis
 - Decrease/increase of jobs
 - Separation of highly / less qualified
 - Gender
 - Wages trends
- They should address the need for analysis of present and future trends
- Who will finance the transition – mix of public and private – innovative funding
- Research on impact of climate change and adaptation of forests and forest management including on jobs



Results Group 4



FORESTS



Seizing and expanding new opportunities for forests in a green economy

FORESTS



- Sector classification
 - New jobs related to forest
 - Forest management
 - Tourism
 - Water and other environmental services
 - New jobs related to products
 - Energy
 - Bio products
 - New wood construction off site

Seizing and expanding new opportunities for forests in a green economy

FORESTS



- Policies
 - Policies can affect job creation in the forest sector
 - Biodiversity
 - Conservation
 - Climate: positive or negative impact
 - Policies affecting products
 - Climate policies on building and energy
- Education
 - Attract new workers, with right promotion
 - Add course for engineers and architects



Food and Agriculture Organization
of the United Nations

Results Group 5



FORESTS



Recruiting, retraining and retaining the workforce of the future



Assess future workforce needs

- Question: Aren't the current skills and age profile of the workforce already known?
- Needed: data on current and projected salaries between competing sectors?
- Perceived decency of the job (driving a harvester – is it a decent job? (Attractive to immigrants – keeps the wages down. Weakening of unions)
- Cultural barriers for women and immigrants to enter the forest sector?

Recruiting, retraining and retaining the workforce of the future

FORESTS



Enhance outreach

- Focus on innovative aspects of working in the forest sector – high level of digitalization, lots of highly edoc
- Distinguish between the different types of jobs along the supply chains when planning your strategies to attract people

Facilitate access

- Think about where, when and how you inform and try to attract people.
- Dispel myths