Agenda Item 5
GREEN JOBS IN THE FOREST SECTOR

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

- What is missing
  - Numbers
  - Accessibility of data

- Examples of good practice
  - Levels of uncertainty
  - Italy – review of all items
Results Group 2
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?
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.
Results Group 3
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
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
Seizing and expanding new opportunities for forests in a green economy

- 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

• 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
Results Group 5
Recruiting, retraining and retaining the workforce og 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 for the future

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