

# GORDANA JANČIĆ

## ROLE MODEL IN FORESTRY SECTOR

### HER CAREER

Gordana Jančić has started her career in 1989 in Forest Estate "Boranja". In the beginning, she was an intern, then a production preparation officer, and an independent officer for silviculture and forest protection. In 1994 she moved to Belgrade and has started to work in the headquarter of the public enterprise for state forest management "Srbijašume", as the Head of the Forest Protection Department. She held that position until 2003. Since then, she has been holding leadership positions. She was Head of the Department for Forest Protection and Protected Areas, then Assistant Executive Director of the Forestry and Environmental Protection Sector and Executive Director of the Sector for Forestry and Environmental Protection. She remembers that she was very happy and excited first day at work. Gordana believes that her first supervisors had important roles at the beginning of her career.

### PERCEPTIVE ABOUT THE ROLE OF WOMEN IN FORESTRY

Gordana sees female role models in the forestry sectors as persons with a "professional attitude towards work" and "persons of authority and integrity". She believes they are ready for "continuous improvement and learning". They also have organizational skills and good a sense of teamwork.

### EXPERIENCES WITH WOMEN WORKING IN FORESTRY SECTOR

She believes that women are very good at jobs related to forest planning and forest economics, seed and nursery production, forest cultivation and protection, nature conservation and environmental protection. These are jobs that require "expertise and great dedication, constant learning, monitoring of legal regulations and new achievements in these jobs".

She also thinks that jobs in the field of forest harvesting and hunting are not very suitable for women because this is everyday fieldwork.

Gordana sees stereotypes as one of the reasons for the low number of women in leadership positions in the forest sector because this is still considered a "male job". Another reason could be a lack of "healthy" ambition among women.

## ABOUT GORDANA JANČIĆ

She has been working in the forestry sector for 32 years. Currently, she holds position of Assistant Executive Director of the Sector for Forestry and Environmental Protection in PE "Srbijašume".



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

Female forest professionals need to be treated with the same attitude as towards men. It is also necessary to have more understanding for the needs of women with family obligations.

It is very important to establish methods for developing the leadership skills of female forest professionals.

Another suggestion is to create legal regulations that define the manner of work of young both female and male engineers from internship to 5 years of service, as well as in later stages of their career.



### INTERESTING INITIATIVES WHICH HELPED WOMEN WITH THEIR CAREER

For a successful career of a woman, in addition to her motivation and dedication to work, the most important thing is to start working in a good team, with colleagues who know their job and who are ready to help young colleagues. Also, it is important that her work is recognized and supported by the supervisor. Young females should justify the indicated trust with their work. They also must respect colleagues and nurture teamwork.

## KEY MESSAGES FOR YOUNG FEMALE IN EARLY CAREER

*Show that you love your job and that it was your choice.*

*Show that you are motivated to do the entrusted work.*

*Show that you are committed to doing your job professionally, respecting both young and old colleagues.*



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