

Historical reconstruction of the forestry education as a prerequisite for the access of women to the leading positions of state forestry in the federal state of Baden- Württemberg

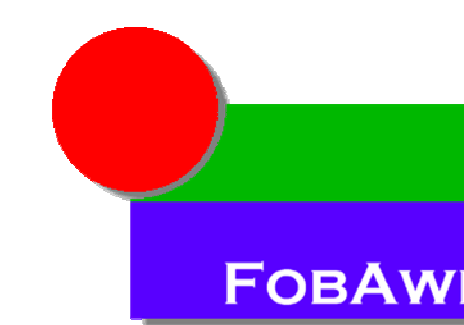
Results of a diploma thesis

Astrid Kühnel

Poster for the Gender and Forestry Seminar, Umeå, Sweden 2006



ALBERT-LUDWIGS-
UNIVERSITÄT FREIBURG
INSTITUTE OF FOREST UTILIZATION AND WORK SCIENCE



Werderring 6
79085 Freiburg
Germany

<http://www.fobawi.uni-freiburg.de>



project wa'gen
(Wald= forest and gender)

<http://www.wa-gen.de>

Astrid Kühnel, cand. forest., + 49 761 203 3773

astrid.kuehnel@fobawi.uni-freiburg.de

Introduction

In the federal state of Baden- Württemberg just 7,5 % of the people working in leading positions in the state forestry administration are women.

The small share of women can be explained by the historical access of women to forestry education as prerequisite for professional work in the forestry sector.

Method

The prescriptions for the forestry education since the Second World War were analyzed under the aspect whether there existed equal opportunities for all applicants to receive the professional training.

The results had to be contextualized to the general contemporary history and especially the woman's history to find out if the developments in the forestry sector complied with the general societal trends.

Results

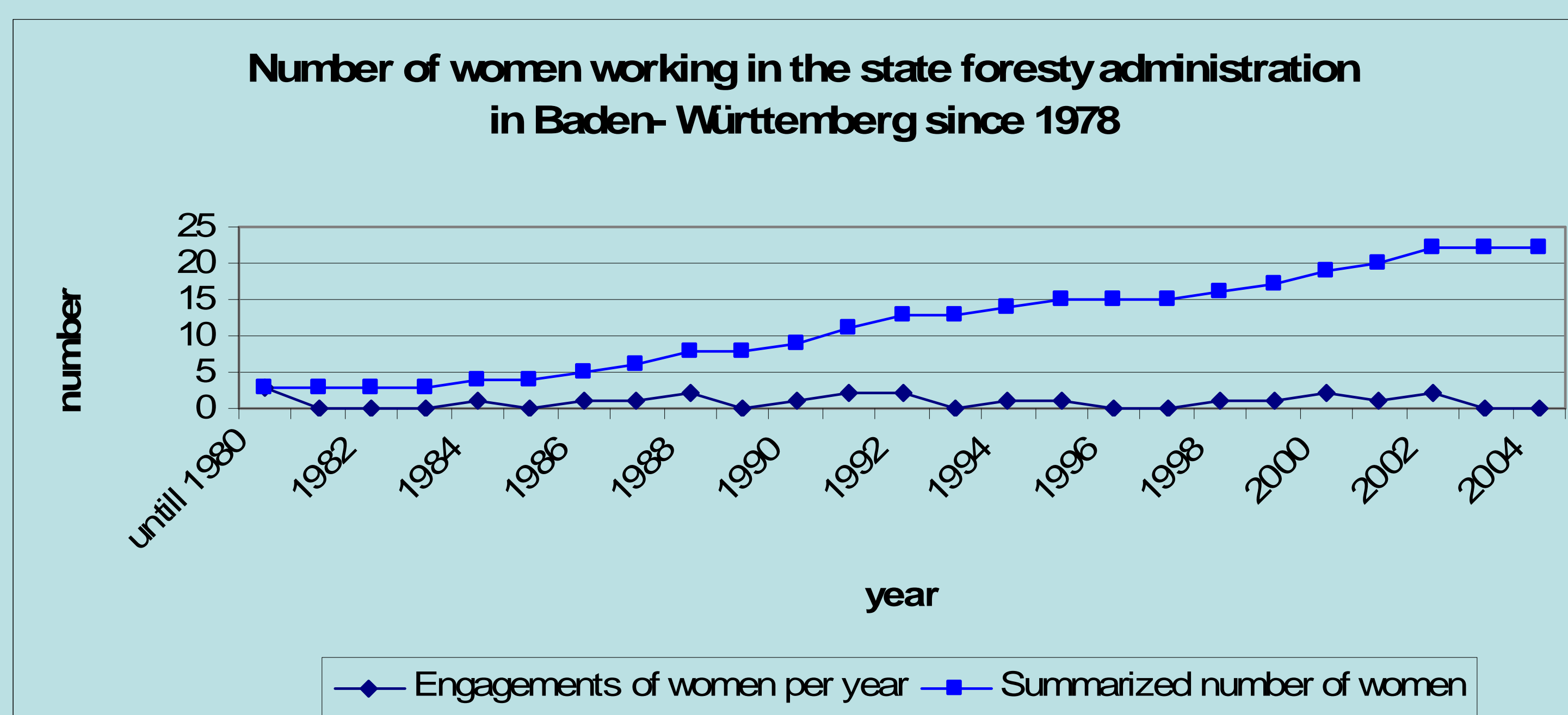
Up to the 70s women were excluded from the complete forestry education.

While it was possible for women to study forestry sciences at the universities since 1939 they had no access to the mandatory training at the state forestry administration until the middle of the seventies. This was because the training rules at the state forestry administration in Baden- Württemberg did not change significantly in a time period from 1940 till 1977.

Characteristic for these rules was that the training period was not only used to qualify the aspirants but also to select the persons that were hired later by the state forestry administration.

The sourcing of staff was a multistage process that continued during the entire time of forestry education. (See graphic below)

As a consequence only the aspirants that fulfilled the employment criteria of the state forestry administration were allowed to participate at the mandatory training or to conclude it.



Moreover the criteria which were used to select the applicants showed the following characteristics:

1. The criteria were formulated imprecisely. Consequently they could be interpreted in any direction.
2. The criterion specialist knowledge was not the most important criterion. In spite of that the three criteria: "sex", "personality" and "family background" were the determining criteria.
3. Especially the criterion "personality" was defined by the values of the organisation culture of the state forestry.

Consequently only applicants that conformed to the values of the organisation culture of the state forestry organisation in Baden- Württemberg were allowed to participate the mandatory training.

As women traditionally did not "occur" in the selection and training methods of the state forestry, they were simply not admitted to the mandatory training.

Only strong societal political pressure during the seventies made it possible to change the training rules and to allow women to take part in the complete forestry training. Therefore the first woman was hired as late as 1978 in the state forestry administration of Baden- Württemberg.

The following increase of women that were qualified for the leading positions in the state forestry administration concurred with the strong decline of jobs. Therefore the number of women working in the leading positions of state forestry administration in Baden- Württemberg is still extreme small. (See graphic above)

Reference

Diploma thesis of Astrid Kühnel 2006

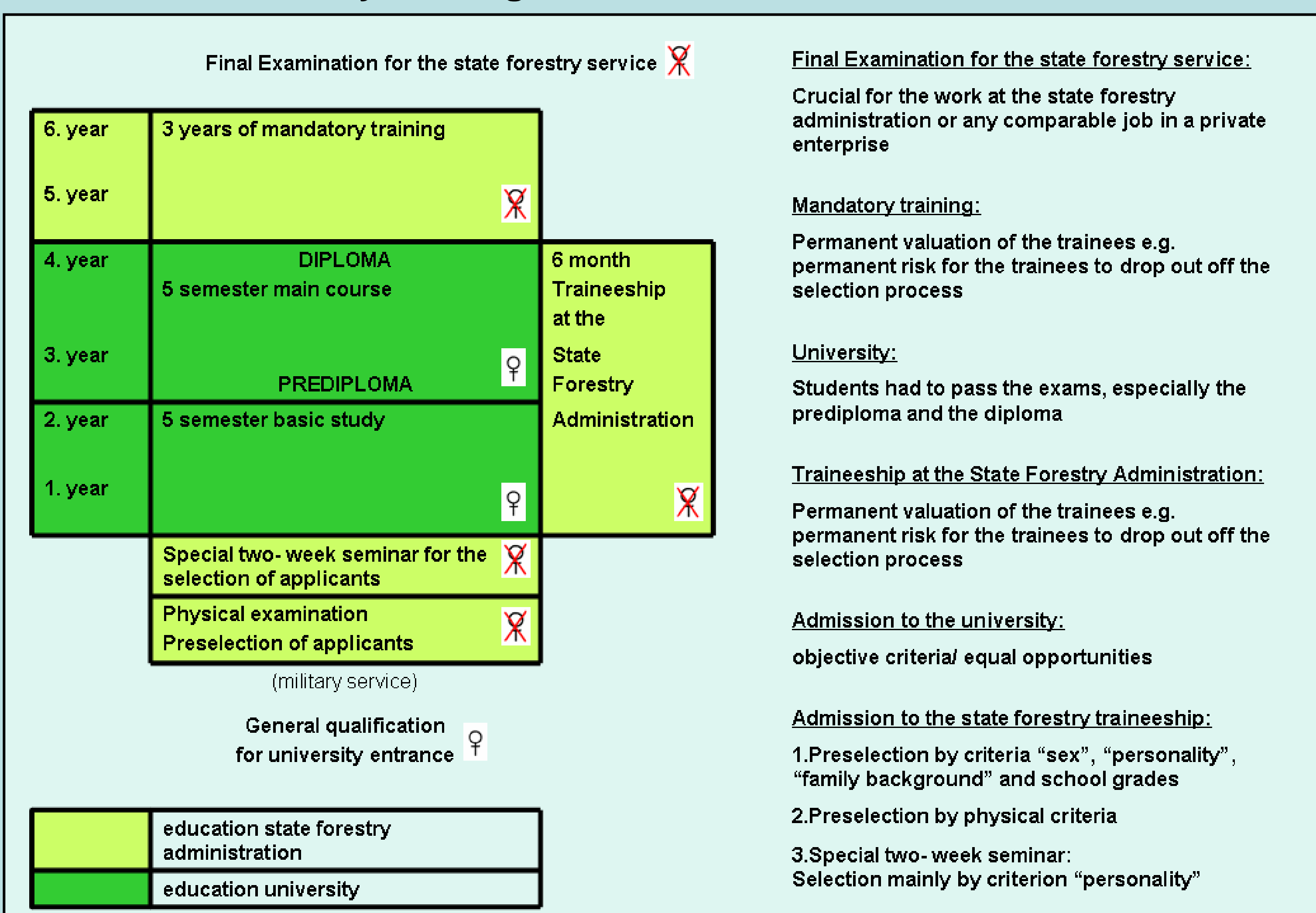
The diploma thesis is part of the project wa'gen.

wa'gen (Wald = forest and gender) is a joint research project of the German Universities of Lüneburg and Freiburg. It focuses on the role that gender relations and perceptions of nature have on forestry and environmental education.

For further information: www.wa-gen.de



BILDUNG ORGANISATION
NATUR BERUF



Graphic: The multistage selection and forestry training process during the 60s in Baden- Württemberg