

**Workshop**  
**Promoting Green Jobs in the Forest Sector**  
Organized jointly by **FOREST EUROPE** and **UNECE/FAO**

**WORKSHOP AGENDA**

**Day 1 - Setting the scene**  
**Moderator: Alexander Buck, IUFRO Executive Director**

<b>08:30 - 09:30</b>	<b>Registration</b>
<b>09:30 - 09:45</b>	<b>Opening speech</b> <b>Gabriela Matečná, Minister of Agriculture and Rural Development of the Slovak Republic</b>
<b>09:45 - 10:00</b>	<b>Opening remarks by FOREST EUROPE, UNECE, FAO</b> <b>Ľudmila Marušáková, Alicja Kacprzak</b>
<b>10:00 - 10:15</b>	<b>Message from the EU Green Week - to be confirmed</b> <b>European Commission</b>
<b>10:15 - 10:40</b>	<b>Green jobs concept by ILO</b> <b>Jovan Protić, ILO</b>
<b>10:40 - 11:05</b>	<b>International Standard Classification of Occupations and respective competences on labour market</b> <b>Soňa Šedajová, Trexima Bratislava, Slovakia</b>
<b>11:05 - 11:20</b>	<b>Green jobs in the forest sector - joint efforts of FOREST EUROPE, ILO, UNECE, FAO</b> <b>Michal Vančo, FOREST EUROPE</b>
<b>11:20 – 11:45</b>	<b>Examples of occupations and potential new green jobs in the forest sector</b> <b>Diarmuid McAree, UNECE/FAO/ILO Team of Specialists on Green Jobs</b>
<b>11:45 – 12:10</b>	<b>Potential of bioeconomy for creation of green jobs in Sweden</b> <b>Stefan Karlsson, Swedish Forest Agency</b>
<b>12:20 - 14:00</b>	<b>Lunch break</b>
<b>14:00 – 15:45</b>	<b>PANEL DISCUSSION</b>  <b>Block 1 Current situation and complexity of green jobs</b> <b>Block 2 Challenges and Opportunities for more green jobs in future</b>  <b>Panelists:</b> <ul style="list-style-type: none"> <li>• <b>Rory Harrington</b>, VESI Environmental Ltd., Ireland</li> <li>• <b>Knut Øistad</b>, Norwegian Institute of Bioeconomy Research, Norway</li> <li>• <b>Peter Mayer</b>, Federal Research and Training Centre for Forests, Natural Hazards and Landscape, Austria</li> <li>• <b>Pierre Hermans</b>, PHBois Forest Office, Belgium</li> <li>• <b>Emma Berglund</b>, CEPF</li> <li>• <b>Piotr Borkowski</b>, EUSTAFOR (to be confirmed)</li> <li>• <b>Ünal Örnek</b>, OR-KOOP, Central Union of Turkish Forestry Cooperatives, Turkey</li> <li>• <b>Andrzej Schleser</b>, The State Forests National Forest Holding, Poland</li> </ul>
<b>15:45 – 16:00</b>	<b>Conclusions and introduction of the themes of parallel sessions of the second day</b>
<b>16:00 - 20:30</b>	<b>Field trip – Forest enterprise of Bratislava municipality</b>

**DAY 2**  
**Challenges and Opportunities for Green Jobs in the Forest Sector**  
**Parallel sessions**

<b>09:30 - 11:30</b>	<p><b><u>Parallel session I. Occupational health and safety</u></b></p> <p><i>Moderator:</i> Andrzej Schleser</p> <p><i>Keynote speakers:</i></p> <ul style="list-style-type: none"> <li>• John Hontelez, FSC</li> <li>• Hubert Paluš, PEFC</li> <li>• Ünal Örnek, OR-KOOP, Central Union of Turkish Forestry Cooperatives</li> </ul> <p><i>Roundtable discussion</i></p>	<p><b><u>Parallel session II. Education and Training systems for new skill development</u></b></p> <p><i>Moderator:</i> Ľudmila Marušáková</p> <p><i>Keynote speakers:</i></p> <ul style="list-style-type: none"> <li>• Alexandra Junášková, Slovak national agency for Erasmus+ programme</li> <li>• Doru-Leonard Irimie, Bioeconomy Directorate of DG Research and Innovation, the European Commission</li> <li>• Mika Rekola, University of Helsinki, IUFRO working group for forestry education</li> <li>• Bjørn Helge Bjørnstad, Forestry Extension Institute, Norway</li> </ul> <p><i>Roundtable discussion</i></p>
<b>11:30 - 12:00</b>	<b>Presentation of the working groups' outcomes</b>	
<b>12:00 - 14:00</b>	<b>Lunch break</b>	
<b>14:00 - 16:00</b>	<p><b><u>Parallel session III. Social equity and gender issues</u></b></p> <p><i>Moderator:</i> Ľudmila Marušáková</p> <p><i>Keynote speakers:</i></p> <ul style="list-style-type: none"> <li>• Eleanor Harris, ConFor - Confederation of Forest Industries, the United Kingdom</li> <li>• Branko Glavonjic, University of Belgrade, Forestry faculty, Serbia</li> <li>• Orest Kyjko, Ukrainian National Forestry University, Furniture Production Techniques and Wood Product Technology Department, Ukraine</li> </ul> <p><i>Roundtable discussion</i></p>	<p><b><u>Parallel session IV. Creating green job opportunities in the forest sector</u></b></p> <p><i>Moderator:</i> Diarmuid McAree</p> <p><i>Keynote speakers:</i></p> <ul style="list-style-type: none"> <li>• Rory Harrington VESI Environmental Ltd., Ireland</li> <li>• Christian Lackner, Federal Research and Training Centre for Forests, Natural Hazards and Landscape, Austria</li> <li>• Josef Herkendell, Ministry for Climate protection and Environment, Land North Rhine-Westphalia, Germany</li> </ul> <p><i>Roundtable discussion</i></p>
<b>16:00 - 16:30</b>	<b>Presentation of the working groups' outcomes</b>	
<b>16:30 - 17:00</b>	<b>Conclusions and further steps</b>	



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## **Thematic session I: Occupational Health and Safety of Forest Workers**

### **Background**

Forestry work is generally characterized by a combination of natural risks and risks directly related to forestry operations. The 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 every man and woman 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 the occupational health and safety of forest workers. This session will aim to identify the 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.



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### Presentations

- How the health and safety of forest workers, is addressed in the international FSC certification scheme, John Hontelez, FSC
- How the health and safety of forest workers is reflected in the PEFC certification scheme at the national level, Hubert Paluš, PEFC
- Ünal Örnek, OR-KOOP, Central Union of Turkish Forestry Cooperatives

The session will be moderated by: Andrzej Schleser, The State Forests National Forest Holding, Poland



## **Thematic session II: Education and training for new skills development in the forest sector**

### Driving factors

While workforce qualification is a vital aspect of the sector, workforce issues have often been overlooked at the policy level. It was pointed out in previous FOREST EUROPE activities that 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 were observed. While qualified foresters in the European region generally have been well trained, often their skills have not been updated following the recent trends and challenges, including the interrelation between the forest sector and other sectors. 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 of this kind for forest workers in Europe would be low. Industry driven tools could be, on the contrary, useful for this purpose.

Previous discussions also highlighted an existing 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. It was recommended, therefore, to adapt education programmes so that they 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 for strengthening forestry education (vocational, higher and continuing education) especially in the area of new skills development and qualifications needed for green economy, in particular mechanisms for identification of these skills possibly applying cross sectoral cooperation approaches and multi-stakeholder involvement in these processes.



Regarding the mechanisms for identification of skills and qualifications (defined by knowledge, skills and competences) required by employers and industry, we will have a presentation on one example of **national system of occupations and qualifications** and so called **sectoral skills councils** (groups involving representatives of labour sector, education sector and mainly employers or forest industry, who define skills for particular occupations) during the first workshop day. Moreover, the European Commission's **Blueprint for Sectoral Cooperation on Skills** specifying steps in the process of identification of skills important for a particular sector and highlighting the need for multi-stakeholder dialogue will be presented in this parallel section.

From the content side, we will also welcome 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.

Moreover, 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 opportunity to attract young people to the sector.

#### Political background

In the Madrid Ministerial Resolution 1 - Forest sector in the center of Green Economy, the Signatories of FOREST EUROPE made commitments to

*adapt education and training systems to changing conditions, technologies and new skills required in the forest sector and beyond*

To fulfil/address this mandate/commitment in pan-European activities, the Madrid Resolution 1 also defines a 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

Moreover, the Rovaniemi Action Plan also aims to ensure that the workforce has the necessary skills at all levels to carry out the increasingly complex tasks associated with sustainable forest management, to improve the situation of forestry education and identify present and future requirements for forestry professionals in the region.

#### Presentations / Procedure

The parallel session will be organized in the form of a roundtable discussion with introductory presentations introducing the topic and facilitating the discussion.

- Alexandra Junášková, Slovak National Agency for Erasmus+ programme
- Doru-Leonard Irimie, Bioeconomy Directorate of DG Research and Innovation
- Mika Rekola, University of Helsinki, IUFRO working group "Forestry education"
- Bjørn Helge Bjørnstad, Forestry Extension Institute, Norway



## **Thematic session III: Social equity and gender issues**

### Driving factors

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 the forestry in Europe is **traditionally a male domain** with a **gender stereotypes**. In fact, women only account for 20% of the workforce in the whole sector. Similarly, the majority of workers in 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 belong 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 the forest management can diversify. New green jobs related to eco-tourism, environmental education and communication activities with a wide range of forest visitors could be examples of new possibilities for more women within the forest sector.

This parallel session looks for recommendations how to incorporate gender and even broader diversity aspects to the forestry education and employment 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). In this respect this section should look for advice and recommendations based on good examples of policies and measures taken or possible future actions for improving the situation, addressing issues as well as exploiting opportunities described above. Higher involvement of people with different views can bring new innovative ideas and perspectives to the sector. All groups, in particular the most vulnerable, should have equal opportunities in the forest sector to improve and maintain their well-being.

Moreover, this parallel session will tackle main social issues in the employment to improve decency aspects of (green) jobs in the forest sector. Besides the social equity and gender equality, the social aspects most relevant in the forest sector include issues linked to job stability, fair remuneration, or 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 they are seasonal workers and can be found moving around to work places that are geographically dispersed and temporary. Informal work/employment, especially taking into account diversity of ownership structures across the region, brings other implications, which need to be considered in the modern forest sector. Furthermore, involvement of migrant workers in the forest sector also opens questions related to decent work.

### Political background

In the **Madrid Ministerial Resolution 1 - Forest sector in the center of Green Economy**, the Signatories of FOREST EUROPE made commitment to

*“enhance the social aspects of sustainable forest management, including promoting green jobs in forests and to promote social inclusion and efforts towards gender equality along the whole forest value chain”.*

In order to meet this mandate in pan-European activities, the Madrid Resolution 1 also defines particular actions:

- To explore possibilities for mainstreaming gender aspects and social equality through promoting green jobs in the forest sector
- To include gender aspects into exchanging knowledge and experience in education and training systems and in particular requirements for new skills

Moreover, the **Rovaniemi Action Plan** also proposes to review and discuss the main threats to sustainability of the workforce, define possible countermeasures at policy level and include gender aspects into this review.

### Presentations / Procedure

The parallel session will be organized in the form of a roundtable discussion with introductory presentations introducing the topic and facilitating the discussion.

Presentations:

1. *Eleanor Harris, ConFor - Confederation of Forest Industries (UK): Gender aspects in forestry – the view from Scotland and the United Kingdom*
2. *Branko Glavonjic, Professor at University of Belgrade, Forestry faculty: Social aspects of the forest sector workforce in Serbia and Western Balkans*
3. *Orest Kyjko, Professor and Head of the Furniture Production Techniques and Wood Product Technology Department at Ukrainian National Forestry University: Social aspects of the forest sector workforce in Ukraine and Eastern Europe*



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## **Thematic session IV: Creating Green Job Opportunities in the Forest Sector**

### Background

There are transformative global forces that have a far-reaching impact on and reshape the structure and functioning of our entire world. The effects of these megatrends are changing society, the economy and technology. Some of the most important megatrends are globalisation, urbanisation, climate change, new health awareness, demographic changes towards a silver society, new patterns of mobility and technology convergence. These major factors also greatly influence the employment sector. With the development of the green economy and technological innovation, for example, new work fields are being explored that impact on and affect present procedures and skills. Due to these large changes an adaptation strategy is needed to cater for the needs of the current work force.

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.

### Presentations / Procedure

1. *Diarmuid McAree, Director, Crann- Trees for Ireland: 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.*
2. *Rory Harrington, Senior Scientist with VESI Environmental Ltd., Ireland: Cross- sectoral approach to green jobs creation in integrated programmes of land and water management; examples, experiences and findings.*
3. *Christian Lackner, Federal Research and Training Centre for Forests, Natural Hazards and Landscape Austria*



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4. *Josef Herkendell, Head of Unit, Ministry for Climate protection and Environment, Land North Rhine-Westphalia: New green forest jobs potential - The example of funeral forests in Germany and other European countries.*
5. *Diarmuid McAree, Director, Crann – Trees for Ireland : Summary and opening of the session discussion.*