

NATALIYA VYSOTSKA

ROLE MODEL IN FORESTRY SECTOR

"And what is needed to improve the situation of women in the forest sector, among other activities this would be the systemic conduction of **trainings and workshops for women on issues of psychological and legal aspects of gender equality**. This will become the platform for communication, getting respective information and changes of minds of women in forest sector, which is traditionally patriarchal. Such trainings are relevant and in certain cases urgently needed, particularly by women in rural areas."

CAREER

4th generation forester.

"Father was a forester, uncle was a forester. When I had to choose my professional path, I had no questions about who I become."

At that time the new faculty of forest management was launched in Kharkiv, and Mrs. Vysotska went to study there.

After graduation from the university Nataliya entered postgraduate studies, after graduation there she started to work at the position of the secretary of the specialized scientific council on the theses defense. Work with the theses of different researchers, on different subjects, with the use of various methods, provided with invaluable experience and knowledge.

Another milestone in the career growth of Mrs. Vysotska is the position of technical secretary of the scientific council at the General biology department on issues of forestry and silviculture of the National Academy of Sciences of Ukraine (NASU).

Position of the deputy director of the Ukrainian Research Institute of Forestry and Forest Melioration named after G. M. Vysotsky (UkrRIFFM), in fact was reached due to hard work and the fact that Nataliya was not afraid to implement difficult tasks.

PERCEPTIVE ABOUT THE ROLE OF WOMEN IN FORESTRY

Perception of women in forest management by employers often is made of gender stereotypes: women are less stress resilient, more emotional during taking decisions etc.

Regarding the foresters, who are the role models: they should be industrious: people respect industriousness, the person should not be workaholic, but a result-oriented. If the person is workable, gains results, this person is trusted.

Qualities, typical for role models, as for Nataliya, are: positive life perception, sense of humor, lightness in communication.

Industriousness, positivity, lightness – are important for any person, with no relation to gender.

EXPERIENCES WITH WOMEN WORKING IN FORESTRY SECTOR

For selection of forestry profession by women money are not playing the decisive role. E.g. women come to work to our institute from higher salaries to lower (from 12 to 6 k.UAH), because they leave the team, where men treat women openly aggressively, sometimes with cases of harassment.

Woman wants to work with forest, in the forest management, she starts her career, get stressed and runs away from better paid position to less paid one. It is important to mention, that such cases are very rare.

Why such a small number of women at higher positions?

- Uncertainty of forest policy, which requires enormous efforts in fulfilling professional duties at the higher leading position.
- Stress factor.



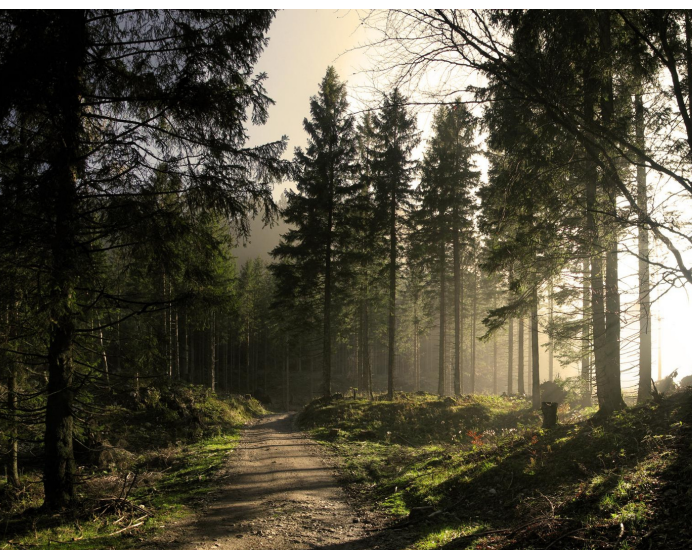
WHAT SHOULD BE DONE FOR BETTER INTEGRATION OF WOMEN IN FORESTRY SECTOR?

State support such as trainings, information support for women, consultation support, support with resolution of conflicts. If to consider such support in context of the improvement of competitive advantages at labour market – the format could be the courses on issues of personnel management, time-management, project management.

Other forms of support:

- introduction of gender quota during organizations of events at the enterprises, presentations/speeches in particular;
- increase of control over law enforcement on equal rights for salaries, including bonuses, premium payments, awards etc.;
- systemic conduction of trainings and workshops for women on issues of psychological and legal aspects of gender equality.
- female quota for admission to universities with forestry specialization at the cost of enterprises;
- conduction of trainings that promote the profession, especially in rural areas;
- provision of qualified and confidential legal support regarding issues related to gender aspect, organization of helpline of professional legal support.

INTERESTING INITIATIVES WHICH HELPED WOMEN WITH THEIR CAREER



1st story. Two women – heads of the regional forest and hunting administrations, both of them are worth respect and they did a lot at being at the position and worked a lot to produce good results (about Nataliya Revenko and Tetyana Kasich).

2nd story. Female chief of state enterprise "Trostyanets forest management". There was an interest in the development of this forest management enterprise, the chief invited a lot of researchers.

3rd story. I am proud to know Mrs. Davydenko Kateryna, who worked as a director of forest protection enterprise – she was highly qualified researcher, brought her enterprise to a good financial results by providing high quality consultation services. She herself is a plant pathologist, and successful researcher. She left the leading position in the enterprise, left administrative tasks and now works in science and research. Extraordinary person with broad horizon.

KEY MESSAGES FOR YOUNG FEMALE IN EARLY CAREER

One should not be lazy.

One should plan own work. Write down what and when should be done by you.
Time-management.

Don't be afraid to ask silly questions. Some people are shy to ask questions, and this is a wrong approach. Even if you think that if you ask this question you will look foolish, you still should stand up and ask your question.



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