

# Gender balance



PHOTO: PÅR FORNLING

in the Nordic forest sector



# Gender equality in the Nordic forest sector

● Forestry is still regarded as a male-dominated sector. To test this belief, we examined the representation of women at different levels within the key parts of the forest sector. In addition to fresh data on gender distributions, we have searched for trends to see if there has been an increase in the share of female representation within the Nordic forest sector.

● It is important to increase equal status and equal opportunities for women and men in the forest sector, for the sake of gender equality itself but also to address the shortage of staff in the sector. Active involvement in different actions is one way to go. Removing barriers that keep women on the outside is another direction. Both approaches need policy incentives to be realized.

” I am deeply warmed by the many people who have understood the meaning of what #slutavverkat and #metoo are about: changing ownership. From keeping quiet, laughing and leaving the situation to saying no, marking boundaries and standing still.

Elin Olofsson, started #slutavverkat at Instagram ([SCA nyheter](#))

## What is the status of gender balance in different areas of forestry?

### Legislation

All Nordic countries have acts that focus on equality and anti-discrimination. However, Norway, Finland, Denmark and Iceland have statutes that force public bodies to have 40% female representation.



Sweden is the only Nordic country lacking forcing legislation about gender-balanced public administration!

### Research

The Nordic countries except Iceland and Norway have about 30% of female researchers, at universities as well as in public and private research organisations. In Iceland the share is 50%, while in Norway 25%.

The share of female students is substantially lower than the share of female employees in Nordic universities.

### Education

Master's students are 30-40% female in Norway and Sweden. We also see a positive trend in these two countries, and a slightly negative or level trend in Denmark and Finland. In Denmark and Iceland about 30% of students are female.

### Public administration

It's not easy to compare public administration among the Nordic countries. The highest share of female representation (60%) is seen in the Finnish Ministry of Agriculture and Forestry. In the rest of the countries the share of women falls between 30 to 40%.

Top of the class – Finland

### Interest groups

In Norway, Sweden, Finland and Iceland there are special female interest organisations. Together they have nearly 1000 members. In 2018, a common Nordic female interest organisation started to form.

Nordic organisations for women in forestry:  
 Sweden: [Spillkråkan](#)  
[Skogskvinnorna i Värmland](#)  
 Norway: [Kvinner i skogbruket](#)  
 Iceland: [Skógarkonur](#)  
 Nordic region: [Nordiske skogskvinner](#)

### Forest owners

The ownership structure differs among the Nordic countries. We have focused on small-scale (family-owned) forests. In Finland the share of female forest owners is 41%, in Sweden 39%, Norway 25% and Denmark 14%.

**0%** In the Nordic countries, the share of female drivers of logging machines is close to 0% of the total number. Despite the lack of forest machine operators, only half of the population is considered for these jobs!

### Forest engineering companies

Female drivers of logging machines and forwarders are very rare. There is a need to include women as employees in logging companies. This is crucial because of a shortage of drivers in all Nordic countries.



” Jag tror att skogsbrukets framtida yrkesutövare kommer att karaktäriseras av hög social kompetens och kommunikativa egenskaper. En person som bemöter alla i branschen med respekt och kan svara upp mot olika skogsägares behov oavsett kön, bakgrund och yrkesroll inom industrin.

**Gun Lidestav (ATL 2012)**





The facts in this brochure come from our report "Gender balance in the Nordic forest sector". Download the full report on our website – for free!



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