



**INTERNATIONAL
BALKAN
UNIVERSITY**
EXCELLENCE FOR THE FUTURE



XVIII International WoodEMA 2025 Scientific Conference

WOOD FOR THE FUTURE: INTEGRATING SUSTAINABILITY ACROSS INDUSTRIES

Ohrid, North Macedonia

September 17th-19th 2025

Human Resources in Czechia: Integrating Gender-Dimension for the Sustainability
of the Forest-Based Sector

Petra Palátová, Roman Dudík

Czech University of Life Sciences Prague (Faculty of Forestry and Wood Sciences)



Presentation outline

- Introduction
- Methods
- Results
- Discussion (gender reporting, perception and experience)
- Conclusion
- Acknowledgements & References

HUMAN RESOURCES IN CZECHIA: INTEGRATING GENDER-DIMENSION FOR THE SUSTAINABILITY OF THE FOREST-BASED SECTOR

Petra Palátová, Roman Dudík

Abstract: Contribution deals with the current situation in the forest-based sector in Czechia. Presented results are part of the ongoing international project Fem2forests (2024-2026). The main emphasis is given to the situation in forestry-related education, both from the point of view of students (perception, barriers, needs) and the viewpoint of the labour market (needs, current and future challenges). Results from a questionnaire survey (conducted among students in and outside the forestry sector) and guided interviews with females at different working positions are the core of this paper. Situation in the Czech Republic is also presented in the context of other Danube region countries, especially in areas of perceived needs and barriers that young women face when they are deciding about their careers and what they face during their educational paths. Conclusions lead to suggested future design of changes in the forestry education to make the careers in forestry more inclusive and more attractive for women.

Keywords: HR, education in the forest-based sector, labour market, Fem2forests



Introduction

- Gender is a part of national and institutional strategies
 - Gender equality strategy
 - Equal payment
 - ...
 - CZU
 - Gender Equality plan
 - ...
- *Projects: Fem4Forest, Fem2forests, AGRIGEP*



Interreg
Danube Region



Co-funded by
the European Union

Fem2forests

1/2024-6/2026
15 partners from 9 countries,
Czechia: CZU and Foresta SG, a.s.



Methods

- Annual reports + website information data analysis (6 forestry high schools, 2 universities providing education in forestry)
- Data gathered through online questionnaire survey (LimeSurvey, 4-5/2024, administered by LWF (Germany), in Czech language)
- Guided interviews (5/2025)

Based on the
Fem2forests
methodology

Comparison with data from 8 countries (Slovenia, Croatia, Romania, Austria, Germany, Bosnia and Hercegovina, Serbia and Ukraine)



Results - Data (un)availability

Nr.	School name	Data source	Gender reporting (employees)	Gender reporting (pupils, students)	Data on girls/women
1	Střední lesnická škola, Hranice	Annual report 2023/2024	Yes	No	N/A
2	Střední lesnická škola a Střední odborná škola, Šluknov	Annual report 2023/2024	Yes	No	N/A
3	Střední lesnická škola Žlutice	Annual report 2023/2024	Yes, direct	No	N/A
4	Česká lesnická akademie Trutnov střední škola a vyšší odborná škola	Annual report 2023/2024	Yes	No	N/A
5	Střední lesnická škola a Střední odborné učiliště, Křivoklát	Annual report 2021/2022	Yes	No	N/A
6	Vyšší odborná škola lesnická a Střední lesnická škola Bedřicha Schwarzenberga, Písek	Annual report 2023/2024	Yes	Yes, for registered and accepted students	58/14 Forestry 19/0 Forest Mechanization 28/10 Forestry (Higher Vocational School)

Female/male students

The Faculty of Forestry and Wood Technology at Mendel University in Brno does not report information on the proportion of female students in its publicly available annual reports (LDF, 2025).

Faculty of Forestry and Wood Sciences of the Czech University of Life Sciences Prague: 35%, or 37% for bachelor's and master's degrees (FLD, 2025).



Results – Questionnaire

- 1170 responses were collected, with 27% of respondents from forestry faculties and 20% from high schools specializing in forestry.
- Misconception and stereotypes are linked with the lack of perceived job opportunities and limited knowledge of variability of job positions in the forest-based sector

	Results + ranking 1-5	Results from Czechia + ranking 1-5
Forestry is not for women	57% (1)	69% (1)
Limited opportunities	52% (2)	53% (3)
Hard physical work	48% (3)	51% (4-5)
All foresters are hunters	42% (4)	58% (2)
Low payment	41% (5)	
Forestry does not require higher education		51% (4-5)

Forestry careers – positive associations?

Germany (50 %), Slovenia and Ukraine (49%) x Serbia (27%)

More information:





Results - Interviews

- 90 interviewees in total
- Czechia
 - 10 female respondents aged 27-64 holding various working positions in forestry
 - Generally speaking, the role of women in society influences the situation more than being a women in the forestry field

Gender-specific challenges in training
Gender-specific challenges in jobs



Discussion I

- Gender in the forest-based sector has increased attention
- There are still some misconceptions and barriers – but they are mostly related to the perception of actors outside the forest-based sector
 - Forestry needs a better communication
- Czech respondents/interviewees are not 100% line in responses from other countries
- The number of women studying forestry has been either increasing or stable, but not declining, despite the situation in other countries of the Fem2forests consortium

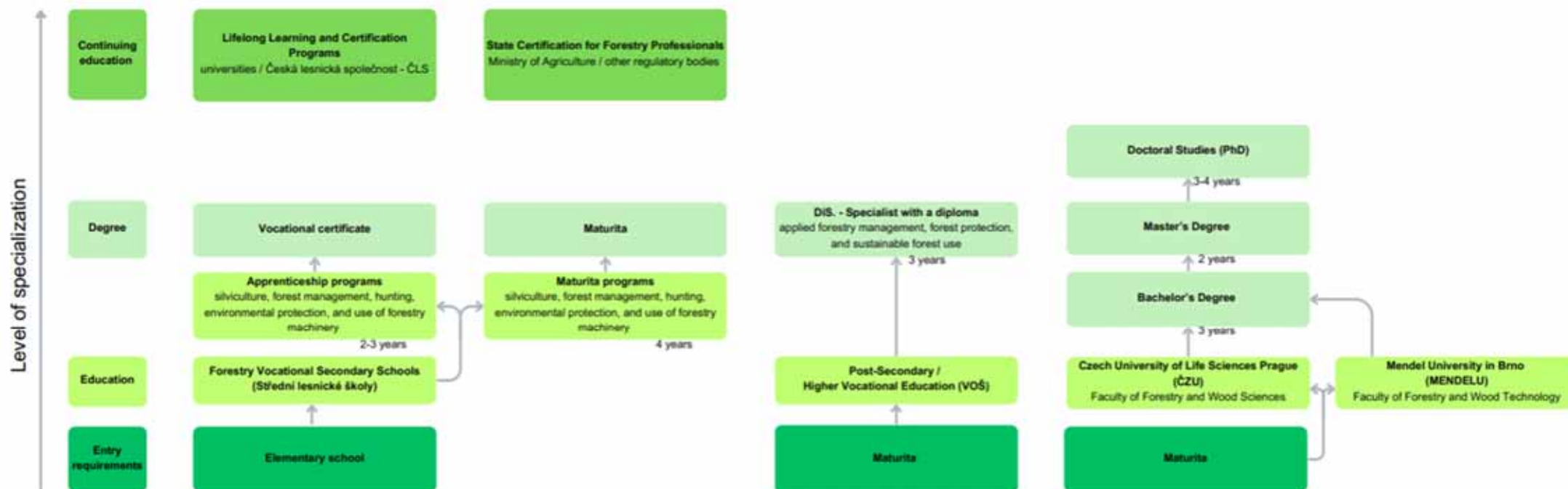




Discussion II

Source: Fem2forests project, A2.1 Analysis of career paths of female forestry professionals –illustration of educational pathways

Overview of forestry educational systems in *the Czech Republic*





Conclusion

- Unlike some of other Danube region countries, the share of female students in forestry- and wood-related education is not declining
- Some of the results are rather related to the role of women in society and are not fully field-specific
- There are still some misconceptions and stereotypes related to careers in the forest-based sector >implications to studies, impacting several stakeholder groups and require targetted communication (see, e.g., Riedl et al., 2019; Riedl, 2025)
- The gender-related topics are being brought to the table as
 - i) administrative and formal topics (GEPs, gender-sensitive hiring process, gender-sensitive language etc.)
 - ii) into education
 - iii) into practical activities (workshops, projects)



THANK YOU FOR YOUR ATTENTION

REFERENCES

- Fem2forests, 2024. D.1.1.1 Barriers and needs for inclusion of girls and young women Joint report. URL: <https://interreg-danube.eu/projects/fem2forests/library?page=2>.
- EIGE, 2025. Gender Equality Index. European Institute for Gender Equality. Available at: <https://eige.europa.eu/gender-equality-index/2024/country/CZ>
- ČZU, 2025. Strategické dokumenty a záměry. Available at: <https://www.czu.cz/cs/r-7210-o-czu/r-7702-oficialni-dokumenty/r-7811-strategicke-dokumenty-a-zamery>
- Vláda ČR, 2025. Základní dokumenty Rady. Available at: <https://vlada.gov.cz/cz/ppov/rovne-prilezitosti-zen-a-muzu/dokumenty/zakladni-dokumenty-rady-123714/#>
- SLŠ a SOŠ Šluknov, 2023. URL: <https://www.lesnicka-skola.cz/o-skole/vyrocnizpravy/>.
- SLŠ Hranice, 2024. URL: <https://www.slshranice.cz/o-nas/dokumenty-ke-stazeni/>.
- SLŠ Křivoklát, 2023. URL: <https://www.sls-krivoklat.cz/slozka/uredni-deska/>.
- SLŠ Žlutice, 2024. URL: <https://www.slszlutice.cz/ke-stazeni/skolni-dokumenty/>.
- LDF, 2025. Základní informace. LDF v číslech. [Basic information – LDF in numbers]. URL: <https://ldf.mendelu.cz/o-fakulte/zakladni-informace/?psn=299>.
- LŠ v Písku, 2024. URL: <https://www.lespi.cz/vyrocnizpravy-o-cinnosti-skoly.htm>
- FLD, 2025. Studium - Fakulta lesnická a dřevařská ČZU v Praze. [Study – FLD CZU]. URL: <https://www.fld.czu.cz/cs/r-6825-studium>
- [gender – 573 – Web of Science Core Collection](#)
- [Projects - Forests and Gender](#)
- [FAO's work on gender in forestry](#)
- [Fem2forests | Fem2forests](#)
- [AGRIGEP Final Conference – Agrigep](#)
- [For Gedi](#)

Interreg
Danube Region



Co-funded by
the European Union



We would like to thank the project Fem2forests (DRP0200118) entitled **Innovative pathways for efficient involvement of girls and young women in the forestry sector** (Interreg Danube Region programme).