

The diversity and needs of forestry professionals in the Pacific

Chairs

Graham Wilkinson, Forestry Tasmania

Jalesi Mateboto, Pacific Community

Welcome to the Pacific session of ANZIF

Forestry Professionals from (Australia and New Zealand) with
Fiji, Tonga, PNG, Solomon Islands, Vanuatu and Samoa

Thanks for the sponsorship of the Australian Centre for
International Agricultural Research (ACIAR) and The Crawford
Fund.

Program

Human diversity in forestry in the Pacific (Moana Masau)

Development of a Pacific Network of Forestry Professionals (PNFP)

Concept and role of a PNFP

Support from SPC (Jalesi Mateboto)

Support of Forestry Australia (Graham Wilkinson and Stephen Walker)

Pacific Island Countries – Situation Reports

The diversity of forestry professionals

Issues in the formation of national associations and a regional network

Discussion



Queensland
Government



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Pacific
Community
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Gender & Forestry

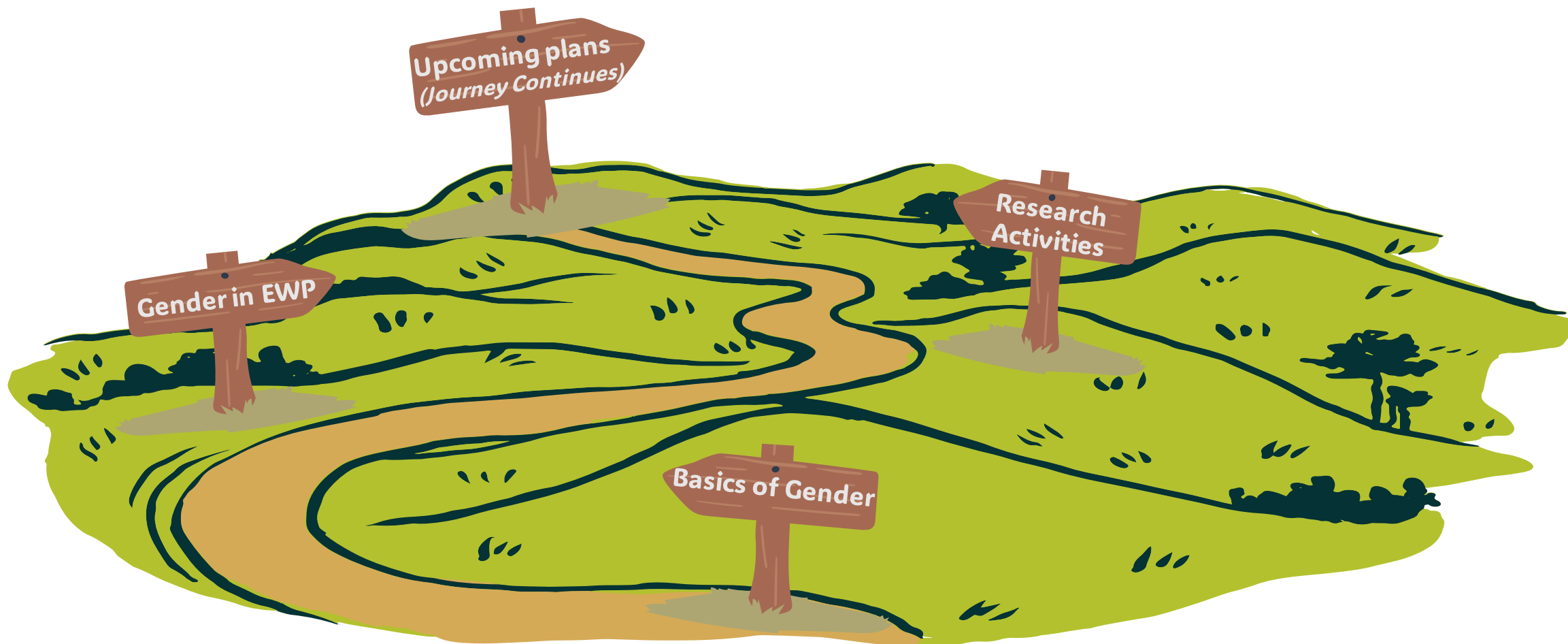
Gender roles in the Engineered Wood Products Value-Chain (Fiji)

Moana Bergmaier-Masau

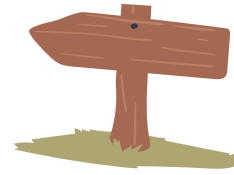
Engineered Wood Product (EWP) Technician

ACIAR Project FST/2019/128 (Future EWP Project)

Presentation Outline



Basics of Gender



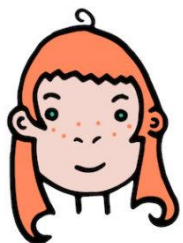
Gender – *socially constructed identity*

with different norms, roles and behaviours assigned to people depending on their (biological) sex.

Sex – are the *biological and physiological characteristics* e.g., hormones, chromosomes and anatomy.



Gender Norms



BAD HAIR
DON'T CARE



WHO SAID THAT
I WANT TO
GET MARRIED?



SHOULD I PREFER
A PINK COLOR?



WHY MUST I WANT
TO HAVE KIDS?

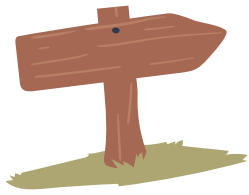


MY COMFORT
IS THE PRIORITY.



DON'T WANT
TO DO IT
TODAY.

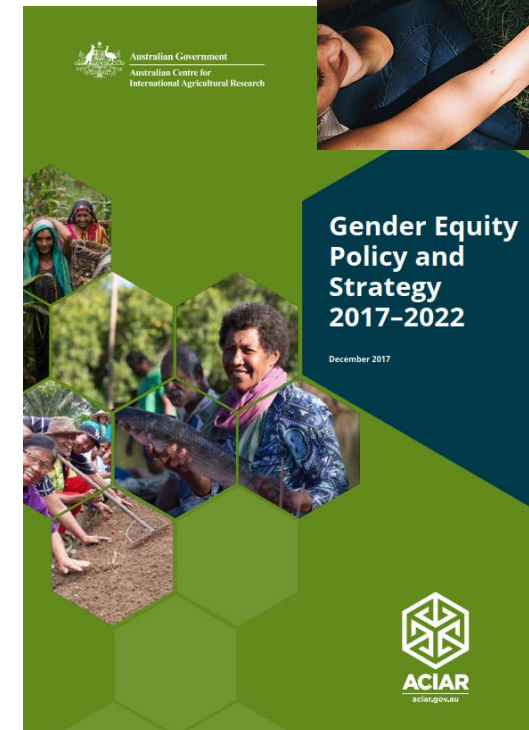
- Norms are *socially constructed* notions, ideas, unwritten rules, and expectations. As a social construct, they differ from society to society.
- Gender norms are gender traits or identities that are perceived to fall within social norms and expectations



Gender in ACIAR EWP Project

Why is this important?

- To make any **lasting sustainable developmental impact**, you must **first understand the social norms** associated with that society and not reinforce gender inequalities
- *Benefits for any development need to be shared equally for all genders*
- ACIAR has a Gender Equity Policy and Strategy (2017 – 2021)



EWP Project Value Chain

- Use **qualitative (social science) methods** to *identify how participation within the proposed value chain may impact women and men in different ways*



**Rural Agricultural Communities
& Plantations**



Logging & Milling

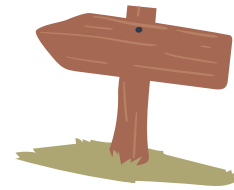


**Manufacturing &
Retail**

2 Research Activities involving 3 rounds of fieldwork :

1. April 2022
2. Feb & June 2023

Research Activity 1 (April 2022)



- Explore the difference in roles and responsibilities of women and men of different ages (*who does what*) to assess the gender implications of sourcing senile coconut trees



Social science methods used:

1. The **Focus Groups** (4 per village – 2 for women and 2 for men)
 - Youths (< 35 years old)
 - Mature (> 36 years old)
2. **One key informant interview** using semi-structured questions (usually a village chief) to gain a community perspective

Research Activity 1 findings

- Fijian traditional society is largely patriarchal so overall, men are more prominent in decision-making roles than women (*mataqalis*/family clans)
- However, women have a more active decision-making role within the household. Women are now being accepted more to discuss at the mataqali meetings but again each **village context is different and important to consider** – *promote gender and age-inclusive consultation processes*
- Sourcing the senile trees, men will do the harvesting (heavy work) and women will be involved in selling or budgeting of the money earned – *women were interested in financial literacy programs to upskill (agency)*



Research Activity 2 (Feb & June 2023)



- What are the *employment roles* men and women have in the plymills and sawmills?
- How can the *EWP value chain* create new job opportunities for both women and men throughout the value chain?

Methods:

- *One-on-one semi-structured interviews* with at least two (2) females and (2) males plus the manager working in companies in existing timber product value chains

Preliminary findings as the research is ongoing



Preliminary Results (3 main narratives)

Narrative 1

- Very clear gender roles



“

“The men doing the outside job because it’s a heavy job and the women can’t do the tough job. So, they will just be put in the office for the light duties. We can’t put the ladies there too. Even if we put the ladies there, the men, they can chop their hands. Their mind will be out of the work. It’s a type of human nature”

Timber Mill Manager ”

Preliminary Results (3 main narratives)

Narrative 2

- Awareness without agency



“

“But here, whether you start today or you – like me 21 years old, I tell you what, working here, it'll come to \$5 plus an hour. That's a big benefit for our daughters and sisters. And that will put food on the table more...Yeah. And they can continue some extension for their education because they have money... *It'll be a benefit for our daughters that are looking for a job.* So, we have to push it up, push it to the government, push to every stakeholders, especially sawmills, veneer, ply. If that can happen, then we'll see our daughters; they'll come inside then ”

Man from Mill ”

Preliminary Results (3 main narratives)

Narrative 3

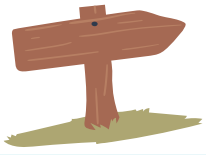
- Walk the talk – women who have stepped into men-dominated roles



“

“I met the headman (of the village). And then, we were yarning one day. And then he asked me, so what's your post now? So, I told him that I was the assistant foreman or assistant inventory. He was so shocked because I believe none of the guys or ladies from the community has ever reached out to any level like this. They were all in the yard in the departments. So, he was saying, oh, that's a good outcome for the community. That's really good. Are there any other job opportunities that are there for some others?”

Woman from Mill ”

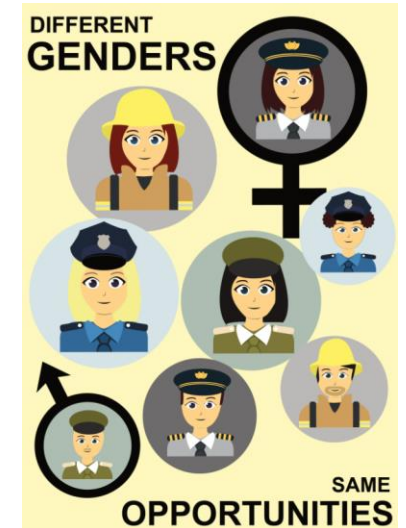


Upcoming plans (*Journey continues*)



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Produce findings from 2nd activity into a report



Capacity-Building:

- Ongoing Masters research on an *in-depth perspective/dive into the experiences of women working in the timber sector and the social aspects or issues that affect the decision* for women in Fiji to enter and work in this sector of forestry (opportunity)

Vinaka vakalevu 😊

A misty forest landscape with tall, thin trees and a hazy background. The text is overlaid on the left side of the image.

A regional network to support forestry professionals in the Pacific

Jalesi Mateboto and Graham Wilkinson

What is a forestry professional?

- any person with high level skills and ethical standards in the management of forests and tree resources, including administration, operations, research and education
- recognized by their peers as having-
 - (1) formal training in forestry or a related discipline and/or
 - (2) demonstrated skills and nominated years of relevant experience
- Come from a diversity of educational and vocational backgrounds, and they contribute to the management of forests and tree resources in varied ways
- an increasing number are entering the profession without formal training in 'traditional forestry'.

Purposes of a professional association

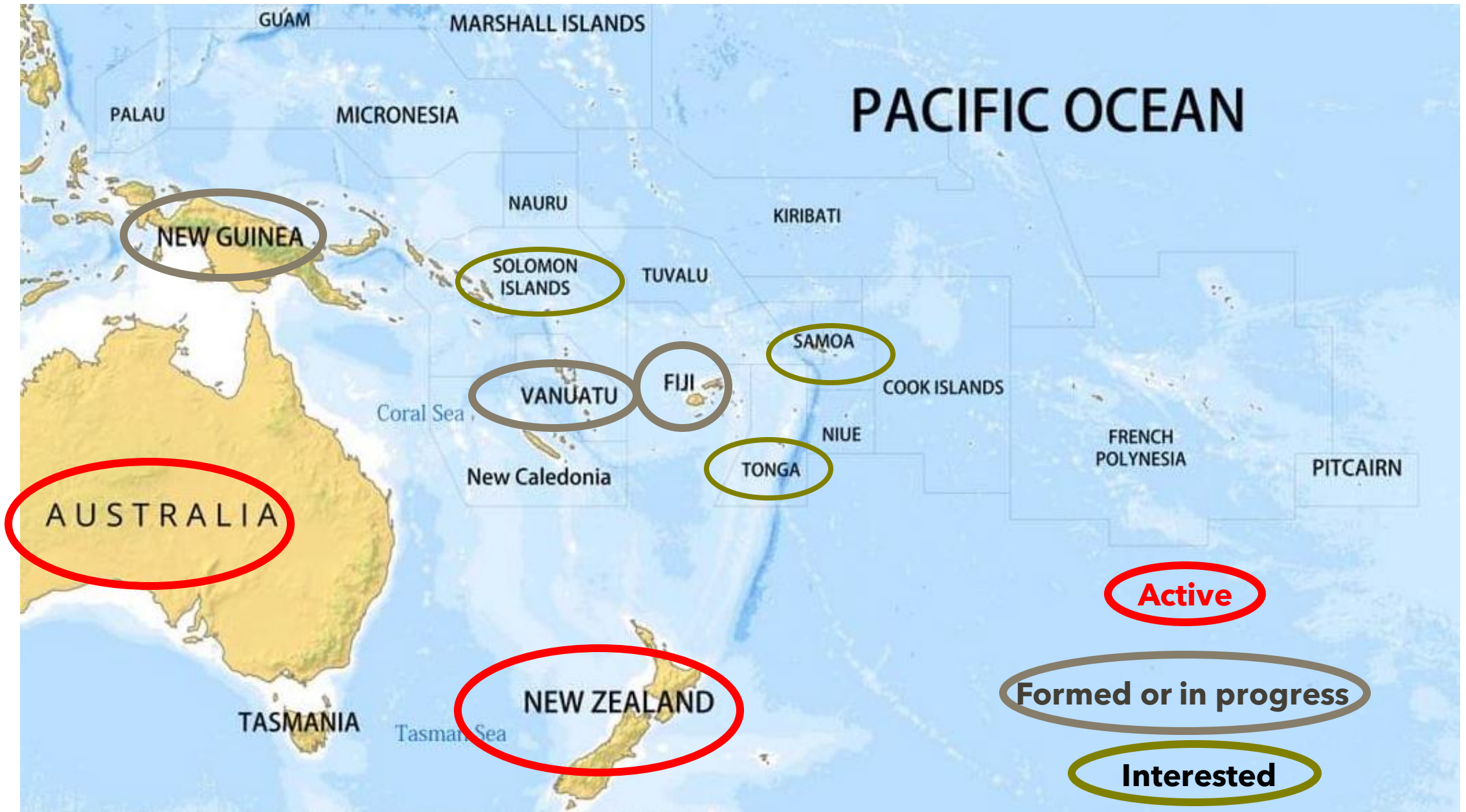
- Define and promote the standing of the profession and the knowledge and skills of its members
- Support members through ongoing learning and professional development
- Promote networking and the exchange of information.




- ✓ Continuing professional development of forestry professionals
- ✓ Apolitical and independent of institutions and employers

- X NOT a governmental institution
- X NOT an industrial union
- X NOT a lobby group.

Professional forestry associations in the Pacific





Potential purpose of a Pacific network of forestry professionals

A network to connect and support-

- national professional forestry associations (where they exist) and/or
- Individual forestry professionals

to strengthen their capacity to sustainably manage their forests and tree resources

-using modern communication systems to share knowledge and resources for continuing professional development.



A Pacific Network of Forestry Professionals



Enhancing the capacity of forestry professionals
to manage forests and respond to challenges such as climate change,
biodiversity loss and increased fires

Role and support of the Pacific Community

SPC Role

- The Pacific Community (SPC) will continue to collaborate with Forestry Australia (FA) to assist interested countries to form their national associations
- Will work in partnership with interested professional forestry associations and forestry professionals in the Pacific to develop the Pacific Network for Forestry Professionals
- The SPC will house and co-ordinate the PNFP
- SPC will engage a full-time officer to co-ordinate/support the network
- Assist with the development of the governance structure of the network
- Assist with developing the support mechanism of the network (capacity building programmes, mentoring, member accreditation etc)
- Assist with linking PNFP with other networks
- Assist with resource mobilisation and technical support to the network (national associations and individual members)


- SPC will continue to liaise with interested associations and forestry professionals within the Pacific to enhance the capacity of local associations and ensure that the network best meets the needs for professional support and development into the future.
- Support initial consultations/ground work to establish national associations (Tonga and Samoa in Nov 2023, SOI in 2024)
- Support consultation/fact finding mission to PNG and Vanuatu in 2024
- Support the inaugural meeting of the network in 2024 (March/April),
- On going discussions to support Forestry side event/s during the 2025 PWAF in Tonga

Support of Forestry Australia

Support of Forestry Australia



Forestry Australia has received funding from ACIAR and The Crawford Fund to offer the following support to forestry professionals in the Pacific-



1. Sponsorships for 16 forestry professionals from six countries in the Pacific to attend the ANZIF forestry conference 2023
2. Free memberships and access to all of Forestry Australia's services for five years for up to 100 forestry professionals in the Pacific.



Services of Forestry Australia

- **Scientific, technical and general interest publications and information**
- **Training and education, including on-line webinars**
- **Professional networking, events and job vacancies**
- **Mentoring program**
- **Professional accreditation**
- **Special interest groups and voluntary work through Foresters without Borders**
- **Advocacy on policy matters.**

Foresters without Borders



Foresters without Borders (FWB) – update on activities

ANZIF Conference 2023, Tweed Heads

Stephen Walker

Chair, Foresters Without Borders



Foresters without Borders (FWB)

Objective: *To provide knowledge and expertise to support sustainable forest management, build local capacity and improve the wellbeing of communities that depend on forests*



FWB will work on projects that:

1. Have been identified by local communities to be of value
2. Are well conceived, planned and implemented
3. Align forestry professional skills with project needs
4. Take on board local advice and needs from communities
5. Require local ownership and responsibility for ongoing implementation



Agroforestry project – a new FWB initiative

- Assisting *Rise Beyond The Reef* (Fiji) to integrate forest tree planting into their breadfruit and coconut planting initiative.



- Launched in January 2023 - farming clusters will plant 1000 breadfruit and coconut trees annually.
- Aligned with the ministry's objective of supporting cyclone rehabilitation and improving the socioeconomic impact of forestry through the development of resources to support communities.

Rise Beyond the Reef



- ***Rise Beyond the Reef*** – ENGO connecting rural communities to markets and at the same time ensuring that villagers have access to basic necessities.
- Project opportunity arose from networking at Pacific Week of Agriculture and Forestry (PWAF), held in Nadi in March 2023.

FWB-RBR Agroforestry Project

- Project will explore opportunities to support RBR with integrating forest tree planting into their breadfruit and coconut planting initiative.
- In-country project feasibility study scheduled for December 2023.
- Project travel sponsored by Forico Pty Ltd.
- Project Team:
 - Braden Jenkin (FWB volunteer)
 - Earl Harris (Forico)
- Will aim to develop a business model and identify collaborating agencies that could support the implementation of a long-term project.

FWB-RBR Agroforestry Project

- Will aim to leverage off previous/current work done by Fiji Government (*30 million trees in 15 years*) and under previous Reforest Fiji project (funded by EU and implemented by SPC).



FWB-RBR Agroforestry Project

- Upcoming FWB project visit will seek to interact with the recently formed *Fiji Forestry Professionals Association*, and other key stakeholders.



Thank you!

fwb@forestry.org.au



Pacific Island Countries – Situation Reports

ANZIF Conference 2023
Pacific session on Forestry Professionals
Network

15th October 2023

Presentation by: **SAMOA**

Susau Siolo and Tito Alatimu

Background

- Samoa does not have an Association however, these are some of the considerations for establishing an Association in Samoa;
 - *Membership is open to all genders, ethnicities, religions, disabilities, etc., and those who have potential interests and offer technical support for the Association,*
 - *Females working in the forestry sector are very limited due to the nature of forestry work which is more male-oriented however that has changed these days and the presence of females is now in every section of the Forestry Division therefore the opportunity for females to voice their contributions to forestry works.*
 - *Most qualified foresters in Samoa are retired and the technical knowledge of staff in the sector is limited therefore a high demand for educated and well-trained foresters to sustain the sector and the industry*

Background

- *The majority of staff working in the sector now lacks technical knowledge of forest, but more on resource management hence they find it contradicting and hard to adapt unless they understand the nature of the forestry industry and the principles of sustainable forest management*
- *Such forestry technical expertise is highly needed for knowledge sharing, capacity building, and preparedness for program distribution to communities.*
- *An opportunity to have access to aid and funds for forestry-related projects, capacity building, and technical support for the country*
- *A technical independent body that shall support the function and services of the Forestry Division*

Issues in the formation of the National association

- Limited knowledge of the objectives of the national association and what benefits lay ahead for its members and the country
- Lack of resources for the establishment of the association and criteria to start the association – need to raise awareness to draw attention
- Limited knowledge of the appropriate government legislation to establish the association
- Support from the Ministry and government is needed therefore, an appropriate concept note is to be prepared to inform the development of the association and to legally registered
- Need professionals to start the association taking into consideration the above and how to attract their attention and interest needs to be well defined.

Opportunities and benefits

- Knowledge and skills to share by retired and well-educated professionals
- Funding opportunities to build on the association and help deliver its functions
- Tertiary education for members of the association or selected by the association to build on the network of the professional career
- Capacity-building opportunities for members and younger forestry professionals
- Technical support to the government forestry activities in terms of supporting the work delivered to the communities.

How do you want to see the Regional Network operate???

- Conduct an annual meeting to provide progress and learn from each other
- Projects/funding assistance to disburse to countries based on the country's preference and national priorities
- Provide professional training and tertiary education opportunities for members of the association to help the countries' operations and the stability of the association
- Field visits, training, and exchange programs to offer for members to maintain their interests in the association

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15th October 2023

Presentation by: **PNG**

Magdalene Maihua

Issues in the formation of the National association

- PAPUA NEW GUINEA ASSOCIATION OF FORESTERS INC. PNG,1980
- FIRST ESTABLISHED IN THE EARLY 1980S MASTERMINDED BY OUR PIONEER NATIONAL FORESTERS IN THE LIKES OF LATE GABRIEL SAMOL AND PIONEER FORESTER OSCAR MAMALAI ASSISTED BY AUSTRALIAN GREATS LIKE JIM BELFORT
- PNGAF'S CONSTITUTION IS IN PLACE ATTRACTING MEMBER FORESTERS AT MASTERS, DEGREE AND DIPLOMA IN FORESTRY LEVELS. LATELY CERTIFICATE HOLDERS FROM THE TIMBER AND FORESTRY TECHNICAL COLLEGE HAVE BEEN ACCEPTED INFORMALLY TO JOIN. ADDITIONALLY, STUDENT MEMBERS WERE ALSO ACCEPTED FROM THE PNG UNIVERSITY OF TECHNOLOGY DEGREE GRADUATES AND BULOLO FORESTRY COLLEGE DIPLOMA HOLDERS
- THE ASSOCIATION WAS ACTIVE UNTIL 2017 WHEN THE ELECTIONS FOR NEW OFFICER BEARERS TOOK PLACE AND THE FORMER PRESIDENT'S ELECTION WAS DISPUTED. SINCE THEN, IT WENT INTO DEFUNCTIONAL STAGE TO DATE

Opportunities and benefits

THE CHAIRMAN OF THE AF PNG HAS A PLACE AS A BOARD MEMBER IN THE NATIONAL FOREST BOARD OF THE PNG FOREST AUTHORITY OF THE NATIONAL FOREST SERVICE. THE CHAIRPERSON'S ROLE IS AS A MOUTH PIECE FOR THE FORESTERS AT LARGE BUT NOTHING GOOD EVENTUATED OVER THE PAST 40 YEARS SINCE ITS INCEPTION IN 1980.

THE ANNUAL REGISTRATION FEES OF THE MEMBERS WORKING FOR PNG FOREST AUTHORITY WAS BORNE BY THE FOREST AUTHORITY BY LAW. HOWEVER, EMPLOYEES IN THE EDUCATION AND INDUSTRY COULD NOT BE ABLE TO PAY SO LOST THEIR REPRESENTATION ON THE AFPNG UMBERELLA

How do you want to see the Regional Network operate???

- THERE ARE MANY COMMON ISSUES TO BE NETWORKED WITH THE REGIONAL NETWORK, IF THERE WAS GOING TO BE ONE.
 - COLLABORATIVE WORK ON ADDRESSING THE PLIGHT OF THE FORESTER'S EMPLOYMENT CONDITIONS AND PERCEPTIONS IS OF PARAMOUNT IMPORTANCE.
 - RAISING THE BAR OF FORESTERS IN THIS AGE AND TIME IN LIGHT OF CLIMATE CHANGE AND ITS EFFECTS ON THE ISLAND NATIONS AS THE KEY TO OFFSET AND **MITIGATE** CARBON EMISSIONS- IS IN THE HANDS OF FORESTERS THROUGH FOREST MANAGEMENT MECHANISMS/TOOLS AND REHABILITATION OF DEGRADED FORESTED AREAS THROUGH REFORESTATION AND AFFORESTATION AND THROUGH RESEARCH AND DEVELOPMENT TO FIND THE RIGHT SOLUTION TO NATURE – BASED SOLUTIONS TO ARREST CLIMATE CHANGE EFFECTS ON FLOODS AND SOIL EROSION AS WELL AS SEAFRONTS AND RIVER BANK EROSION FROM CONTINUOUS FLOODING.

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15th October 2023

Presentation by: **Solomon Islands**
Vaeno Vigulu

Issues in the formation of the National association

- Need to establish with wider consultations and awareness to register the Foresters Association of Solomon Islands (FASI)
- Need to regulate FASI to be a legal Association in Solomon Islands under the Charitable Act of Solomon Islands
- Need wider awareness on FASI's purpose and Objectives
- Foresters work places are scattered across the country:
- High unemployment of Foresters and some in other sectors rather than forestry
- Shortage of funds and
- Foresters don't have the privilege to have day offs to attend meetings

Opportunities and benefits

1. Advocate for increasing investment in Forestry sector, especially in Plantation establishment and downstream processing
2. Promote natural forest management on forest classified as high value forest areas
3. Support research in forestry sector on timber and non-timber forest products
4. Assist Foresters in their employment- terms and conditions
5. Review, advocate and promote Forest Law, Forest Regulations and good Governance in forestry Sector
6. Assist Foresters in capacity building
7. Encourage local entrepreneurs to invest in the Forestry Sector
8. Create employment and support to national economy

How do you want to see the Regional Network operate???

- Supporting national Forestry associations in each country in the Pacific on their core issues and needs
- Support and Share research information
- Share improved genetic materials on commercial species
- Support exchange work experience for foresters in countries of the Pacific, especially in Australia and New Zealand

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15th October 2023

Presentation by: **TONGA**

Heimuli Likiafu and Leody Vainikolo

Background

- Forestry as a profession is less popular in Tonga, compared with other and more popular professions like Agriculture, Doctors, Accountant, Economist, etc.
- Very limited land allocated for forestry development in Tonga (hence Forestry as profession is less popular, plus competing demand for limited number of people and greater demand outside of the country).
- More Forestry activities on agroforestry where trees are integrated in the agricultural farmlands, town allotments, church and school compounds.
- New “National Tree Planting Program”, initiated last year, 2022, aimed at planting 1 million trees in the next 5 years in Tonga.

Background

- Forestry operates as one of the 7 Divisions of the Ministry of Agriculture, Food and Forests (MAFF).
- At present, Forestry (MAFF) is employing 32 people with only 2 trained Foresters in Tonga. Many trained foresters in Tonga have retired, migrated or moved/branched out to agriculture and related fields.
- Lost scholarship opportunities through bilateral aid with the Govt of NZ on Eua Forest Plantation Development, project ended many years ago. With very limited Govt scholarships available, Forestry scholarship is not a priority at MAFF.
- Access for information is mainly from regional and international development partners and donors, also from internet and youtube. Regional and other training opportunities are provided by development partners/donors.
- No Forestry school in Tonga.
- Perceptions from many people that trees are very long-term investment.

Issues in the formation of the National association

- The need for it is not seen earlier.
- Less opportunities and incentives in the past (more opportunities and incentives at present).
- Emerging (and greater) need for more (and young) Foresters (big gap in Tonga).
- Very limited number of current Forestry Professionals in Tonga (few trained foresters have retired and/or migrated).
- Competing demand from professional foresters – many Foresters branched out to Agriculture and related fields (opportunity to reverse this trend the other way). Others migrated.
- Limited promotion on Forestry as a career path (such as during USP open day and graduation ceremonies).

Opportunities and benefits

1. Great opportunity to start the local (and regional by consensus) association – for the deliberate and more focused networking from within and outside of Tonga
2. Potential leverage from this conference.
3. Many platform available to establish the group/advance advocacy – forestry development and forestry for development.
4. Professional development and help educate others. Benefits of sharing a more focused information/capacity building.
5. Forestry's contribution in the country and economy (tangible and intangible) now better recognized and understood by greater number of people.
5. The need for Foresters is much greater now than before.

How do you want to see the Regional Network operate???

- Fully support a Regional Forestry Professional Network.
- We also have the Pacific Agriculture and Forestry Community (SPC).
- Need to incorporate a more deliberate and focused program and attention on Forestry Professional Networking at SPC for a start and go from there.
- Potentially establish a Facebook Group (if not yet done) – “Pacific Foresters” and build up from there.

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15th October 2023

Presentation by: **FIJI**

Sanjana Lal and Tevita Bulai

Background

Staff Strength - 227 of 272 (50 posts under process/vacant)

- Total Technical staff – 134 (Masters -13 (only 3 with Forestry), PGDip-3, PGCert-2, Degree-18, Diploma-40, Certificate 58. (this includes
- Academic background varies – Forestry, Pure Science, Env. Science, Climate Change, GIS and Geography.

Gender Trend

- Ministry grade Ascending – Forest Guard, Foresters Forestry officers, Senior Forestry Officers Directors, Executive Directors, Conservator
- At the base entry level (Forest Guard) – gender is 50:50
- Forester level 90:10 (male : female)
- Forestry Officers- 8 posts (2 female)
- SFO – 7 posts (2 female)
- Director – 6 posts (all male)
- Executive Director : 2 posts (both male)
- Conservator – 1 post (female)

Background cont....

- Government is an equal opportunity employer- Open Merit Based .
- Mobility between roles, not prominent across sectors. Only 2 staff in Ministry from University of the South Pacific (senior roles).
- Minimum entry level background – Forestry, Pure Science or Environment Science (including short courses)
- Access to information may be available (need to know specific forestry needs)
- Opportunities available for training in-country, in the region through workshops-need to share knowledge within the Pacific region, research needs, national and regional priorities, Pacific approach needed in terms of SFM, Standards, Quality, Information Portal, trade and Forest Biosecurity, knowledge exchange, Pacific approach.

Issues in the formation of the National association

- Legal context/understanding of Associations – conflicting in Fiji (lobbying) eg. Nurses Association, Teachers Association
- Objective to be clear
- Constitution to be well defined
- Role of Association
- Membership to Association (staff in service vs external)

Opportunities and benefits

- Regional expertise/knowledge/capacities
- Regional approach to problem solving
- Forum of experts from across the Pacific (past, current)

How do you want to see the Regional Network operate???

- Facilitate discussions (national priorities, international commitments)
- Information Exchange
- Identifying needs and addressing them
- Retaining forestry knowledge and expertise
- Networking

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15th October 2023

Presentation by: **FIJI Private sector**
Ashiana Hassan
Manager Operations
Fiji Pine Limited

Background

- Private Sector Employment
 - No discrimination based on gender, ethnicity, religion or disabilities
 - The recruitment process is through robust interview process and the best candidate is chosen for the position
 - Being a female I was the only female Manager in 2013 to be recruited at FPG at that time – currently we have 7 female Managers at Senior positions
- Educational qualifications
 - Bachelor of Science in Environmental Aspect from University of the South Pacific - 2010
 - And currently enrolling through MBA – General Manager at USP
 - Training to the Forestry Operations was at Fiji Pine Limited being the FSC Administrator (Forest Stewardship Council Certification) – 10 Years

- Previous work background and mobility between roles
 - Project Analyst at Ministry of Forestry for Waste Wood Utilization Project (1 Year) – Project Paper draw up
 - Joined Fiji Pine Limited as the Manager for Environment Unit to set up the Unit and establish as per the FSC certification requirement.
 - Have worked on the FSC Certification for the past 10 years taking the group through the 3rd cycle of 5 years recently.
 - Also manage the COC and FSC Mix aspect of certification for the group.
 - All 10 principles covers ALL aspects of Forestry Life and I am glad I was exposed to this and have my knowledge and hands on training.

-

- Access to information and continuing professional development
 - We do require the private sectors to be more welcomed onto the information access at National Level
 - Particularly the Management to be involved in consultation and workshop requirements even though the executives are mostly invited
 - Under Certification we have direct access to the FSC information
 - Overall the professional development at private sector is low as we need to work on it ourselves personally. We need access to upgrade knowledge!!!

Background

- Just to show you the increasing trend in female participation in our Industry!

<u>Total</u>	<u>Male</u>	<u>Females</u>	<u>Comments</u>
985	877	108	Total Manpower including harvesting and planting crews
Senior Management	3	3	Equal Participation
Mid Management	7	9	More Participation in mid management including technical teamleaders
Staff	867	96	The females participation are increasing in numbers, the Landowners are exposing females to the working community now

Issues in the formation of the National association

- Whilst the Ministry has the overall responsibility for the forestry sector it must ensure that the private sector is engaged.
- The association must not be an instrument of government.
- The authorizing body i.e. the Ministry does take the lead role in terms of Forestry business in the country – we appreciate.
- Private sectors have been left out and I believe other players in the forestry business should have been involved in this from the beginning: smaller sawmillers, loggers, harvesters, planting crews and other relevant technical staffs.
- We are creating an association where all expertise in the Forestry business can be available for any sort of professional or personal development in the Forestry Sector.

Opportunities and benefits

- All sorts of technical expertise can be sourced:
 - Be it forestry – harvesting, planting, Forest management, plantation, natural forest or others
 - Environmentalists, geologists, biologists, hydrologists, ecologists and many more.
 - Executives, land owners and ground/ field workers.
- Opportunities for job search
- Opportunities for sponsorship on study tours, conferences and workshops

How do you want to see the Regional Network operate???

-
- The regional network should **not** be administered by the authorizing bodies of the Country.
 - The regional network should be administered by a group who are independent – the executives to involve people from all sectors!!!

ANZIF Conference 2023 Pacific Session on
Forestry Professionals Network

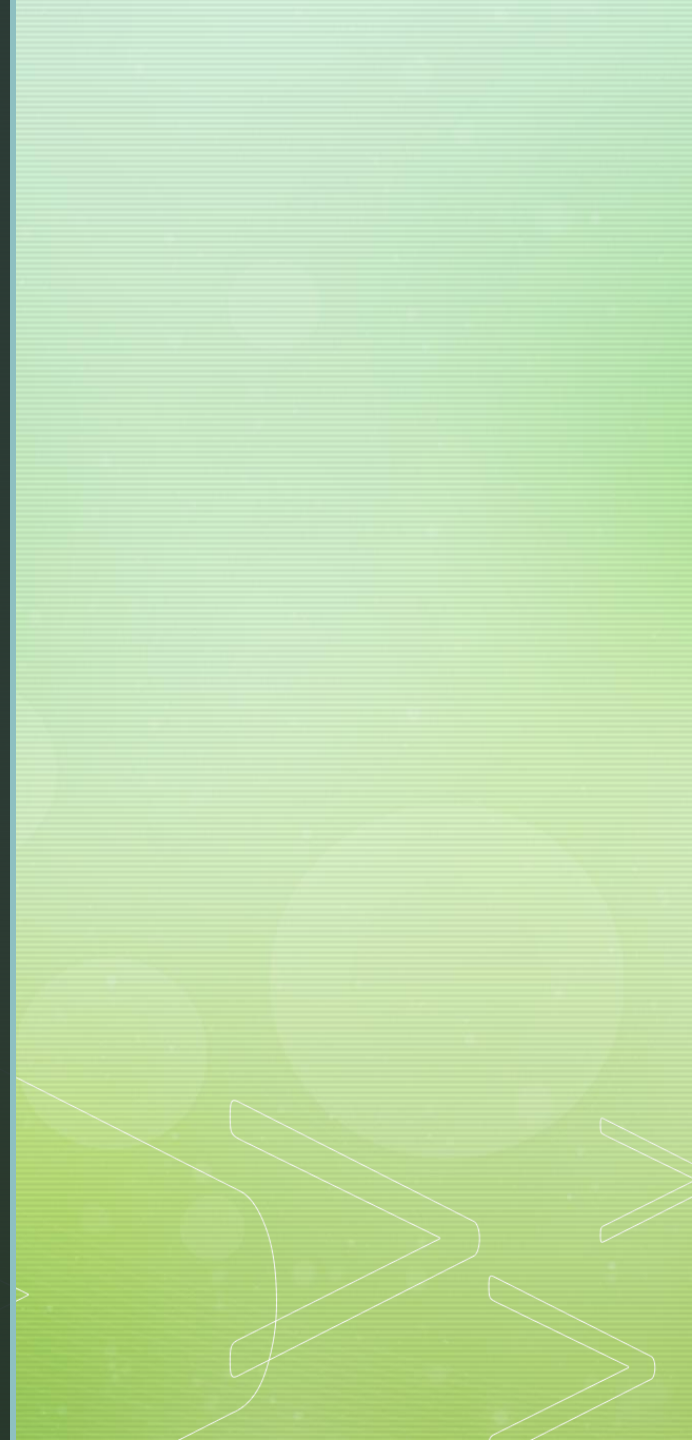
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Vanuatu



► Background

- The Mission of the Vanuatu Department of Forests is to ensure that the nation's forest resources are managed in sustainable manner to provide wood and non-wood products as well as environmental and social services and thereby contribute to income generation, employment and the social well-being of all the people of Vanuatu,
- The value is to ensure professionalism, integrity, impartiality, respect and equality are the key values of the Department of Forests,
- Outputs
 - ☐ Providing technical advice to clients (field inspections, workshops, seminars, briefing papers)
 - ☐ Monitoring operations to ensure compliance with acts and regulations
 - ☐ Collecting revenue for forestry related services
 - ☐ Encouraging increased participation in forest establishment and protection by all sectors of society
 - ☐ Devolving increased responsibility for forest management to the Provinces
 - ☐ Collecting and disseminating information to clients

Background *cont.*

- Educational qualifications; masters in forestry/climate change/international relations, bachelor in forestry/environmental science/geography/generalists, diploma in forestry/agriculture, certificate in forestry/agriculture, vocational schools and work experiences,
- The roles and focus of the department has evolved a lot since independence; early forest plantation establishment, research on local species, NFI, sustainable utilization, establishment of woodlots, forest conservation/integrated conservation/community conservation/custom conservation, REDD+ program (FRL, NFMS), forest landscape restoration and sustainable wood supply,
- We continue to develop our information hubs to provide efficiently information on SFM

► Vanuatu Foresters Association

- Vanuatu Foresters Association (VFA) was established in 1996 with the technical and financial support from Australia Forest Association through Dr Tony Bartlett and Mr. David Wood,
- The association was operating very well in the first couple of years but later discontinued until the beginning of the REDD+ program where major implementing partner in the program is civil society organizations (CSOs),
- Today VFA is progressing well and gaining recognitions from the development partners such as AFA, TWB, WB, GEF small grant scheme, ACIAR, SREP, solar padi and providing awareness to schools and communities on SFM

Challenges and opportunities

- VFA require capacity and institutional strengthening,
- VFA is still to improve on its financial base to be able to organize annual general meetings to elect the executive members,
- The department of forests lacking forestry graduates,
- And it is very important that our forestry associations establish close collaborations and partnership to share knowledges and experiences in SFM,



- Thank you



General discussion

Some key points

- Recognised need for ongoing access to professional learning and development
- Support for national professional associations and regional network
- Role and focus of associations need to be clearly defined and understood
- Associations need to embrace diversity and engage all forestry professionals, not just those in government
- Great potential to support forestry professionals in the Pacific through sharing of information and resources
- Using technology to fostering human networks.



Ask not what your association can do for you,
ask what you can do for your association