

Gender Forest Sector in Jamaica

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- Jamaica's forest sector was/is male dominated.
- In recent times there are changes, there is a gentle shift to include more female involvement.
- There is still need for additional interventions which I will highlight.

- The 2015 forest cover report for Jamaica indicated that approximately 440,000 ha of forest cover
- 40% of total land mass of Jamaica
- 25% is owned by the GoJ and managed by the Forestry Department
- The remaining 75% is privately owned.

- Since the establishment of the Forestry Department in December 1937 the entity has been primarily staffed by men.
- All the Conservators were men until 1996...
- Women were mainly in the Human resources, accounting, secretarial sections
- 1970s and early 1980s a number of female graduates in natural and agricultural sciences were employed.
- Approximately 2% of the full staff complement

- By the early 1994 most of those women were no longer at the FD.
- There were no women in the professional category.
- 2 women occupied 1.6% of the technical staff
- This was mainly due to the lack of opportunities for upward mobility in the male dominated entity.

- 1997 consultant was contracted to assess gender issues in the forest sector.
- She identified that only 7 women were employed in the professional/technical fields between 1994 – 1997
- Including the first female head of the entity in 1996.
- The FD now approximately 25% of the Management staff were female; 20% of the technical staff female.
- 3 women were also sent on forestry training at the tertiary level.

- The recommendations included:
 - Strengthen the organizational framework for the implementation of the mandate on gender & forestry
 - Build gender capacity within the Forestry Department.

- The National Forest management and conservation plan of 2001 included a gender strategy:
 - Making the FD a more gender sensitive organisation that is fully equipped to incorporate gender issues in its operations.
 - Promoting the recruitment of women into professional and technical levels within the FD

2000 and beyond:

- Gender sensitisation seminars were held
- Some specifically for all the women in the agency.
- Training programme was developed with priority on technical areas
- Executive Agency status – got additional positions
- With the graduates from our main Universities 80% being female. Had more female on the market.

- 2017 total staff complement 227
 - Male 123; Female 104
 - Female 45%
- 157 are forest professional/technical posts
 - 62 are female
 - 40%

Next steps:

- Succession planning
- 2017 NFMCP
 - Capacity building in Silviculture, NRV, Carbon stock monitoring, urban forestry
 - Training/capacity opened equally to male and female