

NATALIYA REVENKO

ROLE MODEL IN FORESTRY SECTOR

"I just did my work, I liked this sector and improved in my profession. In 2006, I became a deputy head-chief engineer of Kirovohrad forest and hunting administration. At that time I was the first woman in the new history of Ukraine, who entered this position. Later I became the first deputy head and in 2012 I was appointed at the position of the head of Kirovohrad regional forest and hunting administration."



CAREER

An example of her mother, who worked at the wood-processing, defined the field of studies – Nataliya entered forest technical school in Kremenets city (Ternopil region, Ukraine).

Family circumstances brought Mrs. Revenko in 1999 to Kirovohrad, where she entered a position in Kirovohrad regional forest and hunting administration. After giving birth to her daughter, Nataliya has decided to expand her competences and entered Uman' State University, accounting and audit studies. Returned to Kirovohrad regional forest and hunting administration with new qualification of economist.

In four years experienced the need in practical knowledge in the forest management and requested to transfer to the position of engineer of wood processing and sales. Along with this Nataliya graduated the National Agrarian University and studied in the National forest technical University.

The first day at the position for Mrs. Revenko was organizationally exciting due to official introduction procedures and due to the fact, that Mrs. Revenko was the only one person at the top level of regional forestry and all the organizational questions had to be solved by herself.

PERCEPTIVE ABOUT THE ROLE OF WOMEN IN FORESTRY

The role models in forestry are those true foresters, men and women, who take care of forest and it is felt, when you talk to them.

There are many specialists, who do not necessarily occupy high positions, but they do their job well: those are forest rangers assistants, specialists of forest cultures, who perfectly know their work and know, what their actions will bring what results, better than a book does.

EXPERIENCES WITH WOMEN WORKING IN FORESTRY SECTOR

Situation with gender equality in Ukraine is already changing to the better side, particularly regarding women at the leading positions.

In particular, there was a recent appointment of woman at the position of the governor of Kirovohrad region, first time in a new history of Ukraine. However, if the person is professional in his/her field, for Mrs. Revenko there is no prejudice related to gender.

"If we further continue to think with notions "women" and "men" professions and positions, we will keep staying in the gender inequality. What does not let a woman to lead the region? And regional forest administration? What hinders her to be a director of forest enterprise? And chief engineer? Nothing. It is only the will to work and respective experience and skills, what is needed."

The reason of the small amount of women at the leading positions are the stereotypes. Woman cannot be the chief, just like that. But there are good examples, also in politics, which say that woman can be a good leader.

For ages we knew that forester is a man, and, probably, this outdated stereotype still works well, and girls don't choose to go to study forestry and don't invest into building career in forest management.

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

"Self-education and self-development, all this is good. But, first of all, woman should make her conscious decision. If the woman feels that she is a professional, she has to say that, she has to present her work, not be afraid to do so. To reach equality among men and women, rights and opportunities of women should be expanded at the labour market. It is important to close gender gaps in management level. Women should not be limited in the career growth if, by their professional qualities they have advantage over men. Bright example of this is in our region: heads of two out of nine state forest enterprises are women. And what about me, I would add, that, together with my female colleague we represent interests of territorial communities in the regional council."

INTERESTING INITIATIVES WHICH HELPED WOMEN WITH THEIR CAREER



In 2019 Tetyana Kasich became a head of Kherson regional forest and hunting administration. She is a highly professional person, went through various positions, which enriched her with necessary experience. Currently, interim head of Mykolayiv regional forest and hunting administration, chief forester is Lesyk Valentyna Vasylivna. There are two women at the positions of directors of forest enterprises. One of them, head of the nature park, Pidtykana Halyna Vasylivna, for all her life worked in forest sector. Another woman, already retired, Zdebska Valentyna Pavlivna, is the person, who worked for her whole life, in forestry. She brought one of the state forest enterprises to the financially viable level. Although she doesn't work as a director now, she is the forester, currently she is deputy head of territorial community and representative in the regional council. Always employed young people and taught them.

KEY MESSAGES FOR YOUNG FEMALE IN EARLY CAREER

Be more confident in own capabilities.
Keep own "presence" in the dialogue. Don't let put herself to the back row.
Be professional in what you do.
Self-develop.
Believe, that there is nothing impossible.
Work on herself and persistently go towards own goals.
Value herself and own capabilities and don't let other (especially men) depreciate your successes and achievements.
Person can't know everything. Don't be shy to ask and consult.
"I can advise women to continuously self-develop and self-improve in the chosen profession. And, since women are more durable and much disciplined, they have more chances for professional promotion and advance.
I want to adress to all women: by law men and women have equal rights and possibilities, therefore one should not be afraid to protect own interests. Be brave to take strong actions – and the victory will be yours, I am confident in it."



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