

VLADIMÍRA NOVÁKOVÁ

ROLE MODEL IN FORESTRY SECTOR

HER CAREER

According to Vladimíra, the key factor was studying at the Faculty of Forestry in Brno. In 2002 she joined the company Military Forests and Estates of the Czech Republic. There she went through all the operations. She then worked in the subsidies and taxes department, as a head of internal audit, until 2017 (until maternity leave) as a head of subsidy projects.

Currently, she works at the General Directorate of Forests of the Czech Republic (LČR) - Head of the EU Subsidies and Funds Department.

PERCEPTIVE ABOUT THE ROLE OF WOMEN IN FORESTRY

The status of women is not the same as that of men. If a woman wants to succeed in forestry, she must have a certain added value compared to men. The reason for the low representation of women in management positions is mainly due to family care. High management positions are about time and it is up to the employer to accommodate women. She has met many interesting co-workers throughout her career and was never treated badly because she is a woman.

EXPERIENCES WITH WOMEN WORKING IN FORESTRY SECTOR

Working in the forest is physically and mentally demanding. Women are better suited to work in the forest nursery - women are better in forestry work, where sensitivity and skills are combined. Women are also suitable for middle management positions, here women are promoted because they are more careful, have more order in administrative activities. In the top management, women are better suited if they have a certain 'added value' (knowledge of languages, economics, talent, etc.).

On the other hand, she states that women are generally not suited for physically demanding field work.

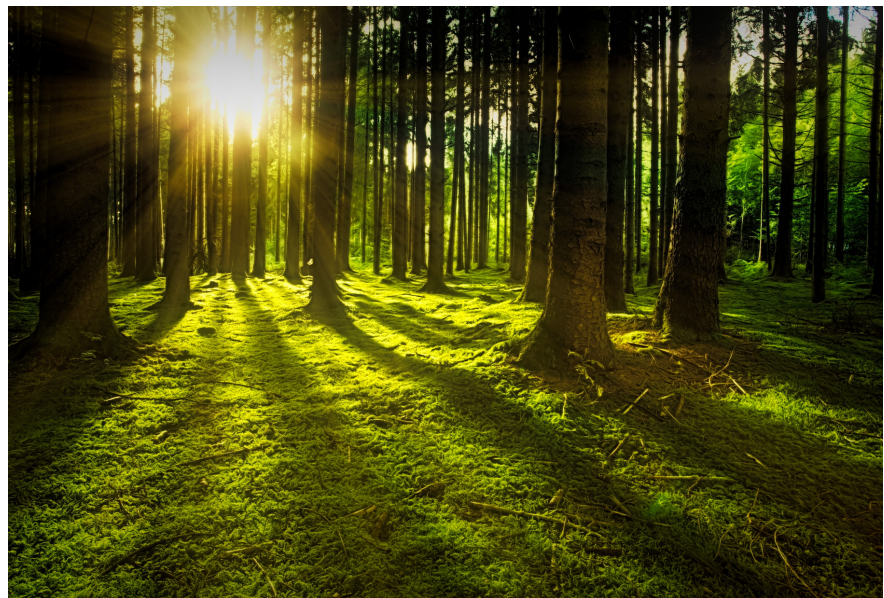
ABOUT VLADIMÍRA

Year of birth: 1978

Work position: Head of the EU
Subsidies and Funds Department
of Forests of the Czech Republic
(LČR)

Professional background in forestry
(education: doctoral)

Experience in forestry: 19 years



WHAT SHOULD BE DONE FOR BETTER INTEGRATION OF WOMEN IN FORESTRY SECTOR?

The situation could be improved, for example, by opportunities for personal growth (language courses, flexible working hours, home office). Possibility of a company kindergarden for children. The reason for the low representation of women in managerial positions is mainly family care. Senior management positions are about time and it is up to the employer who will be placed there. For example, flexible working hours, home office, etc. are possible in the context of technical and economic work. Mothers are not stressed and do not have to think about whether their child will fall ill.



INTERESTING INITIATIVES WHICH HELPED WOMEN WITH THEIR CAREER

Vladimíra did not directly mention any initiative. She gave the example of a successful woman in a high managerial position who has shaped the respondent throughout her career and who, through her knowledge and diligence, has succeeded in a men's world despite not having a forestry background.

KEY MESSAGES FOR YOUNG FEMALE IN EARLY CAREER

Don't act like men and don't compete with them.
A welcoming attitude and an effort to add value with self-education.
Network with colleagues.
Develop some forestry related hobbies, e.g. hunting.



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