FOREST EUROPE WORKSHOP ON
GREEN ECONOMY AND SOCIAL ASPECTS OF SFM

Santander (Spain), 29-30 April 2014

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INTRODUCTION

At the Sixth Ministerial Conference on the Protection of Forests in Europe (Oslo, 14-16 June 2011), the ministers responsible for forests in Europe emphasized the role of forests in transitioning to a green economy. They stressed the need to highlight the lack of emphasis being placed on social aspects of forestry and the necessity to adapt to the changing needs and priorities of society. Furthermore in the Oslo Ministerial Decision: European Forests 2020, ministers recognized the importance of the economic functions of forests and their potential in fostering a green economy, and for generating and maintaining jobs and income, contributing to rural development and enabling the long term economic viability and competitiveness of forestry and forest-based industries.

Stressing the need for maintaining and enhancing forest functions in the face of new challenges and for fostering green jobs in a transition to a green economy, FOREST EUROPE decided to convene a workshop with the aim of providing the opportunity to exchange views among the different players in the forest sector, identify future priority areas for enhancing economic and social aspects of forests, and address the role of forests and sustainable forest management in a green economy at national and pan-European level. The workshop was convened under the ‘Sustainable forest management in a green economy’ focus area of the FOREST EUROPE Work Programme.

The objectives of the workshop were to seek ways to develop a strategic approach to raise awareness in the forest sector, in other sectors and among the general public; and to serve decision making on the contributions of multiple forest functions to local, national and regional economies, in order to enhance the role of forests and green jobs in a green economy and their contribution to sustainable development.

The workshop took place on 29-30 April 2014 in Santander, Spain. More than 40 delegates attended the meeting. Participants included representatives from FOREST EUROPE signatory countries, universities and research institutions, landowners’ associations, workers’ and entrepreneurs’ organisations, and forest certification schemes, among others. They displayed a broad interest and contributed to the successful outcome of the workshop by providing different opinions and views.

This report summarizes the presentations and discussions at the workshop. It is aimed at disseminating the outcome to a broader audience.
BACKGROUND

The General Assembly at the United Nations Conference on Sustainable Development held in Rio de Janeiro from 20 to 22 June 2012, endorsed an outcome document in which countries acknowledged the need to further mainstream sustainable development at all levels, integrating economic, social and environmental aspects and recognizing their interlinkages, so as to achieve sustainable development in all its dimensions. They also reaffirmed the need to achieve sustainable development by promoting integrated and sustainable management of natural resources and ecosystems.

In accordance with the Millennium Development Goals and taking into account their environmental goals concerning biodiversity, climate change, and the avoidance of desertification, forests and forest resources should contribute to the sustainable development of the rural environment from a socioeconomic perspective, the green economy and green employment being an essential part of the future for the forest sector.

According to UNEP (2011), green economy ‘results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. In its simplest expression, a green economy is low carbon, resource efficient, and socially inclusive. In a green economy, growth in income and employment should be driven by public and private investments that reduce carbon emissions and pollution, enhance energy and resource efficiency, and prevent the loss of biodiversity and ecosystem services’. This definition is also quoted in the State of Europe’s Forests 2011 report (SoEF 2011), where it is commented on from the forest sector point of view.

The challenge of taking into account economic, social and environmental concerns in national policies for a transition to a green economy is not new. The change to a greener economy offers important opportunities to create decent jobs and increase social inclusion, besides leading the global economy to a path of sustainable growth. Furthermore, current policy documents voice various demands with respect to forests and woodlands, calling for, inter alia, long term policies that include the rights of future generations; the establishment of gender balance; the preservation of the forest patrimony; encouragement for the entrepreneurs of the rural environment; or enabling conditions for better education, training and innovation in order to develop a sustainable green economy.

Therefore, active social policies and policies concerning the labour market will be essential for sustainable development with social inclusion, as well as policies related to education and training with the aim of facilitating the professional transition towards a green economy and to improve them the skills of those working in forests.

The convergence of multiple functions, objectives and interests requires adequate governance under democratic principles of transparency and legitimacy. This implies explaining and agreeing the criteria for management throughout the social dialogue, which includes the active participation and intervention of the relevant social players related to forests.
There is also a need for a pan-European approach concerning green economy and green jobs in the forest sector that combines measures related not only to the protection of the environment that guarantees the conservation of the forest biodiversity and the maintenance of the provision of forest ecosystem services, but also measures to assure its integration in sustainable rural development, providing sustainable and responsible productive activities that create decent jobs for the rural population; a pan-European approach in the context of sustainable forest management that implies adopting rules, mechanisms and criteria of labour sustainability and social inclusion.
WORK SESSIONS

The workshop was held in Santander, Spain, on 29-30 April 2014. During the workshop the participants from the different countries and stakeholder organisations showed obvious great interest in the topics that were tackled in during the day and a half in Santander.

On the first day, Session 1 was devoted to presentations on regional and national initiatives and good practices to promote the forest sector in a green economy.

Session 2 was a roundtable on social issues in the forest sector in which the main current obstacles when trying to strengthen the social dimension of SFM were tackled, as well as topics such as occupational health and safety, social equity and gender issues, labour skills and qualification of the workforce, job stability and forestry education.

During Session 3 another roundtable took place. This initiated the discussion among the participants on the different understandings of green jobs and how to reach a common understanding on green jobs in the forest sector in the pan-European region.

The last session of the evening, Session 4, was a roundtable dedicated to the potential of the forest sector to foster green jobs and the sustainable development of rural areas.

On the second day of the workshop participants split into two working groups, focusing on different factors. Working Group 1 dealt with the ‘Equity and social issues of SFM, recommendations for improving the information on these topics’. Working Group 2 worked on ‘Guidance to identify effective measures to foster green jobs and to propose pan-European approaches on this topic’. At the end of the morning there was a final session in which the outcomes and conclusions of both working groups were shared and discussed.

The workshop ended with a field trip to Monte Corona Forest and to Oyambre Natural Park, during the afternoon of the second day. The participants, guided by the regional authorities of this territory, had the opportunity to see how this land is managed.

Session 1. Presentations on regional and national initiatives and good practices to promote the forest sector in a green economy.

Ms. María Tourné, Head of the Liaison Unit Madrid, chaired this session and introduced one by one all the panellists.

The first panellist was Mr. Arnaud Brizay from the UNECE/FAO Forestry and Timber Section. Mr. Brizay presented the Rovaniemi Action Plan (RAP) for the Forest Sector in a Green Economy, an initiative of the UNECE Committee on Forests and the Forest Industry and the FAO European Forestry Commission, which was adopted in Rovaniemi (Finland) in December 2013, during Metsä2013, the joint meeting of the Committee and the Commission.
The second panellist was Ms. Karin Östberg from the Swedish Forest Agency. She presented the Forest Kingdom – a vision for jobs in a green economy, which is an initiative of the Swedish Minister of Rural Affairs for creating conditions for new jobs related to Sweden’s forests and thus supporting rural economic development.

Mr. Francisco Javier Adell, from the Spanish Ministry of Agriculture, Food and Environment, was the third panellist and made a presentation on the Plan for an Activation of the Spanish Forest Sector. This plan is an initiative that aims to reactivate the Spanish Forest Sector and to foster growth opportunities by coordinating and facilitating forest actions at national level.

The last panellist of this first session was Mr. Álvaro Picardo, from the regional government of Castilla y León (Spain). He presented Castilla y León’s Programme of Mycology as part of the Programme of Mobilization of Forest Resources in Castilla y León. This aims to give value to mycological resources through the establishment of sustainable forest management.
Session 2. Roundtable 1: Social issues in the forest sector.

This roundtable was chaired by Mr. Álvaro Picardo and presented an overview of the current situation concerning different issues related to the social dimension of Sustainable Forest Management (SFM) in the pan-European region.

Mr. Edgar Kastenholz from the European Network of Forest Entrepreneurs (ENFE), Ms. Ingeborg Bromée from the Swedish Ministry of Rural Affairs, Mr. Marion Hellmann from Building and Wood Workers’ International (BWI), Mr. Babatunde Adeniyi Osunmadewa from the International Forestry Students’ Association (IFSA), Mr. Sten Frohm from the Confederation of European Forest Owners (CEPF), and Ms. Dianne Staal Wasterlund from the International Union of Forest Research Organisations (IUFRO) were the speakers in this session, which also received valuable inputs from the audience.

The roundtable aimed to identify the major challenges in dealing with issues like occupational health and safety in the forest sector, job stability, social equity and gender issues, labour skills and qualification of the workforce, and forestry education, among others.

The key points of the discussions held during this session are summarized here.

- **Occupational health and safety**

  In many countries throughout Europe the forestry sector has been moving backwards in terms of skill levels, work safety and health, working conditions and work quality. In recent years only certain improvements to work safety have been achieved (SoEF 2011).

  Health and safety are major concerns in forestry, as nowadays forestry work still entails a significant number of health hazards and accidents. Health and safety standards are not always properly implemented and, even if countries with a high degree of mechanization have significantly fewer accidents, out-of-date technologies and equipment are still very frequently found in the sector.

  In this regard, Mr. Hellmann stated that jobs are green/sustainable only if adequate occupational safety, accident prevention and health measures are secured. He remarked that, in the context of health protection, research and development needs to focus on additives in wood processing that are not environmentally harmful. When introducing new technologies or materials, the precautionary principle should guide the process.

  Mr. Frohm underlined the necessity of improving the occupational health and safety situation in the specific case of those forest owners who do not have forestry as their main activity and income source, and are not forest workers, nor contractors, since accident rates among this segment of the population are quite significant. Mr. Frohm suggested that possible, not mutually exclusive, solutions for this problem would be related to the education and training of forest owners who are not professional forest workers, and to encouraging forest owners’ associations, which would make it easier for them to hire professional forest workers.
There was general agreement among the speakers on the key role of education and training for preventing accidents and health problems in forestry. In this respect, Ms. Bromée provided the audience with the example of a Swedish initiative, which involves occupational health and safety counsellors visiting and advising those who might need their help.

Stable programs and initiatives, supported by public funds, on this matter should be promoted and put into practice. The setting a list of obligatory occupational health and safety skills to be acquired by all forest workers was suggested as a possible action to be taken in that respect.

Free and compulsory education and training on occupational health and safety, adapted to the different activities and work related to forests, was also recommended.

- **Labour skills and qualification of the workforce**

While workforce qualification is a vital aspect of forestry, workforce issues have often been ignored at the policy level.

Significant differences in the level of qualification between foresters and forest workers are observed. While qualified foresters in the European region generally have been well trained, often their skills have not been updated in the light of recent trends and challenges, including the interrelation between the forest sector and other sectors. Manual forest workers in the region have often received only rudimentary training.

At the present time, it is possible to work in the forest sector without any kind of formal education or training; indeed, this allows non-professional workers to work in the forest sector. This situation must change, and this shift must be made by the forest sector itself, as Ms. Staal Wasterlund pointed out.

The forest sector lacks a common framework for education and training. This framework would be useful to guarantee that all forest workers are qualified to perform their job. The establishment of a skill certificate, valid at regional and international level, is one of the possible measures to be taken in order to put such a common framework into practice. Yet, according to the opinion of some of the participants in the roundtable, real chances of implementing and using a compulsory professional certificate of this kind for forest workers in Europe would be low. Industry driven tools could be, on the contrary, useful for this purpose.

Access to continuing training for all those employed in the forest sector is another essential element for a sustainable approach to forest management and for the realisation of the full potential of forests.

Training and education need to embrace and facilitate a comprehensive view of the multiple functions of forests in order to understand and manage traditional and new
activities, and to address emerging challenges, notably those relating to the forest sector in a green economy.

There are now new market possibilities appearing as the forest sector moves towards a green economy. In this respect, ecotourism was mentioned as one of the many possible ways of diversifying in the forest sector. Exploitation of non-wood forest products was also mentioned by Mr. Hellmann as an example of new interesting opportunities for development in the sector. This could lead to the creation of a significant number of new jobs, due to the usually intensive workforce requirements for processing non-wood forest products.

Mr. Picardo stated that new challenges will arise since forest sector regulations are not yet adapted to this new economy, and remain based on the production and processing of very basic, raw forest resources. Research and innovation will, therefore, be key for the future development of the forest sector.

In any case, as Ms. Bromée indicated, with the agreement of all the participants in the roundtable, training and education will be essential to make the forest sector competitive. And only a competitive sector will assure its profitability.

Further and comprehensive training of wood and forestry industry workers must thus define green/sustainable jobs, stated Mr. Hellmann.

- **Forestry education**

  In close relation with the former question is the matter of forestry education.

  A quarter of all people employed in forestry in Europe are 50 years or older (SoEF 2011). A challenge for the next decade will be the recruitment of new, younger workers, both in numbers and with higher skills, to maintain the necessary capabilities and to address the new challenges in forest operations and management.

  However, interest in, and the attractiveness of, careers in the forest sector has decreased. It seems that the forest profession has a bad image among young generations, because of the low wages and lack of social recognition in comparison to other sectors, a weak social security system, and working in rural areas, which might be seen as not very tempting.

  The need to make the forest sector more appealing and to increase its social recognition appears a key question when trying to attract new students.

  In this regard, Mr. Adeniyi Osunmadewa explained to the audience the forestry students’ concerns about the existing gap between what contractors in the forest sector need and will need in the future, and current forestry education.

  Concerning this question, Mr. Kastenholz remarked that education programs in many forestry universities focus on professional profiles closely linked to those of civil servants. It would be advisable, therefore, to adapt education programs so that they take into
consideration subjects and skills required by other professional profiles linked to forestry, such as those of forest owners, the self-employed, or small forest entrepreneurs.

Social issues are also missing in most of the education programs. Formal university curricula should be modified, so that they include questions linked to the social aspects of forests and forest management.

Other forestry students’ wishes, as revealed by Mr. Adeniyi Osunmadewa, relate to the need to finance forest education, and to the possibility for students to take part in internships or training programs in organisations linked to the forest sector, in order to get some practical knowledge and improve capacity building.

Last but not least, stress was put on the need to collaborate and improve links with other sectors in the field of education and training. Continuing professional development would also contribute to the regular updating of knowledge in the sector.

- **Job stability**
  
  One of the main problems in the forest sector is the prevalence of short duration contracts for specific jobs. A large proportion of forest workers are not direct employees, since outsourcing is very widespread, and very often they are seasonal workers and can be found moving around to work places that are geographically dispersed and temporary.
  
  In this context, as Mr. Hellmann remarked, jobs can be defined as green/sustainable only if the jobs offered are decent and on a permanent basis and secure, if wages and remuneration are based on the principle ‘equal pay for equal work’, and if social security contributions are paid for workers.
  
  The low level of investment and limited public financing for forest management as well as obsolete and/or unstable institutions, and the lack of legislation that could provide legal security and contribute to job stability, make the implementation of effective employment policies in the forest sector difficult. Long-term strategic frameworks are needed to improve this situation.

- **Social dialogue**
  
  Guaranteeing social dialogue in the forest sector is essential.
  
  In this regard, Mr. Hellmann stated that it is indispensable to ensure that workers have the right to form or join trade unions and the right to collective bargaining. The ILO core conventions and other relevant ILO conventions must be respected.
  
  In order to do so, it would be necessary to encourage both the organisation of workers and of small forest owners and entrepreneurs.
  
  According to Mr. Kastenholz, the forest sector had failed in the past to integrate contractors in the social dialogue. This situation must be changed: companies (and not
only big enterprises or state owned companies, but also micro-entrepreneurs and self-employed workers) must become engaged in this.

As Ms. Staal Wasterlund stated, this problem must be faced especially in the case of small companies, so that ‘David vs. Goliath’ situations are avoided. Collective organisation of workers, the self-employed and small forest entrepreneurs would facilitate dialogue with big forest companies, as well as with the state, since it would make the situation more balanced.

- **Equity and gender issues**

  All groups, in particular the most vulnerable, should have equal opportunities in the forest sector to improve and maintain their well-being.

  Even though there was not enough time to go deeper into this question during the roundtable, it was clear that special attention should be paid to gender issues, since gender equality gaps are notable in forestry, where women are usually under-represented in management and decision-making, and the conciliation of work and family life is not always made easy.

  There is still not much information available on this matter, and more knowledge about it would be needed, as was recognized by Ms. Bromée. Gender should, therefore, be integrated as a cross-sectoral issue in all matters related to information on social aspects of SFM.

**Conclusions and recommendations**

Discussions held during the roundtable shed light on some of the main current obstacles for implementing social criteria for SFM.

These messages, together with proposed actions to deal with these obstacles, are summarized here:

- Social issues must be raised in up the political agenda, in order to increase awareness of the social dimension of SFM.
- The design and implementation of long term strategies on social issues related to forests and SFM is needed, which must involve all relevant stakeholders.
- More and better information on social aspects of SFM is needed, to understand the challenges that the forest sector needs to address. This information is essential for coherent action planning and decision taking.
- Specific resources must be assigned to deal with these questions and to put the designed strategies into practice.
- Already existing tools, such as National Forest Programs or certification schemes, could be convenient mechanisms to work on and go deeper into these issues.
In this framework, FOREST EUROPE would be a perfectly suitable discussion platform to address and give a boost to issues related to the social dimension of forests and SFM.
Session 3. Roundtable 2: Reaching a common understanding on green jobs in the forest sector in the pan-European region.

This roundtable was chaired by Mr. Peter Elsasser from the Thuenen Institute for International Forestry and Forest Economics.

Mr. Arnaud Brizay from the UNECE/FAO Forestry and Timber Section, Mr. Edgar Kastenholz from the European Network of Forest Entrepreneurs (ENFE), Mr. Marion Hellmann from Building and Wood Workers’ International (BWI), Ms. Ana Belén Noriega from the Programme for the Endorsement of Forest Certification (PEFC), and Mr. Félix Romero from the Forest Stewardship Council (FSC) were the speakers in this session and were asked to share their views from the perspective of their expertise and field of work. There were also very valuable contributions from the audience during this session.

The roundtable discussed the different understandings of decent green jobs that might exist in the pan-European region as well as the expectations associated with these understandings. The participants were also asked to consider how this term could be applied or adapted to the forest sector, and which elements should be taken into account when defining possible standards for decent green jobs.

Mr. Peter Elsasser as facilitator of this roundtable made a brief presentation with some introductory remarks with the aim of framing the discussion. He pointed out the objective was not to reach a definition of green jobs as applied to the forest sector, as that was the objective of Working Group 2 that would take place the following day.

Traditionally green jobs could be understood as the work carried out in the green sectors and rural areas (agriculture, forestry...). Nowadays we find ‘new’ sectors in the green economy as for example those of renewable materials and energy. Energy efficiency and environmental technology in general are also concepts that can be associated with this term, as well as the work that supports environmentally friendly and resource efficient development and that promotes economic growth, employment, poverty reduction, social equity and gender equality. Green jobs could, thus, be also linked to these ‘new’ sectors.

However, the term ‘green job’ has not been defined for the forest sector. Some of the speakers of the roundtable suggested that in the case of the forest sector this term should refer to all the jobs linked with the whole value chain, from forest to products and users. There was a certain consensus among the participants that all the jobs of the value chain should be green.

In addition, it was pointed out that green jobs can also be understood as those that are managing natural and renewable resources in a sustainable way, and that the forest sector was dealing with renewable resources but the sector was not properly communicating that.

The dialogue among stakeholders was raised as one of the main elements to take into account when talking about green jobs. It was clearly stated that there is a real need of creating dialogue platforms among the stakeholders of the forest sector. Governments may have very
limited instruments to work on this and to get stakeholders involved but everyone agreed on the importance of inclusive and participatory processes of dialogue within the forest sector among all the relevant players, such as forest owners, private entrepreneurs, forest workers, forest industries and companies, the public sector (administration), etc.

As some of the speakers stressed, green economy had never included the social dimension before as it seems to be doing now, and this was the first time that environmental issues (green economy) and social issues (decent jobs) were being tackled so closely. These statements lead to a brief discussion among the speakers and the audience on the need to include the word ‘decent’ before ‘green’ when talking about green jobs; the question raised was if all green jobs are (or should be) decent jobs. The ILO definition of decent jobs was then brought up and a great majority of the participants seemed to agree that all green jobs must be decent. Therefore, forest managers should be asked to take care of their workforce by making sure that conditions are good all along the chain of custody and by raising the profile of forest workers.

It was also suggested that the link between green jobs and the forest sector probably had to do with the environmental dimension and the traceability of the whole value chain. There is no doubt that a green job has to be a sustainable job.

At a certain point in the discussion the real need for a definition of this term was raised. Some speakers stated that, for instance in the case of the term ‘green economy’, this was an appealing name for a new policy problem, but that it needed to be filled with content otherwise it would be only a label. The same was true for the term ‘green job’. It was stressed that the term may be good to communicate but there is a need to look for the political goals behind the concept and how to put them into practice. It is good to have a brand (Green Jobs, Green Economy), but the sector should give content to the definition and rules.

There was common understanding that there is no need to re-invent the definition but in fact there is a need to look for content and to see how it fits with the forest sector’s instruments and views. The forest sector should take part in the definition of this term; the sector has to see if it fits into this definition and then make this term its own and apply it to the sector itself.

It was proposed to work with the definitions that had been developed so far by organisations such as UNEP and ILO as they seemed to be a good basis. It was pointed out during the discussion that green jobs in the forest sector combine very well with the Sustainable Forest Management concept and that the ILO definition of decent green jobs fits completely with it.

There was a general concern about the current SFM criteria and indicators (C&I) set not being good enough to deal with the social aspects of SFM and all the aspects raised during the session. However, although a good monitoring system is crucial, the need for a good regulatory system was stressed during the discussion, arguing that when there is a good regulatory system, it is possible to set up a monitoring system. It was highlighted that the main need was not information but implementation, and as a consequence a good regulatory system was needed.
Conclusions and recommendations

After the very fruitful discussion some conclusions and recommendations can be highlighted:

- Forest is a key sector taking part of the green economy concept. The concepts of green jobs and decent jobs are already there (UNEO/ILO) therefore, the task is to see how to apply them in the forest sector. This can help the forest sector to communicate its role in a transition towards a green economy and to compare itself to other less sustainable sectors.
- Green jobs are first of all decent jobs, as they are only green if they are decent.
- Social aspects of SFM and issues such as how the forest sector can promote green jobs should be moved up the political agenda; for that, data and a good definition are needed.
- We need better C&I, since the current set is not enough to adequately monitor this question.
- There is a need for a good regulatory framework for social aspects of SFM and for encouraging the transition of the forest sector to a green economy.
Session 4. Roundtable 3: Potential of the forest sector to foster green jobs and the sustainable development of rural areas.

The third roundtable was chaired by Ms. Ana Suárez, from the Ministry of Agriculture, Food and Environment of Spain.

The speakers in this session were: Mr. Luís Calaim from the Committee of Professional Agricultural Organizations and the General Confederation of Agricultural Cooperatives (COPA-COGECA), Mr. Ernst Schulte from the European Commission, Ms. Liubov Poliakova from the State Forest Resources Agency of Ukraine, Ms. Patricia Gómez from the Confederation of Spanish Foresters Organizations (COSE), and Ms. Marina Muñoz Durán from the Model Forest Montagne Fiorentine (Toscana, Italy).

The roundtable reviewed the current challenges for the forest sector to foster green jobs and sustainable development of rural areas. Employment in the forest sector has always been and continues to be an important contributor to rural economies and to the livelihood of rural areas. It faces, though, different challenges that were repeatedly brought up during the discussions.

The exodus and unemployment of youth are often mentioned as the most remarkable features of rural areas in Europe at present time. The aging of the rural population, as a consequence of negative trends in natural demographic growth and of the emigration of youth, is another.

Nevertheless, the current economic crisis in Europe is drawing new scenarios in some rural areas of Europe, where many are returning from the cities due to the lower cost of living. Even though it might not be a general trend in the whole European region, and while it certainly does not compensate for the loss of population in rural areas in the last decades, this increasing flow from cities to the countryside has been intensified by the crisis, especially in Southern Europe.

In this context, the potential of the forest sector to contribute to the sustainable development of rural areas, still under-valued, is extraordinary.

The forest sector offers great potential to provide new job opportunities and income for rural households, and to improve standards of living and quality of life in rural areas in an equitable, sustainable and efficient way.

- **New opportunities for the development of the forest sector**

  As Ms. Poliakova noted, even though very often the creation of jobs in the forest sector is mainly linked to the wood and paper industry, new market niches and employment opportunities linked to non-wood forest resources have been noted, and are starting to attract more attention, since they offer great possibilities for the development of the forest sector.
The importance of diversification of employment options linked to the forest sector and the enhancement of entrepreneurship connected to the different resources and services provided by forests was emphasized by all the speakers at the roundtable.

Ms. Gómez, for instance, referred to the growing bioenergy markets. Ms. Muñoz mentioned the opportunities for the forest sector in relation to ecotourism and to the production of non-wood products and the promotion of local markets linked to them, and the direct and indirect jobs that these activities can represent to the economy of rural areas.

Mr. Calaim mentioned mushrooms and cork as some of the non-wood forest products whose manufacture and commercialization are growing, as well as the importance of forests for cattle.

Mr. Schulte referred to the potential of creating green jobs linked with restoration activities and with new initiatives such as that of ‘Green Infrastructures’, which is now gaining special prominence in the European Union, with the adoption in 2013 of an EU-wide Strategy on Green Infrastructure.

- **Shaping a framework where opportunities can be put into practice**

  According to the opinion of the speakers, it seemed to be clear that the potential for the forest sector to play a major role in the development of rural areas is remarkable. It also seems to be even more considerable within a green economy scenario, as the green economy and green employment are an essential part of the future for the forest sector.

  But, how can rural entrepreneurship be fostered in the forest sector? What kind of measures could be taken to encourage the creation of new jobs?

  The need to increase the attractiveness of the forest sector seems to be a key issue, when trying to answer these questions. Communication and education must be encouraged, so that people get to know about forests and forest products. Only if forest products are known, they will be consumed. Improving knowledge of forests and what they provide is essential to make them appealing not only to people from the city, but also to people living in the countryside. In this way, forests will be seen as a source of income and jobs. Special emphasis should be made in the promotion of local markets and local forest products.

  Networking is other fundamental aspect to be given a boost. In order to increase the involvement and participation of the different stakeholders, and, even more relevant, to join forces and optimize the existing resources, cooperation and networking must be encouraged at different levels:

  - Among producers/private forest owners: encouraging self-contracting and the setting up of small scale entrepreneurship and associations, and the creation of added value chains.
Among producers/forest owners and consumers: promoting local markets and establishing appropriate distribution channels for the different forest products.

- Among policy makers, researchers and rural areas: boosting innovation and research, with the aim of getting more efficient and competitive technologies to be applied in forest industry, transport and management.
- Among the forest sector and other sectors: looking for new job niches and synergies.
- Among the public and private sectors: developing public-private partnerships, as well as public and private investment in the forest sector.

The need to develop networks at a local level and working from a bottom-up approach was specially highlighted during the roundtable.

Still, work will also be needed at a policy level. In this regard, a general wish was expressed about counting on a more adequate and stable legal framework, which could be useful to foster rural entrepreneurship.

Policy makers should envisage long term public policies that consider aspects such as the valuation of the environmental assets of the forest patrimony, the establishment of economic incentives (taxation was named as an example) and the availability of funds to be specifically allocated to encourage entrepreneurship in rural environments.

These long term public policies should also foster social cohesion and public-private participation, as well as incentivise innovation and technologic transfer of production and forest industry in order to develop a sustainable green economy.

Last but not least, research and innovation will be decisive in this transition of the forest sector to a green economy and for the creation of new jobs that should be coupled to this process. In this respect, innovation and research should not be limited to primary production of wood or non-wood products, but should be applied all along the forest products value chain. The search for new products and the detection of new demands from society that could be fulfilled by forest-origin products and services is something that must be taken into account. The development and implementation of national strategies regarding innovation and research could be useful to put this into practice.

Conclusions and recommendations

According to what was revealed during the roundtable discussion, there is no doubt that the forest sector has the opportunity to play an exemplary and leading role in the move towards a green economy. It is also clear that this process offers great opportunities to foster new jobs, especially in rural areas.
The creation of these new jobs can only be understood in the framework of sustainable forest management. Development of the sector in a green economy scenario should improve its competitiveness and create employment protecting the environment, with the aim of integrating environmental and socioeconomic value at the same time.

With this aim, it will be necessary to work at different scales: developing adequate tools at a policy level, but also encouraging networking at a local scale.

Innovation and research will be key in this transition. Communication and education about what forests offer, and will be able to offer, will also be essential.
Working group 1: Equity and social issues of SFM. Recommendations for improving the information on these topics.

Chairperson: Ms. Liubov Poliakova

Having a complete and reliable dataset on social issues related to SFM is necessary, not only to know the current situation and its evolution in the pan-European region, but also for any policy decision making at regional and national levels, and to facilitate dialogue and communication on these subjects.

This is already recognized in the Rio+20\(^1\) outcome document, ‘The future we want’. In this countries are encouraged ‘to consider the implementation of green economy policies in the context of sustainable development and poverty eradication’, and governments are invited ‘to improve knowledge and statistical capacity on job trends, developments and constraints, and integrate relevant data into national statistics’.

With regard to this, of the criteria and indicators adopted for monitoring SFM in the pan-European region, only Criterion 6 deals with the socioeconomic functions and conditions of forests. Moreover, the number of indicators included within this criterion and the information provided by them is quite limited.

When addressing social aspects of SFM, the current indicator set focuses mainly on employment, the forest sector workforce (indicator 6.5) and occupational health and safety (indicator 6.6). These are the indicators that deal most directly with the social dimension of forest management. However, the modern concept and social dimension of sustainable forest management calls for wider perspectives.

Among other aspects, those related to workers’ fundamental rights, fair remuneration, job stability, labour skills and qualification of the workforce, gender equality, participation, community based forest management, protection of traditional knowledge, capacity building, dispute resolution mechanisms, and good governance in the forest sector are currently missing from the pan-European information and monitoring system for SFM.

The social use of forests and their role in education and raising environmental awareness are, furthermore, other social dimensions of sustainable forest management. The availability, quality, transparency and communication of information related to the social use and perception of forests, as well as on forest cultural and spiritual values, might need to be improved.

In this context, participants in the workshop were asked to reflect on the following questions:

- Which of the topics currently covered by the criteria and indicators for SFM, and linked with social issues, must be improved?

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\(^{1}\) “Rio+20” is the short name for the United Nations Conference on Sustainable Development which took place in Rio de Janeiro, Brazil in June 2012.
- What new topics are currently missing and should be taken into account when reporting and monitoring social issues linked with SFM?
- What information sources could be used in order to improve the information on these topics?
- How can this information be used in order to raise awareness (both within the forest sector and in other sectors) and to serve decision making?

There was a general consensus among all the participants in the workshop on the need to improve the quality and quantity of the information available on social issues related to sustainable forest management, and on the advantage of having reliable information on these subjects.

This information would be necessary, not only to understand the current situation and the evolution of these subjects in the pan-European region, but also for policy decision making at regional and national levels. It would also facilitate dialogue and communication on the subject. It was felt, therefore, that the improvement of this information should be one of the first steps to be taken to develop this essential pillar of sustainable forest management.

As a result of the discussions held, different topics were identified, for which information must be improved when reporting and monitoring social issues linked with SFM.

Many of the suggested topics were related to those who work in the forest sector, since SFM cannot be achieved without a workforce working under sustainable conditions. Nevertheless, this was not the only field considered, since the forest takes into account not only thinking about forestry and the forest sector, but also other needs of society related to forests and the social benefits they provide.

The suggested topics included:

- Health and safety at work
- Employment
- Fair salaries
- Working conditions
- Workers’ rights
- Gender
- Age of the workforce
- Skills development and training
- Raising awareness and communication
- Rural development
- Cultural heritage
- Forest ownership

Specific recommendations on what to measure in relation with the above mentioned topics were also given (see Annex 2).
Furthermore, some general messages and actions were proposed, which are summarized below.

Conclusions and recommendations

General messages:

- More and better information on social aspects of SFM is needed.
- The present criteria and indicators for monitoring SFM used for social issues, are not sufficient to give a good insight on the social aspects linked with forests and the forest sector.

Recommendations and proposed actions:

- FOREST EUROPE is asked to address social issues at the next Ministerial Conference, as they are a crucial aspect of SFM, and to promote this issue in the political agenda. It is a very relevant subject for which further work and discussion will be needed.
- FOREST EUROPE is asked to organise a working group (or equivalent mechanism) that can focus on social issues of SFM and can propose possible actions to be taken in order to strengthen the social dimension of SFM.
- The above mentioned working group (or equivalent) could develop a questionnaire on criteria and indicators on social aspects of SFM, to be sent to the different countries in order to collect data on these topics.
- FOREST EUROPE is asked to work together with the existing Joint Expert Network (ILO/ECE/FAO Team of Specialist) on Green Jobs, the ECE/FAO Team of Specialists on Monitoring SFM, and/or other networks or working groups dealing with related subjects that could help in this collection of data.
- The use of already existing work and information resources is highly recommended (some examples were mentioned, such as the ILO publication on social criteria and indicators2, and the indicators developed by the Global Reporting Initiative3).
- Since certain data may not be available, expert opinions might be used instead of statistics.

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3 www.globalreporting.org
Working Group 2: Guidance to identify effective measures to foster green jobs and to propose pan-European approaches on this topic.

Chairperson: Mr. Arnaud Brizay

According to UNEP (2011), green economy ‘results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. In its simplest expression, a green economy is low carbon, resource efficient, and socially inclusive. In a green economy, growth in income and employment should be driven by public and private investments that reduce carbon emissions and pollution, enhance energy and resource efficiency, and prevent the loss of biodiversity and ecosystem services’. This definition is also quoted in the State of Europe’s Forests 2011 report (SoEF 2011), where this definition is then commented on from the forest sector point of view.

However, there is no consensus among researchers and practitioners on a common definition of green jobs that could apply to the forest sector.

Against this background, participants in the working group were asked to discuss and provide a possible definition of decent green jobs that could apply to the forest sector.

The group decided to take into account all the work already carried out by organisations such as UNEP and ILO concerning the definitions of green and decent jobs.

UNEP defines green jobs as the ‘work in agricultural, manufacturing, research and development (R&D), administrative, and service activities that contribute(s) substantially to preserving or restoring environmental quality. Specifically, but not exclusively, this includes jobs that help to: protect ecosystems and biodiversity; reduce energy, materials, and water consumption through high efficiency strategies; de-carbonize the economy; and minimize or altogether avoid generation of all forms of waste and pollution’.

After a short discussion the group agreed that a green job has to be decent; before this debate it was not clear whether because it was green a job was automatically decent. The group also took into consideration ILO’s definition of decent green jobs. When ILO refers to green jobs it refers to jobs that are green when they help to reduce negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely green jobs are decent jobs that: improve energy and raw materials efficiency, limit greenhouse gas emissions, minimize waste and pollution, protect and restore ecosystems, support adaptation to the effects of climate change. Moreover, for the ILO decent work involves: work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns and organise and participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.
Taking into account all these considerations and after long discussion concerning all the elements this definition should include, the participants finally reached the following definition:

‘Following the vision and mission established in the FOREST EUROPE’s Ministerial Decision: European Forests 2020, [and in a pan-European context], green jobs in the forest sector are decent jobs (according to the International Labour Organization [as defined by the Decent Work Agenda of the International Labour Organization]) which are related [/connected to]:

- The management and use of forest ecosystems respecting the principles of Sustainable Forest Management (as defined by FOREST EUROPE, Resolution H1, 1993),
- Environmentally friendly production processes based on goods and services from sustainably managed forests.’

While drafting the definition participants discussed the geographical scope of the definition. Some participants suggested that perhaps it would be appropriate to not include any mention of a region as this definition could intend to be used globally. However, there was a strong support from the group to make an express mention to the FOREST EUROPE process, its vision and objectives, so it is clear that the definition refers to the pan-European region, i.e. FOREST EUROPE’s signatory countries. Nevertheless, there was no objection to the idea that this definition could have a wider geographical scope in the future so this definition could be easily accommodated to that end.

It was agreed that, when trying to elaborate the definition and having reached a consensus on the need to state clearly that all green jobs have to be decent, the definition will directly refer to the ILO’s definition of decent jobs.

Another important point raised was the need to mention clearly Sustainable Forest Management as defined by FOREST EUROPE (Resolution H1, 1993) in the definition, and on this all the participants agreed.

After an exchange of views it was also agreed that ‘forest ecosystems’ instead of only ‘forests’ in the first hyphen was a better term to cover everything that should be included.

It took some time to agree the wording and the secretariat was asked to verify all the references both to the FOREST EUROPE’s Ministerial Decision: European Forests 2020 and to the ILO’s definition of decent jobs, so the definition was as accurate as possible.

There was a common understanding that this definition was a good starting point to continue working on this topic and that the forest sector should be aware of the great opportunity that the green economy provides in terms of creating decent jobs and increasing social inclusion.
Therefore, the forest sector should take terms such as green economy and decent green jobs and apply them within the sector.

There was no time to produce a list of items to be taken into account for a pan-European approach on green jobs and to be covered by a national strategy/action for decent green jobs in the forest sector. However, and as a result of the discussions held during the sessions of the first day of the Workshop, a series of recommendations could be raised that are included in the following chapter of this report.
CONCLUSIONS AND RECOMMENDATIONS

The discussions that took place during the different sessions of the workshop confirmed that green economy and social aspects of SFM are topics where there is a clear need and importance to continue working as they are matters of increasing relevance.

The final conclusions and recommendations of the workshop are summarized in this chapter. Priority areas and possible measures to be taken in order to enhance these topics, raise awareness, and serve decision making, are proposed both for green economy and for social aspects of SFM, bringing together in this way the main outcomes of the workshop.

1. Green economy in the forest sector

General messages and priority areas:

- The transition to a green economy offers great opportunities for the forest sector, in terms of further development, sustainable growth and creation of jobs.
- This issue should be made more prominent in the political agenda.
- Reaching a common understanding on a) what exactly this adaptation means, and b) what a green job is for the forest sector, is necessary. It is essential for getting a common approach on the topic both at pan-European and national level, and for better communication.
- Green economy cannot be understood separately from the social dimension of SFM: green jobs have to be first of all decent jobs. Thus, working on the social dimension of SFM will be indispensable for the transition of the sector to a green economy.
- Well-managed forests with qualified forest managers, workers and entrepreneurs contribute to a sustainable and competitive forest sector, playing an important role in rural development.
- There is a need for a good regulatory framework on this specific issue, and better information on it is also needed.
- In the transition of the forest sector to a green economy communication and education must be encouraged in order to increase the attractiveness of the forest sector and the products and services it provides.

Recommendations/possible measures:

A. At pan-European level:
   - A possible definition for green job applied to the forest sector is proposed as an outcome of the workshop. It could be used at pan-European level, in order to provide a common understanding of this term and increase awareness of this issue.
   - This definition is proposed as a good starting point to continue working on this topic. It is recommended that this issue is kept on the political agenda.
   - FOREST EUROPE is seen as a good platform to address and promote issues related to the transition of the forest sector to a green economy.
Better information (including a revision of current C&I) on the topic is needed.

B. At national level:
- Long term public policies must be developed to facilitate the transition of the sector to a green economy and encourage the consequent creation of new jobs.
- These policies should consider aspects such as the valuation of the environmental assets of the forest patrimony, and the establishment of economic incentives (e.g. taxation) which can boost the creation of new jobs linked to the forest sector.
- Specific funds should be made available to encourage entrepreneurship in rural environments.
- Communication and education on the forest sector, and the products and services it provides, are essential to make consumers understand their benefits.
- The development and implementation of national strategies regarding innovation and research is recommended.
- Innovation and research in the forest sector should not be limited to primary production of wood or non-wood products, but include the whole forest products value chain.
- Cooperation and networking must be encouraged at different levels and among the different stakeholders.
- Special emphasis should be made on the promotion of local markets and local forest products.

2. Social issues related to forests and SFM

General messages and priority areas:

- SFM cannot be understood without taking into consideration the social dimension of forests and the forest sector.
- Social issues must be made more prominent in the political agenda, in order to increase awareness of the social dimension of SFM.
- Special efforts should be made in order to improve occupational health and safety, labour skills and qualification of the workforce, forestry education, job stability, and social equity and gender issues in the forest sector.
- A sustainable, trained and safe workforce is one of the pillars of a more competitive forest sector.
- One of the main current obstacles for implementing social criteria for SFM is the lack of information on these issues. Information is needed for a better understanding of what challenges the forest sector needs to address. This information is essential for coherent action planning and decision taking.
- Present criteria and indicators for monitoring SFM used for social issues are not sufficient to give a good insight into the social aspects linked with forests and the forest sector. They should be improved.
Recommendations/possible measures:

A. At pan-European level:
   - FOREST EUROPE is seen as a good discussion platform to address and promote issues related to the social dimension of forests and SFM.
   - FOREST EUROPE is asked to address social issues at the next Ministerial Conference, as it is a crucial aspect for SFM, and to make this issue more prominent in the political agenda.
   - FOREST EUROPE is asked to organise a working group (or equivalent mechanism) that can focus on social issues of SFM, and can propose possible actions to be taken in order to strengthen the social dimension of SFM.
   - This working group (or equivalent) could develop a questionnaire on criteria and indicators on social aspects of SFM, to be sent to the different countries in order to collect data on these subjects.
   - FOREST EUROPE is asked to work together with the existing Joint Expert Network (ILO/ECE/FAO Team of Specialist) on Green Jobs, the ECE/FAO Team of Specialists on Monitoring SFM, and/or other networks or working groups dealing with related subjects that could help in this collection of data.
   - The use of already existing work and information resources is highly recommended.
   - Since certain data may not be available, expert opinions might be used instead of statistics.

B. At national level:
   - Design and implementation of long term strategies on social issues related to forests and SFM are needed, which must involve all relevant stakeholders.
   - These strategies must include specific actions in order to improve occupational health and safety, labour skills and qualification of the workforce, forestry education, job stability, and social equity and gender issues in the forest sector.
   - Already existing tools, such as National Forest Programs or certification schemes, could be convenient mechanisms to work on and go deeper into these issues.
   - Specific resources must be assigned to deal with these questions and put the designed strategies into practice.
ANNEX 1: SUMMARIES OF PRESENTATIONS

The Rovaniemi Action Plan for the Forest Sector in a Green Economy

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The Rovaniemi Action Plan (RAP) for the Forest Sector in a Green Economy is an initiative of the UNECE Committee on Forest and the Forest Industry and the FAO European Forestry Commission. It was adopted in Rovaniemi (Finland) in December 2013, during Metsä2013, the joint meeting of the Committee and the Commission.

The RAP aims to demonstrate how the forest sector can contribute to the transition towards a green economy. In that framework, the forest sector is expected to contribute to an emerging green economy by improving human well-being and social equity while significantly reducing environmental risks and ecological scarcities.

The Plan is structured in 5 pillars, with their respective areas of activity:

A. Sustainable wood consumption and production.
B. The low-carbon forest sector.
C. Decent green jobs in the forest sector.
D. Valuation of and payment for forest ecosystem services.
E. Policy development and monitoring of the forest sector.

For each of these areas, specific actions (a total of 129) are proposed.

The RAP considers that there is no green forest sector without decent green jobs. That is why one of its 5 pillars (pillar C) is specifically dedicated to the promotion of decent green jobs in the forest sector.

Actions included in this pillar try to accomplish the following objectives:

- To develop and communicate strategies for decent green jobs in the forest sector.
- To ensure that the workforce has the necessary skills at all levels to carry out the tasks associated with sustainable forest management.
- To reduce the levels of illness and injury experienced by the forestry workforce.
- To review the work methods used for harvesting and silviculture.
- To assess the socio-economic impacts of green economy policies on the forest sector.
- To improve the situation of forestry education and identify present and future requirements for forestry professionals.
Possible players to be involved in the implementation of the different actions in the plan include FOREST EUROPE, UNECE/FAO, governments, forest owners’ associations, forest workers’ and entrepreneurs’ organisations, research and training centres, and forest certification schemes, among other stakeholders.

However, the RAP is not a binding text. Governments and stakeholders are thus free to adopt, to adapt or to implement or not the plan.

In order to follow up and facilitate the implementation of the RAP, different meetings have already been scheduled. Especially relevant will be the 72nd session of the ECE Committee on Forests and the Forest Industry, which will be held in Kazan, Russian Federation, from 18 to 21 November 2014. This meeting will focus on the implementation of the RAP.

The work carried out by the ILO/ECE/FAO Team of Specialists on Green Jobs in the Forest Sector will also feed the outputs of these meetings and help put the RAP into practice.
The Forest Kingdom, a vision for jobs and growth in a green economy

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The Forest Kingdom – a vision for jobs in a green economy, is an initiative of the Swedish Minister of Rural Affairs for creating conditions for new jobs related to Sweden’s forests and thus supporting rural economic development. It is based on the sustainable use and management of the forests.

The Forest Kingdom vision and platform is built around 4 branches:

A. Sustainable use of forests: dealing with issues such as the sustainable production of biomass, forests’ importance for the climate, timber trade, ecosystem services, game management, provision of forestry skills and the Government’s strategy for gender equality in the forest sector.

B. Processing and innovation: focusing on new ways of generating income from forests. One aim for this branch is to stimulate entrepreneurship in the forest sector, stimulating development and innovation in green energy, new materials, wood-based products and wood construction, new technologies, etc. Another aim is to increase the forest sectors’ degree of processing in order to add more value to its production.

C. Experiences and recreation: aiming to widen the scope of experiences and activities both within the tourist industry, and for people who enjoy spending time in their local forest. This includes increasing knowledge about forests’ cultural heritage and about the Right of Public Access to forests.

D. Sweden in the world: dealing with the role of Sweden in international cooperation on forest issues and disseminating knowledge about the Swedish forestry model of freedom with responsibility.

As part of the Forest Kingdom initiative, the Swedish Government has allocated budget funds to support entrepreneurs and small business owners dependent on forests. The support focuses on development of added value and innovation, adventure tourism and recreation. The aim is to create conditions for jobs related to and/or dependent on forests and it is targeted both towards the development of existing businesses and the establishment of new ones.

Furthermore, the Forest Kingdom also offers advisory services on different issues, as well as a national cooperation programme between schools and the Swedish forest sector called ‘Forest in the school’.

Equal opportunities for women, men and people of foreign background are a question of competitiveness in the forest sector as well as in other sectors. Taking this into account, the
Forest Kingdom pays special attention to the development of a gender-equal forest sector that also attracts young people.

In order to address these needs different efforts and measures are undertaken, e.g. the Swedish Forest Agency’s skills development activities within the Rural Development Programme specifically aimed towards women, and the development of internet based interactive advisory tools.

The Forest Kingdom’s vision has provided an arena for cooperation between provincial authorities, the Swedish Forest Agency and provincial/regional representatives from the forest industry and research. It unifies effort and concentrates it on the forest as a natural and national resource, and also highlights the great interest in the use of all kinds of forest assets.

The next step in the process will be to start a long term strategic project to develop a Swedish National Forest Programme enabling the forest and its value chain to further its contribution to a growing bio based economy.
PASSFOR: Plan for an activation of the Spanish Forest Sector

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The Plan for an Activation of the Spanish Forest Sector is the initiative of the Spanish Ministry of Agriculture, Food and Environment that aims to reactivate the Spanish Forest Sector and to foster growth opportunities by coordinating and facilitating forest actions at national level. This plan aims to promote the socioeconomic activity in rural areas by achieving a diversification of the economic activity, increasing the number of green jobs in the forest sector, increasing the demand of forest products, improving the living conditions in rural areas, enhancing forest management in private holdings and improving forest holdings’ income.

Among the Spanish forest sector features it is worthwhile mentioning that 27.7 M Ha of Spanish territory are forests and other wooded lands, which means 55% of the total national area. Spain has a diversity of forest ecosystems including Mediterranean, boreal, and continental, among others. Another point to take into account is that there are different levels of Administrations dealing with forest issues in Spain. In economic terms the Spanish forest sector’s contribution to GDP is 1.00% (8.600 M euros) while the European average is 1.62%. Currently around 170,000 people hold forest jobs, which means 0.80% of the workforce, there has been a sharp decline in forest jobs since 2006. These relevant facts concerning the Spanish forest sector motivated and conditioned the measures included in the plan.

This plan proposes 85 specific measures and actions, each of them defined by its features, possible funding options and parties to be involved (public administration and private stakeholders). Among these measures this plan tries to prioritize the enhancement of forest biomass products, and the improvement of the association of forest workforce and other producer organisations, to support the transformation, processing and diversification of forest resources, both wood and non-wood forest products and to include all of this within rural development programs.

To follow up this plan there will be a monitoring committee that will carry out an interim assessment in 2017 with a set of indicators that have been established. The final assessment will take place in 2020 when the final conclusions will be drawn.
Castilla y León’s Programme of Mycology and Programme of Mobilization of Forest Resources

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Castilla y León is located in the interior of northern Spain. With 94,000 km² it is one of the largest regions in Europe with a Mediterranean-continental climate. 47% of its area is dedicated to agriculture, 31% to forest, 20% to other wooded lands, and 2% to other land uses. It has a huge diversity of ecosystems with high ecological value.

Castilla y León has 5 M hectares of ‘forest land’, of which 3 M Ha are forests and 2 M Ha are other wooded lands (mainly brush land). The regional government, Junta de Castilla y León, defines the forest policy of the region and directly manages 2 M Ha of municipal forests.

The region of Castilla y León received full forest competences in 1984, approved the Regional Forest Plan in 2001, and passed the Regional Forest Law in 2009. In January 2014 its ‘Program of Mobilization of Forest Resources’ (2014 - 2022) was approved.

The main objective of the Program is to increase the value of the sustainable production of regional forest resources and to increase the productivity of regional forests and the forest sector by solving market deficiencies, simplifying regulation, ensuring traceability, improving control, improving forest management and forest owners involvement, improving forest health, and encouraging stakeholders’ cooperation and innovation.

The Castilla y León’s Programme of Mycology, on the other hand, is not a formal program but a series of 6 successive projects, which began in 2001 and still continues. The Programme of Mycology was a local initiative, a really innovative approach based on the cooperation of all local players and stakeholders, which aims for the valorization of mycological resources through the establishment of sustainable management, testing a picking regulation system, and promoting myco-tourism and a transparent commercialisation of these products.
ANNEX 2: SUGGESTIONS AND RECOMMENDATIONS FOR THE IMPROVEMENT OF INFORMATION RELATED TO THE SOCIAL DIMENSION OF SFM

The working group identified some topics related to social aspects to be addressed in order to overcome the lack of data on this dimension of SFM.

Even though more discussion and detailed work must be done to decide on the data that must be (and/or can be) collected on these topics and the methodology to do it, the working group proposed some specific recommendations for the improvement of this information. These recommendations are collected in the following table:

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<tr>
<th>Topic</th>
<th>Recommendations</th>
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<td>Health &amp; safety at work</td>
<td>- Common definitions for different concepts are needed (e.g. ‘accident’)</td>
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<td>- Existing criteria and indicators (inter alia those included in the ILO Codes of Practice(^4) and the ILO publication on social criteria and indicators(^5)) could be used or taken as a starting point for further discussion.</td>
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<td>- In the specific case of accidents, not only the number of accidents that have occurred is interesting, but also the relative accident risks and the severity of the accidents.</td>
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<td>Employment</td>
<td>- The number of employments in the forest sector should not be given just as a total. A distinction should be made between different types of employment, such as: fully-employed, immigrant workers, seasonally employed, self-employed.</td>
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<td>- The definition of what is meant by the above mentioned terms would need to be discussed.</td>
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<td>- When working with specific indicators, how to collect data on the work input from private forest workers and other informal workers (like family members) will need to be considered.</td>
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<td>- Data on unemployment among trained foresters/forest workers would also be interesting to know.</td>
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<td>Fair salary</td>
<td>- Formulating criteria and indicators that measure if salaries in the forest sector are fair would be interesting.</td>
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<td>- These criteria and indicators would have to be related to the type of employment (full-time, part-time...).</td>
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<th>Topic</th>
<th>Recommendations</th>
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| Working conditions           | - An aspect that must be related to the level of mechanisation of the work.  
                                - This question is also closely linked with those related to health and safety conditions, to the need for safety requirements and to what extent they have been fulfilled.  
                                - As an example of data that might be interesting to collect, housing for immigrant workers, or rest areas, can be mentioned. |
| Workers’ rights              | - Criteria should measure to what extent legal requirements are fulfilled.  
                                - A possible indicator could be the percentage of the work force that is unionised. To what extent a social dialogue is in place (or not) is also an important indicator. |
| Gender                       | - Gender is an issue that needs to be mainstreamed in all the indicators, making a distinction between men and women.  
                                - Only a distinction between the total number of male and female employees is reported at the moment. To see a distinction according to work organisation would be interesting. As these can differ between countries, questions to be asked about this topic may have to be open and reported not as criteria and indicators. |
| Age of the workforce         | - A very relevant issue for the future of the workforce. At present information on this topic is structured in two age groups (workers younger than 50, and workers older than 50). More categories would be needed.  
                                - This information should be linked to that related to employment and the different types of jobs in the forest sector. |
| Skills development and training | - More detailed information on this topic is needed. Countries may differ in training system so some description and definition of concepts related to this issue would be needed.  
                                - Some interesting data on this topic would be: distinction between different training providers and organisers (state/private); the range of subjects offered to workers in the form of training; and the existence or not of programmes of life-longing learning.  
                                - Reports may exist from different countries that could be used as a basis for the development of these criteria and as sources of data. |
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<th>Topic</th>
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| Raising awareness & communication | - A difficult subject to measure. Descriptions of what communication and awareness raising activities have been undertaken may be a way to collect information on this.  
- This information should also be connected to indicators of stakeholder participation. In this respect, the attendance of stakeholders, local population, students and pupils could be reported together with the activities.  
- Another approach may be to collect data on the media coverage of these activities. |
| Rural development            | - Related to how green jobs are fostered.                                                                                                   |
| Cultural heritage            | - Present criteria on this topic are very broad. Further development would be needed.                                                        |
| Forest ownership             | - Changes taking place in private forest ownership should be monitored, since this important aspect will most probably affect the services needed in the future. The required changes in needed services must be studied further. |
ANNEX 3: FIELD TRIP

In the afternoon of the second day of the workshop (30 April 2014), a field trip was organised to Monte Corona Forest and Oyambre Natural Park, both located in the region of Cantabria.

1. Monte Corona Forest

Monte Corona is a big mountain area located on the west coast of Cantabria, not far from the beaches of Comillas and Oyambre.

Monte Corona has 10 public forests with long tradition of forest planning in Cantabria.

Brief history

The Monte Corona forests were extensively deforested until the 18th century due to the demand for wood for shipbuilding. Since then, the southern blue gum (*Eucalyptus globulus*) and the Monterrey pine (*Pinus radiata*) have changed the Monte’s history.

In 1859, this group of forests was one of the first to be declared of public interest in Cantabria. Planning of its forest resources, due to its productive capacity, was authorised by forest engineer Luis Calderón Punte in 1892.

Natural status

These forests are located on the Cantabrian seaboard, with few slopes and an altitude of 0-450 m above sea level. The climate is humid Atlantic, with mild temperatures (14 °C annual average) and moderate rainfall (1,400 mm/year). Monte Corona is located at the medium coline belt, with no summer breezes and no likelihood of frost. The soil is mainly rendzina, lithosol and cambisol, with a lesser presence of regosol and luvisol.

Socio-economics

Monte Corona’s forests cover part of five municipal districts (Cabezón de la Sal, Comillas, Ruiloba, Udías and Valdáliga), with a population of around 12,000 inhabitants. As in most rural areas of Europe, the population is unbalanced in respect of age - more elderly people - and gender - more men and fewer women.

Forest status

These forests are managed by the Directorate General for Forests and Nature Conservation of the Government of Cantabria.

The Monte Corona forests cover a land area of 3,652 Ha, of which 2,385 Ha are populated by forests and belong to Neighbourhood Committees. The coverage per species is as follows:
<table>
<thead>
<tr>
<th>Tree status</th>
<th>Surface area (Ha)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eucalyptus sp</td>
<td>1,253.4</td>
<td>52.5</td>
</tr>
<tr>
<td>Pinus radiata</td>
<td>508.6</td>
<td>21.3</td>
</tr>
<tr>
<td>Mixed mass of leafy trees</td>
<td>409.4</td>
<td>17.2</td>
</tr>
<tr>
<td>Quercus robur and Q. petraea</td>
<td>96.5</td>
<td>4.0</td>
</tr>
<tr>
<td>Quercus rubra</td>
<td>63.5</td>
<td>2.7</td>
</tr>
<tr>
<td>Quercus ilex</td>
<td>28.4</td>
<td>1.2</td>
</tr>
<tr>
<td>Others</td>
<td>25.4</td>
<td>1.1</td>
</tr>
<tr>
<td>Total</td>
<td>2,385.2</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The existing land-use planning and forest management have ensured sustainable use of the forests and pasture lands. These are among the most productive forests in Europe (12-21 m³/Ha/year).

From the point of view of forest management, the plan divides Monte Corona into 10 sections, the same number as the public forests of which it is made, and the latter into three types of management areas:

**Section A:** Plantations of *Eucalyptus globulus* and *Pinus radiata* and temporarily deforested areas. These areas will be planted with productive species. The principal aim of these areas is to produce wood.

**Section B:** Made up of indigenous deciduous species (*Quercus robur, Fagus sylvatica* and *Castanea sativa*) and plantations of *Quercus rubra, Pseudotsuga menziessi* and *Sequoia*, among others. The principle aim is soil conservation and to nature protection.

**Section C:** Areas with no tree cover composed of pasture lands where the principle aim is to produce grazing for livestock.

The Management Plan, in force since 2005, defines the long-term guidelines for sustainable use of the forest in its *General Plan*. Management is based on an area control method, in high forest system for *Pinus radiata* and coppice system for *Eucalyptus* sp., with rotations of 35 and 14 years, respectively.

The *Special Plan* estimates that seven years (2005-2011), half of the rotation for the eucalyptus, is sufficient to attain the project’s planning aims.

Currently, this instrument has been extended because the economic downturn has slowed the sale of wood, making it impossible to meet the commitments established in the Management Plan.
If the managed land area is considered, it is worth noting that 72.5 Ha of eucalyptus and 14.4 Ha of pine are cut annually, which means around 17,000 m$^3$/year and 5,000 m$^3$/year, respectively. Thus, the forest generates around €500,000/year.

2. OYAMBRE NATURAL PARK

Oyambre was declared a Natural Park in 1988. It has an extension of 5,782.55 hectares and covers land that belongs to five municipal districts (Val de San Vicente, San Vicente de la Barquera, Valdáliga, Comillas and Udías). The Natural Park has had a Natural Resources Management Plan since 2010.

The environmental areas that can be found in the Natural Park are as follows:

Coastal areas:

The coastal areas include the cliffs and moors along the coastline, as well as the beaches and sand dune systems.

Unique plant communities grow on the cliffs, heavily influenced by the immediacy of the sea and shallow soil. The most interesting formation is the Atlantic moor on the upper part of the cliffs, exposed to strong winds, where *Erica vagans* and formations of gorse (*Ulex europaeus*) stand out on the dry Atlantic heath lands. Other heath lands are covered in *Genista hispanica* sbsp. *occidentalis*.

The two largest beaches are Merón and Oyambre. Together with a number of smaller beaches, they make up one of the Park’s most characteristic landscape units.

The sand dune systems support a plant community that grows exclusively in sandy, shifting soil in environments that are constantly subject to wind and the sea air.

Estuaries and marshlands:

There are two estuaries within the Natural Park, Ría de San Vicente de la Barquera, made up of two wetlands (the Rubín and Pombo marshes); and the Oyambre estuary, with another two wetlands (the La Rabia and Zapedo marshes).

Fresh water and sea water converge in this area, which supports a high diversity due to the variety of environments that range from sub-tidal to supra-tidal.

Grasslands:

Pasture lands predominate in these areas, interspersed with forest plantations, patches of scrub and woodlands, as well as natural hedges. All of these make up a patchwork landscape that supports communities of flora and fauna, thus ensuring the ecological connectivity of the entire area and soil permeability.
Forest areas (Monte Corona):

Patches of indigenous forest grow alongside plantations of productive species. The preserved masses of leafy trees constitute a good model of Atlantic forest in transition towards medium elevations.

The importance of the natural values of the area is beyond argument, but it should not be forgotten that it is an area heavily influenced by human presence, with considerable activity in the more conventional primary sector as well as the tourist sector. Planning is essential to the conservation and recovery of the natural resources and the sustainable development of the municipalities that lie within the area.
## ANNEX 4: LIST OF PARTICIPANTS

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ANNEX 5: BACKGROUND DOCUMENTS

International organisations:


European Union:

International conferences:

- Conference on Contributions of Forests to a Green Economy. Bonn, Germany, October 2011.