

Barriers and Opportunities to Increasing Female Participation in the UK Forestry Workforce

Jemma Day and **Valentine Seymour** summarise recent research into the barriers and opportunities to increase female participation and support a sustainable UK forestry workforce.

The forestry sector plays a vital role in tackling climate and environmental challenges through carbon storage and biodiversity support (Defra, 2023; Dasgupta, 2021). The UK Government has committed to achieving 16.5% canopy cover in England by 2050 and improving woodland management (Defra, 2023). Concerningly, the 2025 Climate Change Committee report noted new woodland creation figures were somewhat off-track (Climate Change Committee, 2025).

Meeting the 2050 targets will require a skilled and resilient workforce, however the sector faces significant challenges to the future of its workforce. The most recent UK forestry workforce report, published in 2024, warned of the urgent need for labour replacement over the next decade due to expected retirements and departures (ICFCS, 2024). It warns that to maintain the existing workforce alone, some 6,000 workers across various roles are needed by 2034. This amounts to approximately 597 roles per year, in a sector estimated to be 24,210 workers at its core.

The same report highlights a considerable gender imbalance: estimating 85% of the forestry workforce is male, exceeding even the agricultural sector at 73%, and a long way from the 52% UK workforce average (ICFCS, 2024). This low level of female representation appears not to have changed significantly over three decades. Wilson et al. (2017) reported female representation at just 13% in 1990, rising to 16% in 2010, therefore 2024 figures suggest

the proportion of women may have actually decreased. These statements clearly evidence that UK forestry is under great strain, and the figures suggest the sector is only drawing from roughly half of the available talent pool. Thus, increasing female participation is not just about equity, but workforce sustainability and meeting legally-binding climate and environmental targets.

Approach

This study sought to explore a gap in research on women in UK forestry, with existing UK-specific research being extremely limited. A few exceptions include Harris (2016) regarding gender and diversity in Scottish forestry, and two unpublished theses covering workforce stereotypes and women's experiences in the sector (Bryan, 2024; Le Moal, 2021). These were considered as part of this research and its findings.

Due to limitations in UK forestry workforce data, this research took a qualitative approach in the form of semi-structured interviews in order to encourage sharing of detailed insights and views (Bryman, 2016). In line with good practice, interviews were undertaken with a sample of 26 women, covering a broad range of forestry sector roles from all four UK nations (Sim et al., 2018). Purposeful sampling methods were used to obtain a range of seniority levels, organisation types and geographical representation (Bryman, 2016). Participants were drawn from the various organisation types operating in the forestry sphere,

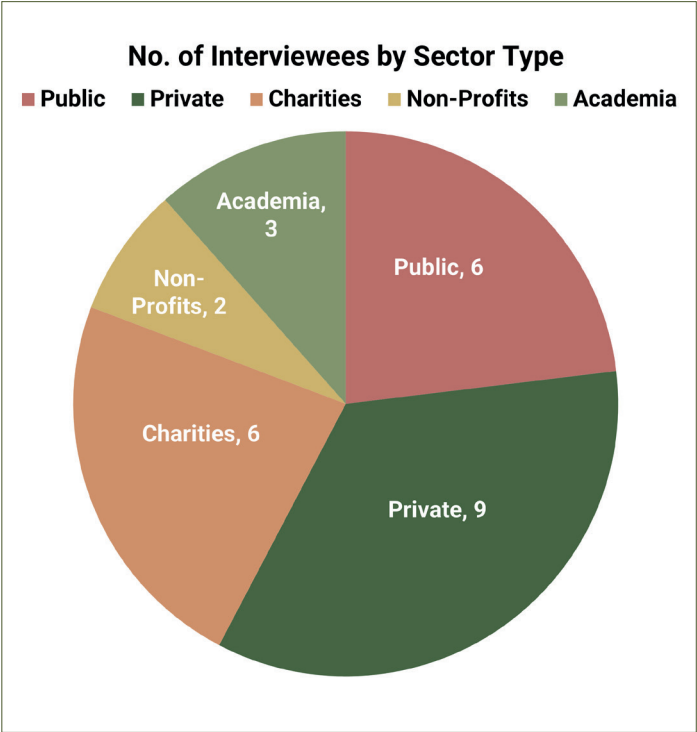


Figure 1. The pie chart shows the number of interviewees per sector type.

Are there any barriers faced by women who are either currently in the workforce, in the process of entering the workforce or by those considering coming into forestry?

- What do you think is the root cause of these issues?
- How do you think these could be addressed?
- Who do you think should be addressing these?

Are there any opportunities that could be harnessed to increase female participation in the workforce?

- How do you think these could be used or implemented?
- Are there any challenges that could be faced in doing so?
- Who do you think should be acting on these opportunities?

Figure 2. The two overarching questions covering barriers and opportunities to increasing female participation, alongside follow-up questions to explore root causes, challenges and who should take action.

including the private and public sector, charities, academia and non-profits (Figure 1).

Interviews were conducted on Microsoft Teams, lasting 45-60 minutes, and framed around two overarching research questions:

- Are there barriers faced by women who are either currently in the workforce, in the process of entering or by those considering coming into forestry?
- Are there opportunities that could be harnessed to increase female participation in the workforce?

Follow-up questions were used to explore root causes, challenges and who should be taking action, as seen in Figure 2.

A thematic analysis was undertaken across all transcripts to identify common themes and coded into overarching themes and sub-themes (Braun and Clarke, 2006). In addition, a systematic review was undertaken to identify relevant UK and international literature on forestry workforces and female participation to inform the research and substantiate recommendations. The presented research and literature are focused on the sector in developed over developing nations to ensure comparability to the UK (UN Food and Agriculture Organisation, 1995).

This research is a case study presenting the experiences and views of women working across the forestry sector in the UK specifically, therefore care should be taken in transferring findings to other countries or contexts. It should be noted that due to a lack of data, including trans and nonbinary participation was out of scope. It is intended that these findings be used to inform future research in this area.

Results

The thematic analysis revealed three overarching barrier themes: exclusion, a lack of visibility of the sector and negative perceptions of the industry (Figure 3). Notably, the themes present under opportunities largely mirrored those under barriers: reduce or remove exclusions, improve visibility, and improve perceptions (Figure 4). For barriers and opportunities, a number of sub-themes are identified in Figure 5. The tree maps showcase the specific sub-themes and identify the number of participants citing each (Figures 6 and 7).

Workplace culture

The most cited barrier to greater female participation was the presence of an exclusionary workplace culture, taking

two principal forms (Stamarski and Son Hing, 2015). The first, raised by all 26 participants, was the presence of a ‘male-dominated’ or ‘masculine’ culture typically due to most of the workforce being male, making women feel unwelcome or that they do not fit in. Many stated the level of male dominance was intimidating, particularly for young women. A number described an established ‘men’s club’ culture in the sector. A ‘macho’ culture was also commonly cited, typically through ‘banter’, aggressiveness, a focus on physical strength or relentless working practices that women were expected to adopt or accept. Many stated how being a woman was seen as a negative.

The second form, reported by 21 of the 26 participants, was the presence of sexism, misogyny, discrimination or sexual harassment. Most had either experienced this themselves or were aware of it happening to other women, and many stated these behaviours were normalised. These typically manifested in predefined ways: being treated differently due to gender; men assuming female colleagues lacked knowledge, capability or authority; being assigned administrative tasks regardless of seniority; having to work harder than male counterparts for recognition. Several highlighted instances of being overlooked for promotion, with a number attributing this to assumptions about taking maternity leave or needing flexibility for caring responsibilities. A number mentioned unwanted advances or inappropriate comments happening in the workplace. Several referenced how these types of behaviours could not be challenged, either because superiors did not recognise them as problematic or because they did not want to be seen as a ‘problem’. A number of participants stated that the culture had improved, however subsequent comments suggested significant issues remain.

Many of the above experiences align with research findings on women’s experiences in the forestry sector in Sweden (Johansson and Ringblom, 2017; Johansson et al., 2018). This research stressed the importance of removing norms which overlook problematic behaviours, and doing so by addressing power imbalances and, crucially, obtaining male

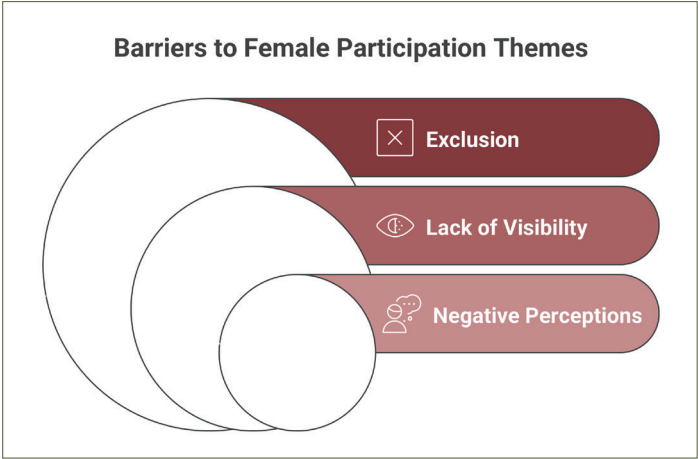


Figure 3. The three overarching themes present in responses regarding barriers to female participation.

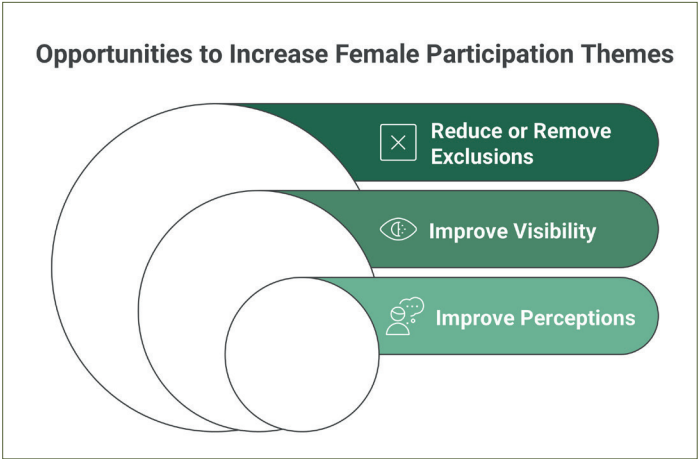


Figure 4. The three overarching themes present in responses as to whether there were opportunities to increase female participation.

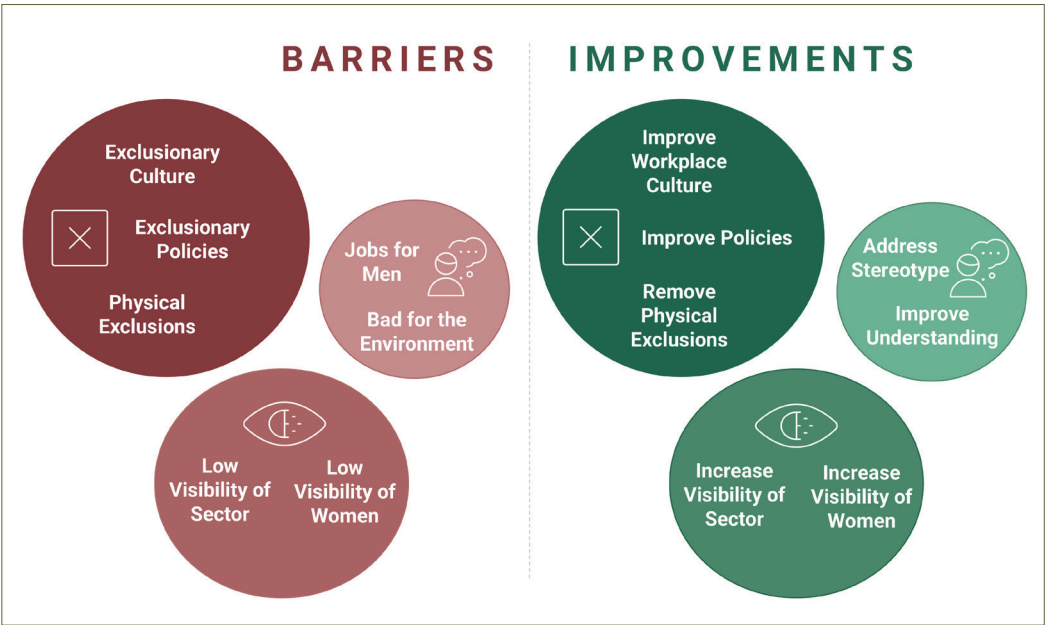


Figure 5. The seven sub-themes featured in responses regarding barriers and improvements.

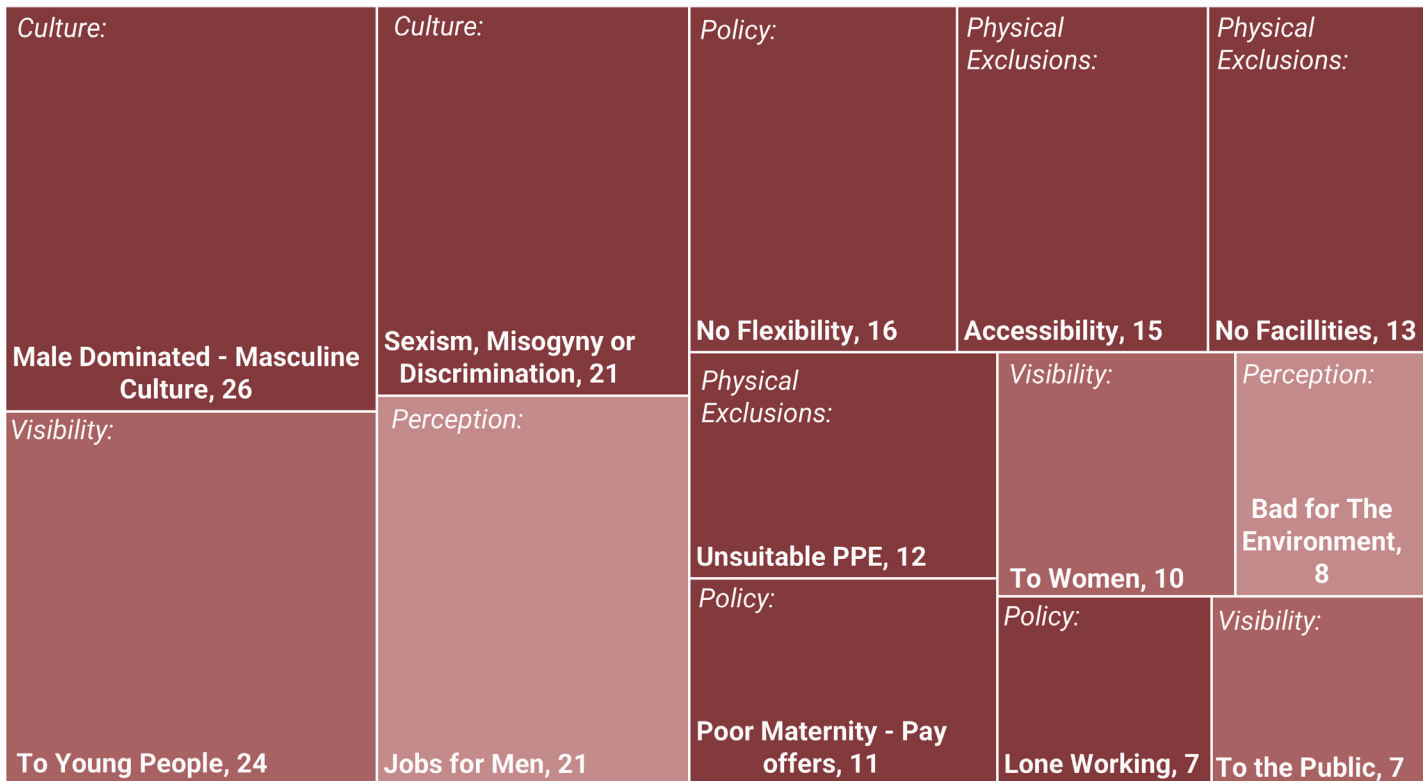


Figure 6. Tree map showing each type of barrier to increased female participation raised.

support (allyship) in establishing new norms and culture. It is notable that the need for male support for measures was mentioned by just one participant, which suggests the need for greater socialisation of this approach. Similar issues were present in research by Baublyte et al. (2019) on the Nordic forestry sectors, solutions to which included discrimination and diversity awareness programmes and applying diversity goals directly to senior management objectives. Although not raised by UK participants, this could support and help track interventions to drive culture change.

Markedly, there were also accounts of women experiencing discrimination from other women, a phenomenon recognised in wider research as ‘Queen Bee Syndrome’. Notably, Baublyte et al. (2019) and Bardekjian et al. (2019) highlight effective countermeasures are equity, diversity and inclusion (EDI) training, awareness programmes and mentoring schemes.

Opportunities for culture change

Participants identified a range of opportunities to improve workplace culture, largely focused around awareness raising and EDI training. It was widely felt that this should be led by organisations, with senior management embedding clear expectations that staff act professionally and inclusively. A number stated that professional bodies

such as the Institute of Chartered Foresters (ICF) (2026) or the Royal Forestry Society (RFS) (2026) should help integrate this. A number cited specific actions including updating professional codes of conduct, introduction of a sector Memorandum of Understanding for culture change, also via whistleblowing mechanisms.

Driving culture change through training and updated standards and codes of conduct has recently been undertaken in the healthcare and built-environment professions. The Health and Care Professions Council (2024a; 2024b) now mandates EDI in professional standards and it is part of training for continuing professional development. Similarly, the Royal Institution of Chartered Surveyors (2024) now mandates adherence to EDI through new standards within its code of conduct, thereby opening avenues for challenge through disciplinary proceedings. All members of the ICF (2021) are subject to its Code of Conduct, which is enforced by a complaints procedure. However, at the time of writing, the ICF (2015) code of conduct does not include specific standards for EDI and dates back to 2015. Similar action taken by forestry bodies could be a practical measure to address the widespread workplace culture issues evidenced in this research and those in earlier UK based work by Harris (2016) and Le Moal (2021).

Several participants stated that the culture would

improve organically as more women join the sector and older, traditional workers retire. Notably, one participant stressed the importance of not relying on this assumption. This caution is supported in the literature covering North American and Swedish forestry sectors. Lidestav and Sjölander (2007) and Bardekjian et al. (2019) warn of significant risks in assuming change will materialise organically: their findings presented that masculine cultures, stereotypes and tangible barriers remained despite increased representation of women in forestry.

Exclusionary policies and practices

Participants highlighted many common policies and practices as being a significant barrier for women. The majority cited a lack of flexible working options to accommodate caring responsibilities (of which women typically do more). Poor maternity, paternity (particularly private sector) and general pay offers was cited by over half of participants as being a significant barrier. A lack of policies to manage lone working was also raised, with reports of certain environments feeling unsafe for women but not being recognised as such by male colleagues.

These findings strongly align with international research into the experiences of women in the forestry sector. Flexibility issues and the challenges of combining family care with forestry work were also reported by

women in forestry across ten Danube countries under the FEM4FOREST programme (Krajnc et al., 2021). This research recommended organisations act to better facilitate flexibility and suggested subsidies be provided for childcare. Participants similarly called for organisations and management to find solutions: adjusting industry norms, introducing part-time and job-sharing options, and redesigning job specifications to better accommodate flexibility.

Physical exclusions

Participants cited several physical barriers to women considering, joining or progressing in forestry. Over half highlighted accessibility issues such as jobs or training being too remote which limits abilities to meet caring responsibilities. Half stated the lack of toilets and on-site facilities was a significant barrier. The absence of suitable PPE for women was raised by several as a source of frustration and safety concern: referencing ill-fitting boots, gloves, clothing or no maternity options. A number described how this created a sense that forestry is not a workplace for women.

Participants proposed various solutions, including mandating access to toilets, greater collaboration across organisations, government and representative bodies to work with suppliers on PPE availability and fit, to raising

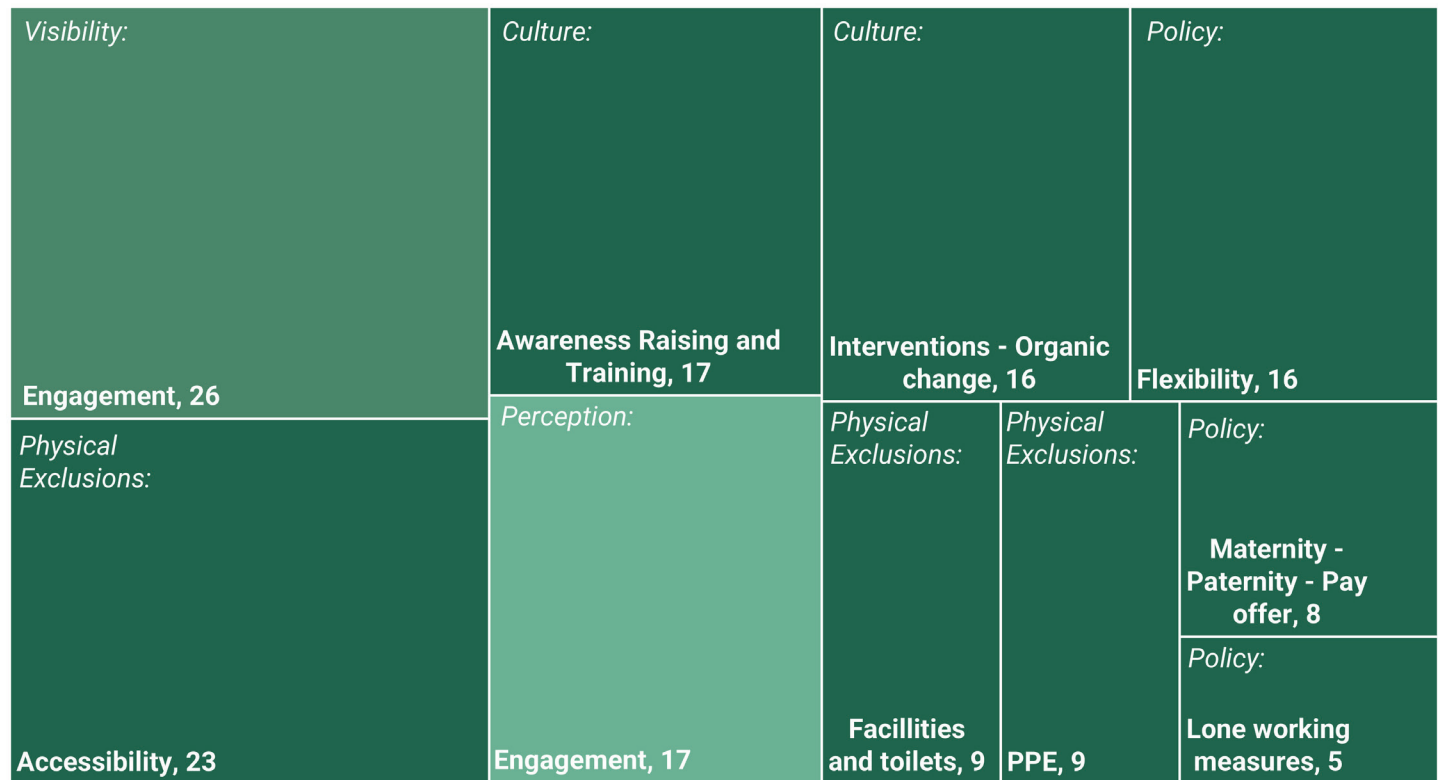


Figure 7. Tree map showing each type of opportunity to help increase female participation raised.

awareness of needs with male colleagues. Another suggested running an industry PPE bank. One participant highlighted how the farming sector had taken action to tackle such problems through a 'Level the Field' campaign, which has produced several initiatives and guidance to improve access to PPE, facilities and more (Farmers Weekly, 2024). One participant highlighted how the construction sector had made significant progress in tackling PPE issues and should be engaged on effective solutions.

Perceptions of the industry

In the study, 21 of the 26 participants highlighted common perceptions that forestry jobs are 'for men', driven by the sector's male and macho identity, its association with hard manual labour, and typical stereotypes of a forester as 'the lumberjack', with many citing how such perceptions leave women feeling unwelcome or unsuitable for a career in the sector. These barriers from gender stereotyping align with those reported under FEM4FOREST research (Krajnc et al., 2021). Additionally, research by Bryan (2024) with young people in Scotland found similar evidence of gender stereotyping; recommended solutions matched participant views in this study, centring on increasing the visibility of female role models and weaving women into the workforce identity. Also, several participants highlighted perceptions that the industry was 'bad for the environment' due to associations with extractive processes. Typical solutions were around increasing visibility of women currently in forestry, mainly through organisations' social media and communications, the different types of jobs, and its contribution to a healthy environment.

Awareness and visibility

Almost all participants (24 of 26) stated that low visibility of the sector and the roles within it were a barrier, particularly in reaching young women and people. Many noted it was common for people to only discover forestry by accident, by living near a site, or personal connections. Many noted that because the industry is hidden, so too are its women, thereby limiting role-models important for those joining and those progressing.

Participants attributed this low awareness to limited outreach, with organisations not assigning sufficient resource for engagement. A source of frustration raised by some was the tendency for organisations to rely on platforms typically used by older generations, such as Facebook or X, when reaching younger people requires TikTok and Instagram. Interestingly, there was no specific reference made to the recent government-funded 'Your Career in Forestry'

awareness campaign aimed at attracting more people to the sector (Land and Nature Skills Service, 2024).

Overwhelmingly, engagement was mentioned as the key action to help increase female participation, with all 26 participants highlighting examples including: showcasing the range of career options and female role models; strategic engagement with schools, colleges and universities; and a greater presence at careers fairs, country shows and experience days. Many called for a more strategic, collaborative approach, with a number identifying the STEM ambassadors programme as an effective mechanism requiring greater resourcing alongside female mentoring programmes.

These findings align closely with the FEM4FOREST and FEM2FOREST research programmes. Hafner et al. (2024), through consultation with young people across Danube countries, established that the most effective engagement methods were via schools, social media, careers fairs and materials, shadowing and field trips. Importantly, traditional methods such as television, news or literature were found to be ineffective. Additionally, there is evidence that targeted communications approaches have been successful, Vennesland et al. (2020) assessed that female-targeted advertisements and women-only forestry training offers had been successful in increasing the number of women entering forestry in Norway and Finland. The FEM4FOREST programme provides a significant proof of concept: it developed targeted campaigns, role-model factsheets, and guidance for women considering joining the sector and a mentoring scheme (Slovenian Forestry Institute et al., 2021; Interreg Danube Transnational Programme, 2022). These approaches could serve as a blueprint that UK organisations could adapt and implement (Figure 8).

Additionally, many participants highlighted the importance of being able to access and connect with other women in forestry. Participants mentioned there were various sub-sector groups, sub-sector women's networks, including the RFS Women in Forestry and Women in Arboriculture networks, WhatsApp groups and LinkedIn pages. However, comments indicated there were varying levels of activity and a lack of coordination or strategic approach. No participants stated feeling the existing networks were sufficient.

International evidence supports a more structured approach. Brandth et al. (2004) assessed that a dedicated, strategic Women in Forestry Network in Norway was successful in tackling the male-dominated culture and gaining more recognition for women. The findings highlighted how obtaining male-allyship was a vital part,

CHRISTA RODEN- KIRCHEN

ROLE MODEL IN FORESTRY

ABOUT CHRISTA RODENKIRCHEN

Christa Rodenkirchen was the first female board director of a forest owner association in Bavaria. She directed the FOA Füssen from 2000 until 2015. Füssen is in the southwestern Allgäu region of Bavaria. Christa was in her early 40s when she inherited 33 ha of forest and the family's property from her parents. She had grown up with forests and forestry, farming, hunting and fishing. In her position as FOA board director, Christa facilitated PEFC certification for its members and helped setting up an FOA alliance for timber marketing in the Allgäu region. She is also a passionate forest pedagogue. In parallel to her presidency, Christa built up a center for forest pedagogy on the family's property where she led numerous courses and excursions. Beyond that, Christa was active in forest policy and is a key figure in supporting women in forestry.



HER CAREER

Christa Rodenkirchen started her professional career as a biology teacher. When she was in her early 40s, she became a forest owner and active member in the FOA Füssen. The director of the local forest service encouraged her to assume the position of FOA board director because of the large share of her forest property, among others.

Christa's reply was: "Why not?", describing herself as "always open for new challenges". FOA Füssen evolved successfully under her leadership. Working closely with the managing director, Christa made sure that the volume of marketed timber increased. She has a strong stake in SFM, supports nature conservation and likes PR work.

PERCEPTION ABOUT THE ROLE OF WOMEN IN FORESTRY

When Christa was elected as FOA board director in 2000, female leaders were largely absent in Bavaria's forest sector. She met significant challenges to be recognized as an active woman in forestry and felt exotic when starting her position as FOA board director.

Christa believes that women's status in forestry has changed a lot over the last 30 years. Women are more present in associations, at forest and forestry events, and as female foresters. Women have become more active in forestry, are eager to learn and more self-confident to work comfortably with men.

EXPERIENCES WITH WOMEN WORKING IN FORESTRY SECTOR

Christa has met women in forestry mainly as female owners.

Women have become more active in the forest sector. Nonetheless, reaching out to women and motivating them to assume responsibility for their forests is still very demanding.

When consulting with foresters, Christa does not make a difference between women and men but looks for high quality forestry advice.

Figure 8. A FEM4FOREST women in forestry role model campaign poster example.

including male membership. Given that women across various roles in the sector appear to face similar issues, a strategic cross-sector network could centralise efforts, enable shared learning and drive change. Notably, the construction sector, facing comparable gender-based challenges, has acted through a strategic Women in Construction Network which provides a UK-specific cross-sector model that could be adopted (National Association of Women in Construction, 2025).

Recommendations

A central aim of this research was to present practical evidence-based recommendations to address the issues and opportunities identified. On this basis, participant recommendations have been mapped against those interventions shown to be effective in UK and international research and contexts. This comparison identified many overlaps, showing a UK appetite and evidence of efficacy in other countries or contexts. These fall into several key areas: culture change, visibility and perceptions, policy change and accessibility, as seen below.

1. Culture change

Measures where UK appetite and evidence-based interventions converge include: EDI awareness raising and organisation-led in-house training; revising professional codes of conduct and standards to embed EDI expectations; and organisations/management changing perceptions on flexible working (Figure 9). Beyond this, international evidence supports organisation-led action to examine power imbalances and enablers for inappropriate behaviour to inform workplace policy changes (Johansson and Ringblom, 2017; Johansson et al., 2018). Additionally, obtaining male-allyship and setting accountability through diversity goals for management to support culture change is evidenced (Brandth et al., 2004; Baublyte et al., 2019). Similarly, participants advocated specific interventions including a sector-wide memorandum of understanding, whistleblowing mechanisms, and selective recruitment practices. Importantly, although cited by several participants, evidence shows organic culture change should not be assumed (Lidestav and Sjolander, 2007; Bardekjian et al., 2019).

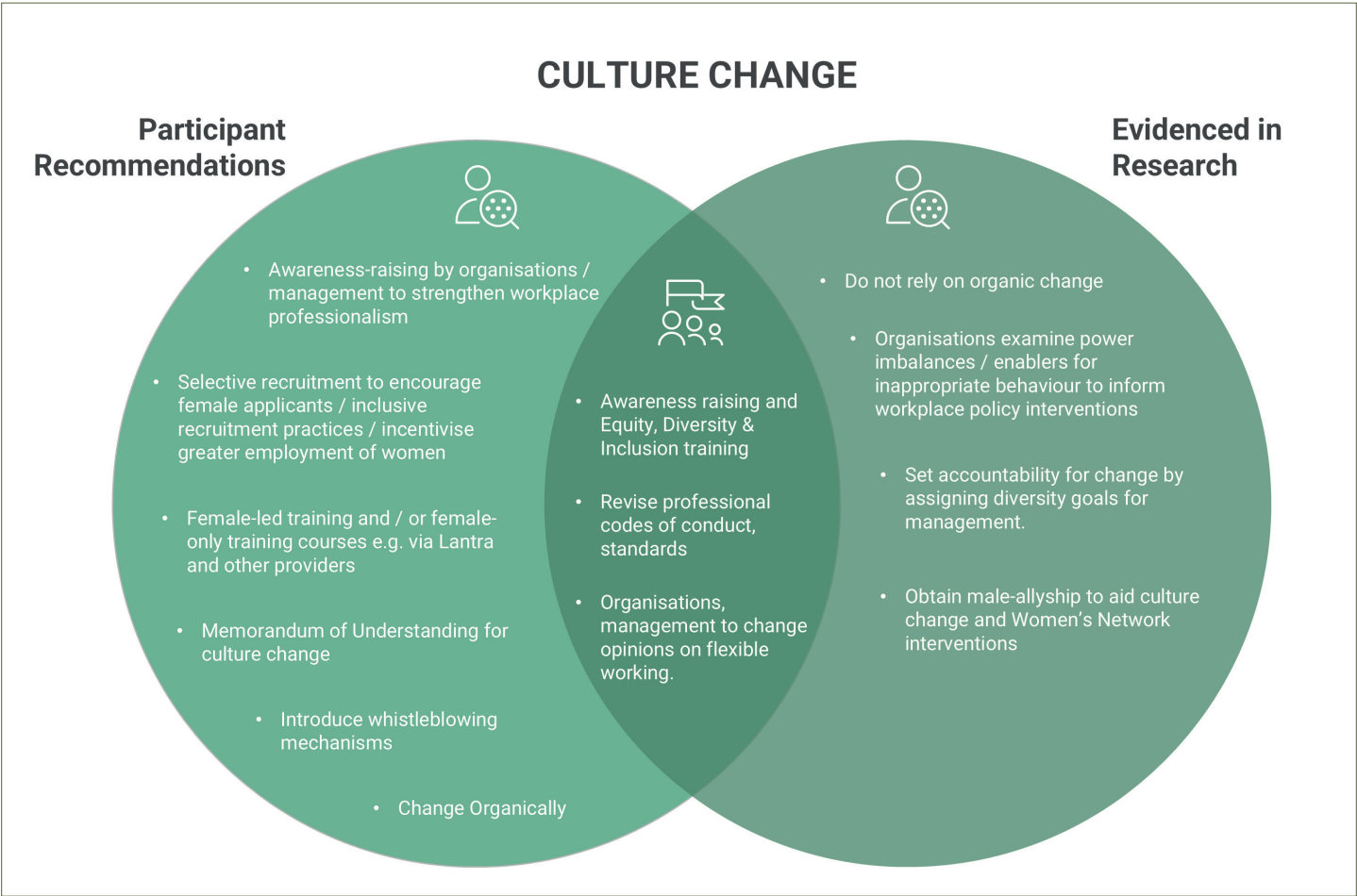


Figure 9. Venn diagram showing specific actions to improve workplace culture, as highlighted by participants and in wider research.

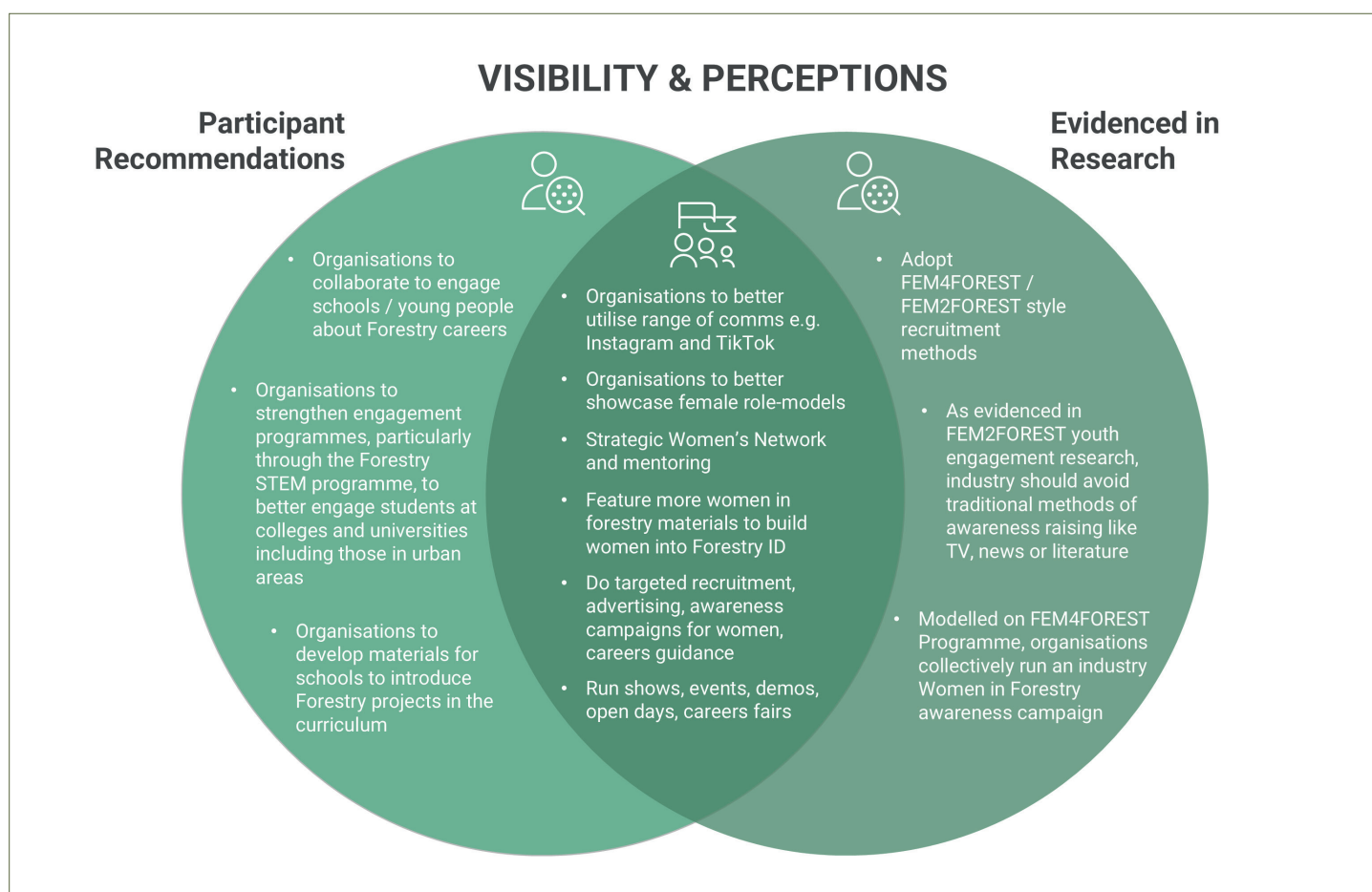


Figure 10. Venn diagram showing specific actions to improve sector visibility and perceptions, as highlighted by participants and in wider research.

2. Visibility and perceptions

Both participants and research literature point to many similar interventions: better use of modern communications channels, e.g. Instagram and TikTok, showcasing female role-models in materials, running targeted recruitment and awareness campaigns, cross-sector women's network and mentoring, engagement through events, open days and careers fairs (Figure 10). Strengthening engagement through schools and the Forestry STEM programme featured prominently in participant responses. As raised above, international evidence supports this, as the FEM4FOREST and FEM2FOREST models established industry-wide campaigns, role-model factsheets, youth engagement, and similarly cautions against traditional communications methods (Hafner et al., 2024).

3. Policy change and accessibility

Corresponding recommendations include organisations amending working practices to accommodate flexibility, introducing part-time and job-sharing roles, normalising

flexible working at an organisational level, and PPE and facilities access policies (Figure 11). The broader research advocates exploring childcare subsidy options (Krajnc et al., 2021) and introducing feedback mechanisms after events to inform future flexibility policies. Multiple participants also called specifically for the introduction of new/more lone-working policies and procedures to help protect women working at remote sites and with unknown contractors or clients. These included adjusting workstreams to reduce/remove lone visits, introducing panic alarms, and policies to allow dogs on site visits.

Conclusion

This research demonstrates the need for urgent action and presents many effective solutions that the sector can adopt. The fact that many participant views closely mirror what wider research shows as effective gives confidence that these are actionable in the UK context. In light of these findings, it is recommended that (in lieu of testing wider participant and research recommendations) actors across the sector do not presume change will occur

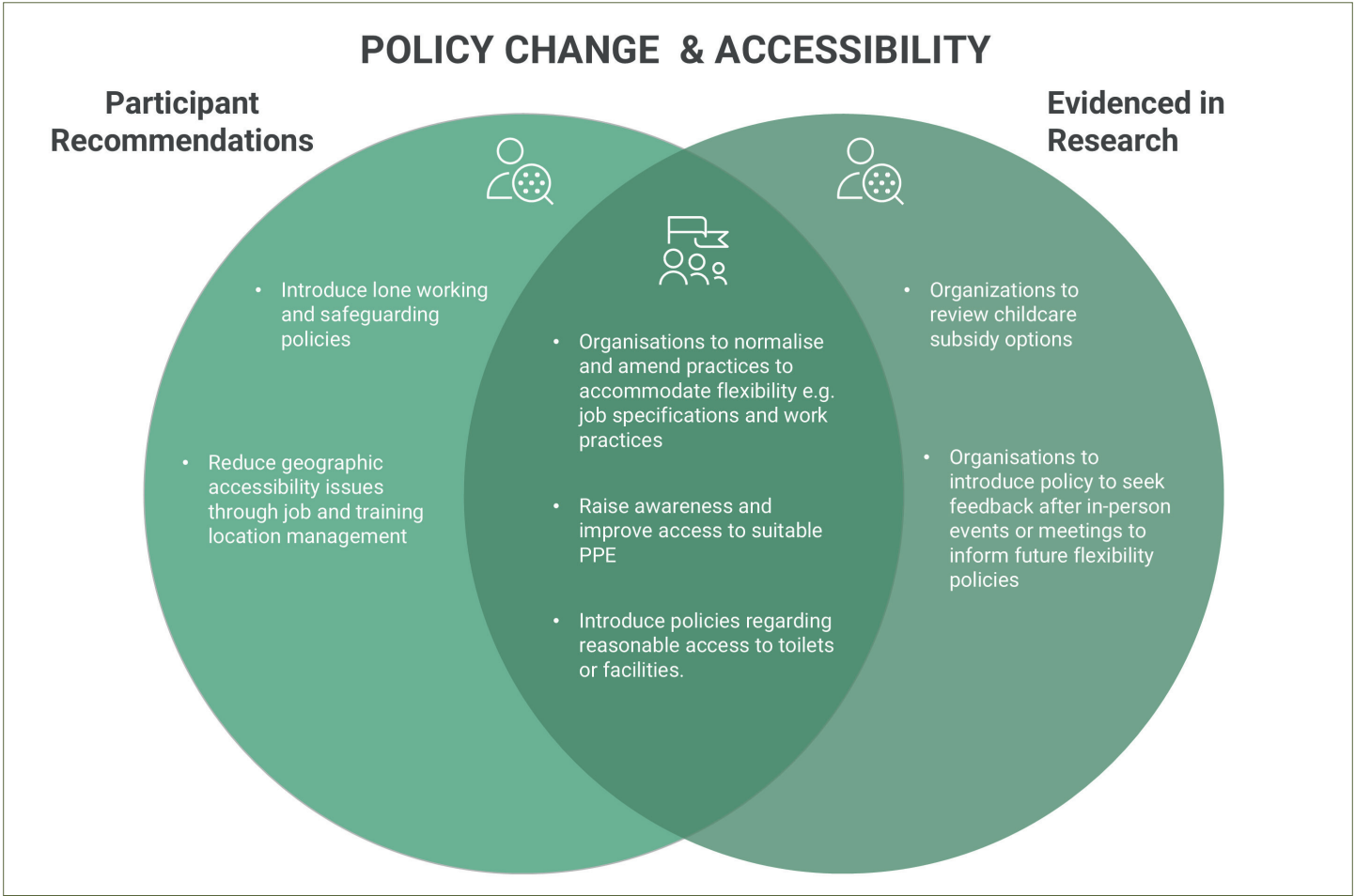


Figure 11. Venn diagram showing specific actions to improve policies and accessibility, as highlighted by participants and in wider research.

organically and prioritise testing or piloting the following evidence-based actions:

- *Visibility and perceptions:* FEM4FOREST and FEM2FOREST-style campaigns to increase visibility of the sector and women within it. Creation of strategic cross-sector Women’s Network with male allyship. Cross-sector mentoring scheme. Increased outreach.
- *Culture change:* awareness raising and training, updating codes of conduct and changing opinions on flexible working.
- *Policies and accessibility:* amend non-flexible working practices, raise awareness of issues and improve policies to secure greater access to suitable PPE, toilets or facilities.

It should be noted that since this research was undertaken, there have been some developments in

areas identified as barriers or opportunities, including the ICF mentoring programme, actions under the 2025-2035 Forestry Sector Skills Plan and some types of PPE, however these findings and the wider research demonstrate there is a need for targeted measures that specifically consider impacts and outcomes for women.

Acknowledgements

The author is grateful to all 26 women who generously gave their time and shared their experiences and ideas. Thanks are also due to the University of Surrey, Centre for Environment and Sustainability, for academic support.

References

Bardekjian, A.C., Nesbitt, L., Konijnendijk, C.C. & Lötter, B.T. (2019) Women in urban forestry and arboriculture: Experiences, barriers and strategies for leadership. *Urban Forestry & Urban Greening*, **46**:126442.

Baublyte, G., Korhonen, J., D’Amato, D. & Toppinen, A. (2019) “Being one of the boys”: perspectives from female forest industry leaders on gender diversity and the future of Nordic forest-based bioeconomy. *Scandinavian Journal of Forest Research*, **34**(6):521-528.

Brandth, B., Follo, G. & Haugen, M.S. (2004) Women in forestry: Dilemmas

- of a separate women's organization. *Scandinavian Journal of Forest Research*, **19**(5):466-472.
- Braun, V. & Clarke, V. (2006) Using thematic analysis in psychology. *Qualitative research in psychology*, **3**(2):77-101.
- Bryan, A. (2024) What is a modern-day lumberjack? Understanding Scottish school pupils' perceptions of forestry as a career and barriers to uptake. Unpublished master's dissertation. Obtained through personal correspondence with Amanda Bryan. University of the Highlands and Islands, Scotland.
- Bryman, A. (2016) *Social Research Methods*. Oxford University Press.
- Climate Change Committee (2025) Progress in reducing emissions 2025 report to Parliament. Climate Change Committee, London, UK (<https://www.theccc.org.uk/wp-content/uploads/2025/06/Progress-in-reducing-emissions-2025-report-to-Parliament.pdf>).
- Dasgupta, P. (2021) *The Economics of Biodiversity: The Dasgupta Review*. HM Treasury, London, UK (https://assets.publishing.service.gov.uk/media/602e92b2e90e07660f807b47/The_Economics_of_Biodiversity_The_Dasgupta_Review_Full_Report.pdf).
- Defra (2023) Environmental Improvement Plan 2023. Defra, London, UK (<https://assets.publishing.service.gov.uk/media/64a6d9c1c531eb000c64fffa/environmental-improvement-plan-2023.pdf>).
- Farmers Weekly (2024) Level the Field. Surrey, UK (https://stmaaprodfwsite.blob.core.windows.net/assets/sites/1/2023/11/Level-the-Field-guide-PART-3_FINAL-V3.pdf).
- Hafner, P., et al. (2024) D.1.1.1 Barriers and needs for inclusion of girls and younger women. Slovenian Forestry Institute, Ljubljana, Slovenia (<https://interreg-danube.eu/storage/media/01J7DPNQ3D1WXFNHGABXA1JRN3.pdf>).
- Harris, E. (2016) Gender & Diversity in Forestry in Scotland. Confor, Edinburgh, Scotland (<https://www.confor.org.uk/media/246063/confor-genderanddiversityinforestryinScotlandFeb2016.pdf>).
- Health & Care Professions Council (2024a) Equality, diversity and inclusion. <https://www.hcpc-uk.org/standards/standards-of-conduct-performance-and-ethics/revised-standards/equality-diversity-and-inclusion/>.
- Health & Care Professions Council (2024b) CPD activity examples that support equality, diversity and inclusion. <https://www.hcpc-uk.org/standards/meeting-our-standards/person-centred-care/case-studies/cpd-activity-examples-that-supports-ed/>.
- ICFCS (2024) UK Forestry Workforce and Skills Research. ICF Consulting, London, UK (UK Forestry Workforce & Skills Research - KT0201)
- Institute of Chartered Foresters (2015) ICF Code of Conduct. Institute of Chartered Foresters, Edinburgh, Scotland (<https://charteredforesters.org/resource/icf-code-of-conduct/#>).
- Institute of Chartered Foresters (2021) ICF Professional Complaints Process. Institute of Chartered Foresters, Edinburgh, Scotland (<https://charteredforesters.org/wp-content/uploads/2022/03/ICF-Professional-Complaints-Process.pdf>).
- Institute of Chartered Foresters (2026) <https://charteredforesters.org/>.
- Interreg Danube Transnational Programme (2022) Christa Rodenkirchen Role Model In Forestry [Poster]. https://dtp.interreg-danube.eu/uploads/media/approved_project_output/0001/49/4e04017f129998edc5d796155b64812ca06be3f9.pdf.
- Johansson, M. & Ringblom, L. (2017) The business case of gender equality in Swedish forestry and mining-restricting or enabling organizational change. *Gender, Work & Organization*, **24**(6):628-642.
- Johansson, M., Johansson, K. & Andersson, E. (2018) #Metoo in the Swedish forest sector: testimonies from harassed women on sexualised forms of male control. *Scandinavian Journal of Forest Research*, **33**(5):419-425.
- Krajnc et al. (2021) Report "Collected needs of women and wider gender perspectives in forestry". Slovenian Forestry Institute, Ljubljana, Slovenia (https://dtp.interreg-danube.eu/uploads/media/approved_project_output/0001/50/39d51c91a08255c9e4960e588f7e238b6349d8ca.pdf).
- Land and Nature Skills Service (2024) Forestry Commission launches 'Your Career in Forestry' Campaign. <https://www.lanss.uk/news/forestry-commission-launches-your-career-in-forestry-campaign>.
- Le Moal, H. (2021) Women in Forestry in the UK: Experience in the workplace and barriers to career progression. Unpublished dissertation. Obtained through personal correspondence with Heloise Le Moal. University of the Highlands and Islands, Scotland.
- Lidestav, G. & Egan Sjölander, A. (2007) Gender and forestry: A critical discourse analysis of forestry professions in Sweden. *Scandinavian Journal of Forest Research*, **22**(4):351-362.
- National Association of Women in Construction (2025) About NAWIC. <https://www.nawic.co.uk/about>.
- Royal Forestry Society (2026) Homepage. <https://rfs.org.uk/>.
- Royal Institution of Chartered Surveyors (2024) RICS launches new guidance to supplement Rules of Conduct Rule 4. <https://www.rics.org/news-insights/rics-launches-new-guidance-to-supplement-rules-of-conduct-rule-4#:~:text=RICS%20Rules%20of%20Conduct%20Rule,and%20encourage%20diversity%20and%20inclusion>.
- Sim, J., Saunders, B., Waterfield, J. & Kingstone, T. (2018) Can sample size in qualitative research be determined a priori? *International Journal of Social Research Methodology*, **21**(5):619-634.
- Slovenian Forestry Institute (2021) Forest in Women's Hands (FEM4FOREST) Transnational Awareness Raising Campaign Model. Slovenian Forestry Institute, Ljubljana, Slovenia (https://dtp.interreg-danube.eu/uploads/media/approved_project_output/0001/49/91de6c8244876894b8b0df6ed6408e018d79d404.pdf).
- Snyder, H. (2019) Literature review as a research methodology: An overview and guidelines. *Journal of Business Research*, **104**:333-339.
- Stamarski, C.S. & Son Hing, L.S. (2015) Gender inequalities in the workplace: the effects of organizational structures, processes, practices, and decision makers' sexism. *Frontiers in Psychology*, **6**:1400.
- United Nations Food and Agriculture Organisation (1995) State of the World's Forests. United Nations Food and Agriculture Organisation, Rome, Italy.
- Vennesland, B., Björnsdóttir, B., Dolling, A., Hujala, T., Nybakken, L., Strange, N. & Hildebrand, S.M. (2020) Gender balance in the Nordic forest sector. SNS Nordic Forest Research, Alnarp, Sweden (<https://nordicforestresearch.org/wp-content/uploads/2020/09/200917-gender-web.pdf>).
- Wilson, E.R. Ambrose-Oji, B. & Ferranti, E.J.S. (2017) Widening engagement and diversity in forestry and forest science. Workshop Report. Royal Forestry Society, Banbury, Oxon, UK. (<https://www.birmingham.ac.uk/Documents/college-les/gees/bifor/Wilson-et-al-2017-RFS-Diversity-Workshop-Report-FINAL.PDF>).

Jemma Day is a Sustainability, Policy and Communications consultant at Daymark Strategy and recent Master of Science graduate in Environmental Strategy.

Email: jemma@daymarkstrategy.com

Dr Valentine Seymour is a lecturer at the University of Surrey, Centre for Environment and Sustainability.

Email: v.i.seymour@surrey.ac.uk



QJF Online

Exclusive to RFS members, the QJF online archive contains hundreds of articles on forestry and woodland management, going all the way back to 1986.

To browse or search journals, simply visit the RFS website, log in to the Members Area and follow links to QJF Online.

