

REVITALIZING FOREST MANAGEMENT IN INDONESIAN FOREST INDUSTRY POST-COVID-19: EXPECTATIONS FROM YOUNG FORESTERS (A CASE STUDY FROM UNIVERSITY STUDENTS)

David Jhon Daniel, and Efi Yuliati Yovi*

¹Department of Forest Management, Faculty of Forestry and Environment, IPB University. IPB Dramaga Campus, Bogor 16680, West Jawa, Indonesia

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REVITALIZING FOREST MANAGEMENT IN INDONESIAN FOREST INDUSTRY POST-COVID-19: EXPECTATIONS FROM YOUNG FORESTERS (A CASE STUDY FROM UNIVERSITY STUDENTS). The global health emergency triggered by COVID-19 has had a significant impact on Indonesia's forestry industry. This study investigates the expectations of young foresters regarding the post-pandemic landscape, exploring various aspects such as industry performance, focus, worker protection, global strategies, and personal views on the industry's future. In conjunction with descriptive statistics, word cloud analysis was employed to identify salient issues drawing substantial attention. Through purposive sampling at a leading forestry university in Indonesia, the study reveals that young foresters perceive the transition towards developing industries based on non-timber forest products and environmental services as potential areas of growth. However, they acknowledge that the timber-based industry has historically been the backbone of Indonesia's forest industry and is likely to maintain its significance as forest management trends toward plantation forestry. Additionally, the study demonstrates the enduring appeal of the forestry sector to the younger generation, positioning it as a valuable entrepreneurial field.

Keywords: COVID-19, forestry business, forest commodity, non-timber forest products, young forester

REVITALISASI INDUSTRI KEHUTANAN INDONESIA PASCA COVID-19: HARAPAN DARI RIMBAWAN MUDA (STUDI KASUS DARI KALANGAN MAHASISWA). Darurat kesehatan global yang dipicu oleh COVID-19 telah memberikan dampak signifikan pada industri kehutanan Indonesia. Penelitian ini menyelidiki harapan para rimbawan muda terkait lanskap pasca pandemi, mengeksplorasi berbagai aspek seperti kinerja industri, fokus, perlindungan pekerja, strategi global, dan pandangan terhadap masa depan industri kehutanan di Indonesia. Selain statistik deskriptif, analisis word cloud digunakan untuk mengidentifikasi isu-isu utama yang menarik perhatian. Melalui pengambilan contoh secara sengaja (purposive sampling) di sebuah universitas kehutanan terkemuka di Indonesia, penelitian ini mengungkap bahwa para rimbawan muda melihat transisi menuju pengembangan industri berbasis hasil hutan bukan kayu dan jasa lingkungan sebagai area potensial pertumbuhan. Namun, mereka juga menyadari bahwa industri berbasis kayu secara historis telah menjadi tulang punggung industri kehutanan Indonesia dan kemungkinan akan tetap memiliki signifikansi seiring tren pengelolaan hutan menuju hutan tanaman. Selain itu, penelitian ini menunjukkan bahwa sektor kehutanan tetap menjadi daya tarik yang berkelanjutan bagi generasi muda, menjadikannya sebagai bidang wirausaha yang berpotensi.

Kata kunci: Rural, eco-rural tourism, polarisasi, masyarakat lokal

* Corresponding author: eyyovi@apps.ipb.ac.id

I. INTRODUCTION

The unprecedented COVID-19 pandemic has become a public health emergency of international concern (Attah, 2021). The virus can spread easily and cause fatal losses, not only for the sufferers but also for the economic stability of a country and ultimately the global order, forcing countries to implement various mitigation approaches depending on the level of virus spread, the capacity of the healthcare system, government policies, and local situations. The implementation of health protocols, lockdowns, and travel bans in high-risk areas are the most commonly adopted strategies (Kaimann and Tanneberg, 2021). As a result, the movement of people is affected, which harms almost all sectors. The BPS survey results (BPS, 2021) indicate that only about 50% of companies in the agriculture, services, and manufacturing sectors in Indonesia (mostly small and non-corporate businesses) remained operational during the pandemic. The various social restrictions imposed have an impact on the forestry sector in terms of social organization, economics, and the environment. In terms of social organization, the COVID-19 pandemic has been shown to decrease employees' perceptions of organizational politics (Larasatie et al., 2021). In the context of the environment, Attah (2022) reported that COVID-19 hampers sustainable forest management, forest protection, afforestation, and conservation efforts in all sub-regions of Africa. He highlights a significant rise in the risk of biodiversity loss in Africa's forested areas since the beginning of the pandemic. In Nepal, COVID-19 has severely affected nature-based tourism, a crucial part of the national economy (Sah et al., 2020; Maraseni et al., 2022). Similarly, East and Southern Africa, known for its ecotourism industry, has been affected (Attah, 2022). In terms of the economy, Vietnam has experienced massive cuts in production and a significant decrease in export supply chains in the wood processing sector (Vietnamnet, 2020). As a result of the COVID-19 pandemic's economic pressure on

Indonesia, there has been an increase in illegal logging cases in addition to a significant decline in export performance (reaching 8.3% in January–May 2020, according to KLHK, 2020) (Golar et al., 2020). This increase in illegal logging has also been observed in almost all regions of Africa (Attah, 2022).

COVID-19 has not only had negative impacts. The policy of limiting human activities during the pandemic and reducing economic activities, including the industrial sector, provides the potential for temporary restoration of the Earth's ecosystem. This includes significant improvements in global air quality (Venter et al., 2020; Silva et al., 2022) and water quality (Patel et al., 2020; Yunus et al., 2020).

These studies have provided insights into the dynamics resulting from the pandemic. COVID-19 can potentially drive dynamics in the forestry business in unexpected directions (Sah et al., 2020; Maraseni et al., 2022). The industry's emphasis can change from being primarily on timber or non-timber forest products to relying on environmental services, or vice versa (Laudari et al., 2021). Although these dynamics may be temporary, if the direction of the forestry business offers long-term profit potential, the trends need to be corrected and maintained. Therefore, a broader analysis is needed to determine the direction of forestry sector development in Indonesia. This analysis can be based on the dynamics of the global forestry business, assessments from forestry business players, and insights from knowledgeable observers in the forestry sector.

Forestry business activities involve the production, purchase, sale, and exchange of goods and services, either by individuals or companies (Brandt & Buckley, 2018; Hurmekoski et al., 2018). The purpose of business is to generate profit and provide goods or services to the community. On the one hand, Indonesia's vast tropical forests should enable the forestry business to make significant contributions to the country in terms of social, economic, and ecological aspects. This means that the forestry business should not solely

focus on profit, goods, and services but also prioritize forest sustainability as its primary goal (Golar et al., 2020; Martinho et al., 2020; Marasenin et al., 2022). Imbalanced forest utilization and sustainability will lead to various problems, including social, economic, and ecological issues, which will ultimately hinder the achievement of Sustainable Development Goals (Baumgartner, 2019).

While various studies have explored consumer behavior during the pandemic, particularly in industries such as cosmetics, household products, textiles and apparel, and consumer electronics (Jan et al., 2022), there is still limited research on the thoughts and opinions regarding the direction of the forestry business post-COVID-19, especially from young foresters in the field of forestry science. BP2 (2022) notes that the age group of 20–24 is the largest among all age categories, totalling 22.6 million. This group is characterized as often being critical, having diverse ideas, and possessing skills that will support them in playing a significant role in forest governance (Robson et al., 2020), a role projected to become more prominent in the coming years.

Therefore, gaining a better understanding of the aspirations of young foresters positions us more broadly in formulating strategies, policies, and practices that align with the evolving challenges of the future (Aquino-Moreschi, 2016). The thoughts and views of these young foresters, representing expectations for the forestry business in Indonesia after the COVID-19 pandemic, provide valuable insights for various stakeholders, including governments, regulatory bodies, practitioners, academia, industry, and researchers, in formulating the direction of forestry business development in Indonesia post-COVID-19.

II. MATERIAL AND METHOD

The data used in this study are the opinions of young foresters (students of the Faculty of Forestry, IPB Class of 2018). Data collection and analysis were conducted from March to November 2022. Given the conditions of offline activity restrictions, the research was conducted in a hybrid manner, a combination of offline and online (using Google Forms, which were then verified through direct discussions

Table 1. Results of validity test with SPSS

Aspects	Item statements**	Corrected Item Total Correlation	r-table	Validity*
1. Expectations for the performance of Indonesia's forestry business by commodity form/type category	Statement 1.2	0.604	0.217	V
	Statement 1.3	0.408	0.217	V
	Statement 1.5	0.483	0.217	V
	Statement 1.6	0.726	0.217	V
	Statement 1.7	0.667	0.217	V
2. Post-pandemic outlook/forecast of upstream and downstream forestry industry trends	Statement 2.1	0.539	0.217	V
	Statement 2.2	0.473	0.217	V
	Statement 2.3	0.562	0.217	V
	Statement 2.4	0.586	0.217	V
	Statement 2.5	0.560	0.217	V
	Statement 2.6	0.619	0.217	V
	Statement 2.7	0.530	0.217	V
	Statement 2.8	0.642	0.217	V
	Statement 2.9	0.585	0.217	V

Table 1. Continued

Aspects	Item statements**	Corrected Item Total Correlation	r-table	Validity*
3. Expectations concerning the protection of occupational safety and health of those working in the forestry industry	Statement 3.1	0.601	0.217	V
	Statement 3.2	0.670	0.217	V
	Statement 3.3	0.811	0.217	V
	Statement 3.4	0.381	0.217	V
	Statement 3.5	0.565	0.217	V
	Statement 3.6	0.834	0.217	V
	Statement 3.7	0.803	0.217	V
	Statement 3.8	0.867	0.217	V
	Statement 3.9	0.803	0.217	V
4. Strategies for maintaining/improving the efficacy of the forestry industry	Statement 4.1	0.785	0.217	V
	Statement 4.2	0.797	0.217	V
	Statement 4.3	0.788	0.217	V
	Statement 4.4	0.841	0.217	V
	Statement 4.5	0.835	0.217	V
5. Personal insight on the state of the Indonesian forestry industry in the future	Statement 5.1	0.567	0.217	V
	Statement 5.2	0.747	0.217	V
	Statement 5.3	0.686	0.217	V
	Statement 5.4	0.639	0.217	V
	Statement 5.5	0.577	0.217	V
	Statement 5.6	0.428	0.217	V

Note: *) Only valid items presented; ** The question descriptions are as listed in Figure 1-7.

Table 2. Results of reliability test with SPSS

Aspects *)	Cronbach's alpha	N of items
1. Performance of Indonesia's forestry industry by commodity form/type category	0.445	5
2. The focus of Indonesia's forestry industry from the category type between upstream and downstream	0.734	9
3. Protection for forestry workers	0.847	9
4. Strategies to maintain or improve the performance of the forestry sector at the global level	0.867	5
5. Personal outlook on the future of forestry	0.668	6

Note: *) Only valid items presented

with respondents). The number of participants (80 students, 41 males, and 39 females) was determined based on the well-known Slovin method. The sampling method used was non-probability sampling with the purposive sampling technique. This sampling is used so

that the criteria for participant characteristics can be adjusted so that the selected participants can better represent the population criteria.

In this study, respondents were asked to reflect on their expectations of various areas, both with open and closed questions, through

an attitude scale (5 scales, 1 = strongly disagree, 2 = disagree, 3 = neither agree nor disagree, 4 = agree, 5 = strongly agree; adopting the Likert scale). The items were divided into five categories: 1) respondents' views on the performance of the Indonesian forestry industry based on the category of commodity form or type (5 items); 2) the focus of the Indonesian forestry industry from the category type between upstream and downstream (9 items); 3) protection for forestry workers (9 items); 4) strategies to maintain or improve forestry sector performance at the global level (5 items); and 5) personal views on the future of the forestry business (6 items). To ascertain the description or distribution of the sample or population data as it is, the survey data underwent additional descriptive analysis.

Before the instrument was used, validity (content validity) and reliability tests using SPSS were conducted on the questionnaire (Table 1, Table 2). The validity test is conducted to measure whether a questionnaire is valid. The validity test used in the study was the Pearson's product moment correlation technique with the criteria of $r_{count} > r_{table}$ (0.217). The questions in the questionnaire are designed to represent the variables that reflect the expectations of young foresters regarding the measured aspects. The reliability test was conducted to ensure the consistency of the measuring instrument when measuring similar symptoms. In this study, we used a criterion (>0.4) based on the opinions of Griethuijsen et al. (2014).

In addition, the participants were also asked to express their opinions in the form of a short essay regarding four issues, namely: post-COVID-19 flagship environmental service commodities, forest products requiring optimization in downstream industries, performance of non-timber forest products (NTFPs) commodity products, and environmental service commodity products that are perceived to require diversification. The opinions expressed in textual form are then summarized using word clouds to facilitate easy comprehension for the reader.

III. RESULT AND DISCUSSION

A. Expectations for the performance of Indonesia's forestry business by commodity form or type category

The young foresters' expectations of forest industry performance (production) by commodity category show an optimistic view of timber, NTFPs, and environmental services (Figure 1).

Figure 1. The young foresters' expectations of the performance of the forestry industry after the COVID-19 pandemic. Notes: 1.2 = The performance of the timber commodity-based forestry industry will increase; 1.3: The performance of the NTFP commodity-based forestry industry will increase; 1.5 = the performance of the timber commodity-based forestry industry will be higher than the performance of the NTFP commodity-based forestry industry; 1.6 = the performance of the timber commodity-based forestry industry will be higher than the performance of the environmental services commodity-based forestry industry; 1.7 = The performance of the NTFP commodity-based forestry industry will be higher than the performance of the environmental services commodity-based forestry industry

Young foresters believe that the NTFP commodity industry will be the main support for the forestry industry in the future. This is in line with the fact that some NTFPs are one of the mainstays of the community during a pandemic because of their properties, which are believed to be able to provide additional endurance (Al-Kuraishy et al., 2022). However, although there is a tendency for NTFP commodities to shift the timber industry's significant position, which has long served as the foundation of Indonesia's forestry industry, it appears to play a role as well.

The young forester's view on the prospect of environmental services is not clearly illustrated in this study; however, the word cloud analysis shows that nature tourism (ecotourism) will be the backbone of the environmental services-

based forestry industry. The most frequently mentioned keywords are "ecotourism," "nature tourism," "forest," and "forest healing" (Figure 2). This optimistic view is in line with the Indonesian Central Bureau of Statistics (BPS) data (2022), which shows an increase in the number of tourists by 616.40% in the January–May 2022 Post-pandemic, outdoor activities in nature-related locations, both for sports and recreation purposes, seem to be an inevitable trend (Hedenborg et al., 2022).

Although the performance of the forestry industry in environmental services commodities has increased, in the future, the performance of the NTFP commodity industry will still be considered higher than environmental services and timber after the COVID-19 pandemic. Meanwhile, the performance of the environmental services and NTFP industries is

predicted to exceed that of the timber industry. Mutaqin et al. (2022) noted that the COVID-19 pandemic caused a decrease in global demand for wood and processed wood from Indonesia, thus hampering the wood export chain to the global market.

B. Post-COVID-19 flagship environmental service commodities

The young forester expressed an optimistic outlook regarding the future roles of both the upstream and downstream industries. They referred to log and NTFP as commodities in the upstream industry, while pulp, composite, and furniture were considered commodities in the downstream industry (Figure 3). A more detailed look at the timber industry (Figure 4) indicates that young foresters are quite optimistic that plantation forests will

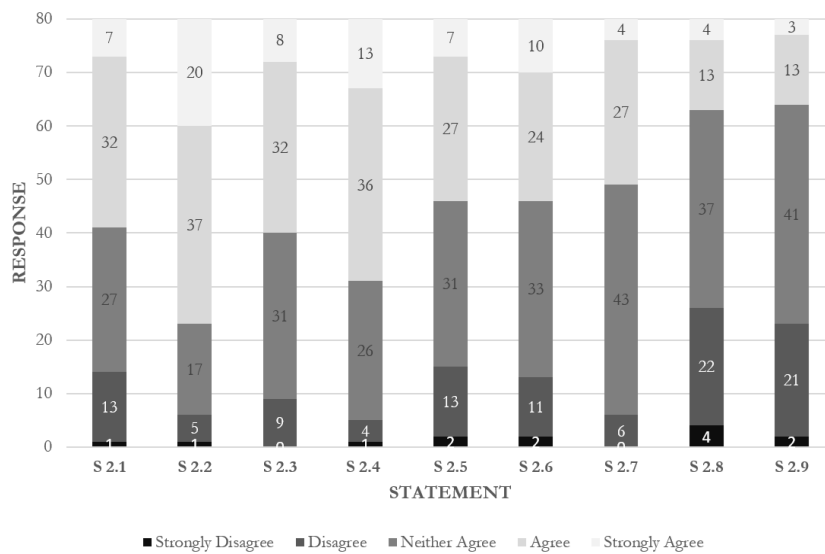


Figure 3. Post-pandemic outlook and forecast of upstream and downstream forestry industry trends

Notes: 2.1 = Upstream businesses (those producing timber and NTFPs) will dominate the forestry industry; 2.2 = Log production from plantation forests will dominate over natural forests; 2.3 = In the context of log production from plantation forests, log production from community plantation forests will be a more developed business; 2.4 = The pulp, composite, and furniture industries will be dominant in the processing sector; 2.5 = Industries based on processing wood raw materials into pulp or paper will dominate over composite wood; 2.6 = In terms of downstream business, industries based on processing wood raw materials into pulp or paper will dominate over furniture; 2.7 = In terms of downstream business, composite wood raw material processing-based industries will dominate more than furniture; 2.8 = In terms of downstream business, composite wood raw material processing-based industries will dominate more than pulp; 2.9 = In terms of downstream business, industries based on processing wood raw materials (sawn timber and log) for furniture will dominate over pulp

replace natural forests as the main provider of timber commodities. It is anticipated that the dominance of log production from plantation forests will continue to increase.

Nurrochmat et al. (2015) state that the plantation forest industry, specifically log-based industries, is anticipated to have better prospects for development compared to natural forest production. The Indonesian Central Bureau of Statistics (BPS) (2020) reports that log production from plantation forests surpasses that from natural forests, with 45.37 million cubic meters and 5.28 million cubic meters, respectively. The data indicates a consistent trend of increasing log production in plantation forests and declining production in natural forests. The Ministry of Environment and Forestry (KLHK) also observes a rising trend in log production from Indonesia's plantation forests (KLHK, 2022; Figure 4). Additionally, community plantation forests are seen as a thriving business within this industry.

Linearly, this increase in plantation forest capability will also have an impact on the dominance of processing industry types. The young foresters also anticipate that the downstream forest products industry will

dominate Indonesia's forestry business in the post-COVID-19 era. They believe that the pulp industry will take the lead in the wood processing sector, followed by the composite industry, and then the furniture industry. This perspective aligns with data from the Timber Legality Information System (SILK), which indicates that paper is the primary product of the forestry industry with the highest export value and pulp has the highest export volume (KLHK, 2020).

C. Expectations concerning occupational safety and health (OSH) of those working in the forestry industry

In the context of worker competence, there is hope that in the future, attention to aspects of worker competence will get a more serious portion (Figure 5). Developing workers' competencies is important because the success of an organization or agency is highly dependent on the quality of human resources at work (Kaur & Kaur, 2022). Fieldwork in forest management activities, which is the spearhead of forest management, is executed by workers who are mostly at the level of operators and laborers. Unfortunately,

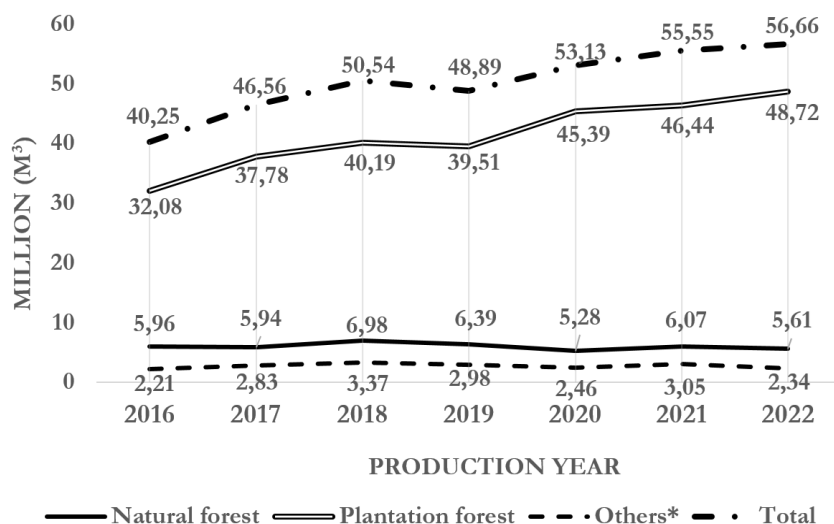


Figure 4. The rising trend in log production from plantation forests in Indonesia

Notes: *Including production from the timber processing industry, Borrow-to-Use Forestry Permits, Rights to Cultivate, private forest, State-owned Forest Enterprise (Perhutani), Social Forestry, and Forest Management Units (KLHK, 2022)

the majority of Indonesian forestry workers at this level do not have the expected level of work competence and OSH protection (Yovi et al., 2016). Competence is a measure of ability that involves three interrelated elements, where the most basic element is the knowledge element. This knowledge element, in the case of Indonesian forestry workers, directly drives how the operator perceives the risk of OSH interference in his work activities so that he can then decide whether to apply precautionary behavior or not (Yovi et al., 2016). Therefore, in the case of Indonesian forestry workers, efforts to achieve the expected level of competence need to be made by ensuring workers have the right knowledge, especially on issues related to work techniques and OSH protection.

If some research recommends the implementation of bottom-up safety management (Yovi et al., 2022) young foresters still tend to think that a top-down strategy is the right strategy to be applied during the early

years after COVID-19 to support effective OSH management (Figure 5). This is given the study, which noted that most front-line workers in Indonesia do not have an adequate level of knowledge, so if safety management is implemented in a bottom-up manner, this has the potential to hinder the achievement of the safety management objectives themselves (Yovi et al., 2016; Yovi et al., 2022).

Furthermore, the young forester believes that the direction of post-COVID-19 communication needs to be in a two-way direction rather than one-way. Two-way communication places the communicant more actively involved in viewing the message conveyed by the communicator so that the message will be received more clearly and steadily when compared to one-way communication (Rabiul et al., 2022). They also think that preventive efforts, mitigation and investigation efforts, commitment, and the construction of an inspection system for OSH protection need more attention after

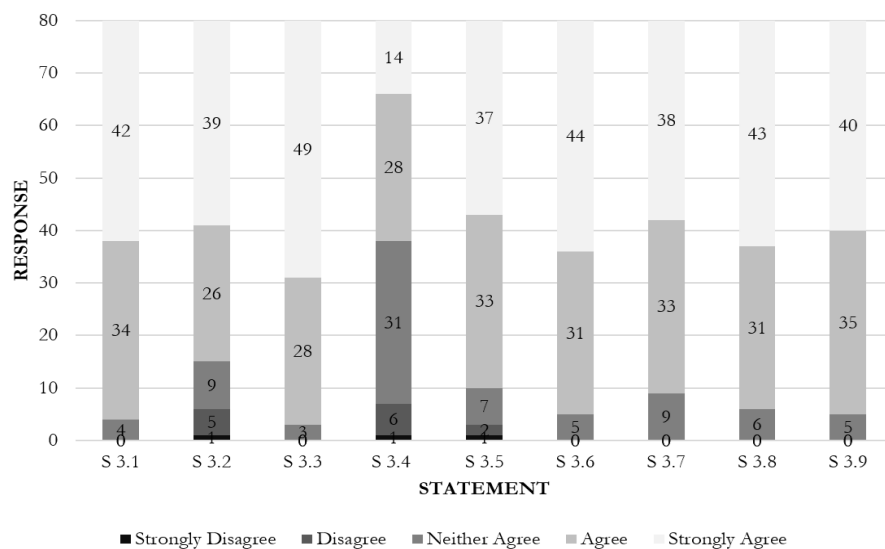


Figure 5. Young foresters' expectations of OSH protection for forestry workers after the pandemic
 Notes: 3.1 = Aspects of worker competence receive more serious attention; 3.2 = Aspects of worker competence in work techniques receive more attention than aspects of OSH protection capabilities; 3.3 = OSH organization and management receive more serious attention; 3.4 = forms of OSH policy are more top-down than bottom-up; 3.5 = The two-way communication form is implemented more than the one-way communication form; 3.6 = preventive efforts in OSH protection receive more attention; 3.7 = Mitigation and investigation efforts receive more attention; 3.8 = commitment to OSH protection for workers receives more attention; 3.9 = The construction of an OSH protection inspection system receives more attention

the COVID-19 pandemic. This is because Indonesia still has a low level of occupational safety when compared to developed countries that have realized how important regulations on OSH are to be implemented (Yovi & Yamada, 2019). OSH also needs more attention because it is part of the social aspects of the concept of sustainable forest management (SFM) (Yovi & Nurrochmat, 2018).

D. Strategies for maintaining or improving the efficacy of the forestry industry

In terms of strategies to maintain or improve the performance of the forestry sector at the global level, the majority of young foresters agree that Indonesia needs to synergize the upstream-downstream forestry industry so that exports of timber commodities and NTFPs can be made into finished products and add attractiveness and distinctiveness to ecotourism (Figure 6; Statement 4.1). Important efforts that can be made to improve the performance of the timber and forest products industry include upstream-downstream integration to provide

optimal added value in the upstream sector (Wolf, 2011), whereas in the case of the forestry industry in Indonesia, the optimal added value potentially exists at 18.42% (Mutaqin et al., 2022). Mutaqin et al. (2022) also mentioned other strategies, such as the implementation of multiple forestry businesses (18.20%), improving forestry business governance (17.98%), improving regulations related to industries in the forestry sector (17.54%), and developing biomass-based renewable energy (14.47%).

In addition, young foresters believe that product diversification in NTFP commodities and environmental services needs to take place. Hurmekoski et al. (2018) emphasize that product diversification has a significant positive impact on the development of the forestry industry itself as well as on other related industries. Diversification in wood products is considered sufficient, but optimization needs to continue (Figure 7). The government must continue to encourage the development of the forestry industry in Indonesia by strengthening various

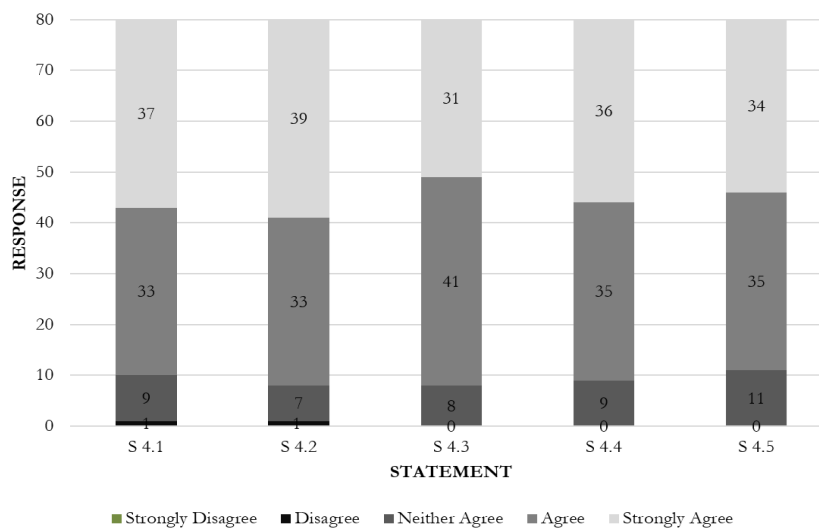


Figure 6. Strategies to maintain or improve forestry sector performance at the global level post-pandemic
 Notes: 4.1 = Indonesia needs to synergize the upstream-downstream industry so that in timber and HHBK commodities, exports are made in finished goods; 4.2 = Indonesia needs to synergize the upstream-downstream industry so that the attractiveness and distinctiveness of environmental services increase; 4.3 = Indonesia needs to diversify its products into timber or NTFP commodities; 4.4 = Indonesia needs to diversify products in environmental services commodities; 4.5 = Indonesia needs to optimize the downstream industry so that there is an increase in commodity quality

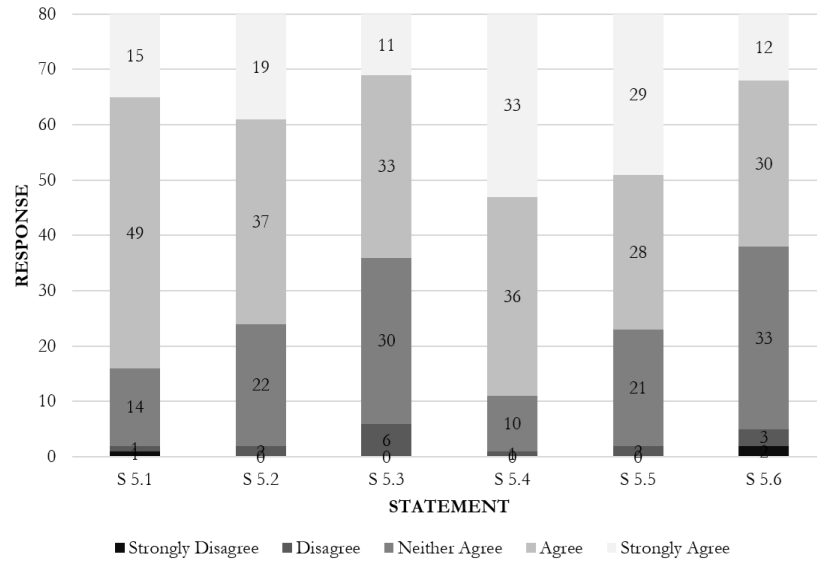


Figure 10. Personal views on the future of the forestry sector

Notes: 5.1 = Indonesia's forestry industry will grow and become stronger; 5.2 = Indonesia's forestry industry will provide ample employment opportunities; 5.3 = Indonesia's forestry industry will become one of the preferred forms of profession; 5.4 = I want to work in the forestry sector; 5.5 = I want to open new jobs in the forestry sector; 5.6 = I want to work as a worker, staff, or employee in the forestry sector

innovation, and the enhancement of procedures and processes. Martinho and Ferreira (2020) highlight the considerable hurdle faced by entrepreneurs in the forestry sector: the need to explore fresh ideas and foster innovation and entrepreneurship while operating within the framework of multifunctional forest management.

In addition to bringing new ideas and innovations, forest entrepreneurs need to use technology according to the times and collaborate with parties outside the forestry sector. One of the flourishing concepts in practice is the Internet of Things (IoT). Currently, many business managers are integrating IoT into their business activities. The integration of IoT in the management of a business has been proven to increase transparency in forest management, thereby increasing efficiency (Langley et al., 2021). IoT is a form of technology that is very appropriate to be applied in the digitalization of forests (Singh et al., 2022). With IoT, managers will be better able to detect wildfires (Zhang et al., 2019) and control smuggling by providing a more effective communication system so that

appropriate actions by the authorities can be taken quickly and precisely (Sarojadevi et al., 2019).

Collaboration is understood as the relationship and sharing of information, resources, activities, and capabilities carried out by several organizations to get the desired results together, and it is impossible to get these results if done individually. Company-level cross-sector collaboration is needed to share information or make improvements that aim to direct and develop the forestry industry so that it can compete and adapt to the times. Collaborations result in enhanced learning, which is indispensable in the development of a business (Guerrero & Hansen, 2021), because learning from successful examples can help managers minimize failure or uneven results.

IV. CONCLUSION

This study emphasizes how the Indonesian young forester has an optimistic view toward the revival of the Indonesian forest industry post-COVID-19. They see the transition

to developing NTFP-based industries and environmental services as potential areas of development, although they still recognize that the timber-based industry has been the backbone of Indonesia's forest industry and is likely to continue to be so with forest management moving towards plantation forestry. Young foresters also believe that substantial attention should be paid to enhancing the awareness of workers, particularly field workers, about OSH protection, which is essential to attaining sustainable forest management. The crucial efforts that need to be undertaken to improve the performance of the timber and other forest product industries are integrating upstream and downstream. Finally, the enthusiasm among young foresters to engage directly in the forestry business in Indonesia is a promising sign for the industry's revival and development. This research implies that there are significant opportunities to involve aspirations from young foresters in policy-making and the formulation of strategies for the sustainable development of the forestry sector. The findings of this study also suggest that young foresters, who still consider the forestry industry to be a promising sector to work in, need to be provided with enhanced education and training, as well as incentives for their direct involvement in supporting the forestry industry.

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