

Welcome to issue 32 of the Network for Women in Forestry (NWIF) newsletter. If you would like to subscribe to receive the newsletter directly please email sonya@blackburnegroup.co.nz. **This newsletter is for you, Women in Forestry, and we welcome your feedback and suggestions for future content.**

When can you discipline employees for out of work conduct?

By: Natalie Manuel

What do you do when your employee comes to you (with screenshots of relevant comments) and tells you a colleague is posting nasty comments about him/her online on social networking sites?

The posts appear to come from a personal account and appear to be posted out of work hours.

Do you?

1. Tell your employee, *"Thanks for letting us know, but we can't do anything unless it happens in work hours or from work computer. Let us know if it does"*;
2. Tell your employee to, *"Harden up"*; or
3. Tell your employee, *"Thanks for letting us know, we will investigate and get back to you"*.

This is a real challenge for managers as the boundaries between work and home lives blur.

The correct answer is option (3). This is even more apparent following recent reforms to Health & Safety legislation, and the establishment of Work Safe New Zealand.

Inappropriate behaviour from employees, even outside the workplace, is your business if that behaviour means another employee feels threatened or uncomfortable. In this situation your duty as the employer is to investigate and resolve the matter.

This is a newsletter for you - the Women in forestry. Please email us and let us know what you want to see and read about in the next newsletter.

You may also need to start a formal disciplinary process against the employee posting the comments.

The difficulty is that the employee who posted the comments might say, *"It's none of your business!"* and that their private life is their private life. While those are generally fair comments, it is actually incorrect where the employee's private affairs impact the work environment. That is particularly apparent in the context of bullying or harassment of colleagues outside of work hours.

It is equally valid where an employee's actions bring your business into disrepute, or make you question their ability to do their job properly.

Source: Rainey Collins Lawyers, In Brief Newsletter, 16 Jul 14

Gender and Forestry

Published by: Food and Agriculture Organization of the United Nations

The recognition of the important role women play in forest-related activities is increasing. Yet, more needs to be done to take into account the relationship between men and women's roles in forests and forestry issues. For instance, in many developing countries women have been denied or given limited access to resources and opportunities, which has reduced productivity and contributed to the underperformance of the agriculture sector. With forests and forestry being an important part of the agriculture sector, the Food and Agriculture Organization for Forestry continues to mainstream gender equality and strengthen the role of women in forest-related projects and programmes.

Empowering women in the forestry sector can create significant development opportunities and generate important spill-over benefits for their households and communities, particularly in rural areas.



US lumber prices to rise as house building increases

By: *International Business Times*

An increase in U.S. housing construction is expected to raise significantly the price of lumber by the end of the year, offsetting the depressing effect China's recent downturn in property investment has had on lumber demand.

Capital Economics, a London-based financial research consultancy group, expects prices to increase almost 30 percent, from US\$313 per 1,000 board feet to US \$400, by the end of 2014. The group attributes the expected rise to increased demand in the U.S. housing market.

Lumber's recent price weakness stems partially from China slowing down property investments. China's "reduction in commodity-intensive activity" had a hand in the fall in lumber prices, as well as construction metals, because Chinese demand accounts for roughly 10 percent of North American production exports. Lumber prices fell in May for the first time in two years.

Construction is moving ahead again in the U.S. after slowing considerably due to an unusually cold winter, hitting a nearly two-year low in March.

While the report states the future of the U.S. housing sector looks positive and a quarter of the mills that closed in 2004 have reopened, "a significant amount of capacity is likely to have been permanently lost, as mills fell into disrepair and skilled labour moved onto other jobs. This will prevent output quickly ramping back up to 2004 levels."

Source: *The Working Forest Newspaper*, 23 Jun 14

Given their knowledge and roles in the forests and forestry sector, women need to be sufficiently represented in relevant institutions, accepted as stakeholders with specific views and interests, and empowered to have a say in transformative decisions.

At the corporate level, FAO has been promoting gender equality more systematically in its work through the endorsement of its first Policy on Gender Equality. The policy provides FAO with a framework to guide and assess its efforts to achieve gender equality in all areas of its technical work, with the whole Organization working to "achieve gender equality between women and men in sustainable agricultural production and rural development for the elimination of hunger and poverty".

FAO also has five new Strategic Objectives representing the main areas of work on which FAO will concentrate its efforts on achieving its Vision and Global Goals. Gender, together with governance, are the two cross-cutting themes integral and instrumental to the achievement of the Strategic Objectives.

FAO Forestry conducted a gender stocktaking exercise last year. Based on the results of the gender stock-taking report, FAO Forestry aims to improve gender mainstreaming in its projects and programs in the upcoming biennium (2014-2015). FAO Forestry will soon start a data and information collection initiative in the department, with the collaboration and support of the Gender, Equity and Rural Employment division. The purpose of this exercise will be to adequately capture gender-related activities in the department as well as related results and achievements. Later this year two divisional seminars will be held in Forestry to discuss how to enact the gender-related work under the Organization's new Strategic Framework.

Source: www.fao.org/forestry/gender, 17 Jun 14

For more information on NWIF please contact Sonya
 Elmiger on 027 373 0910 or
sonya@blackburnegroup.co.nz

UPCOMING FICA EVENTS

DATE	EVENT	LOCATION
27 Aug	Yarder Tower Inspectors Workshop	Rotorua
24 Sep	Logging Costing for Profitability Workshop	Taupo
8 Oct	Logging Costing for Profitability Workshop	Nelson
7-8 Nov	FICA AGM & Conference	Napier