

Welcome to issue 35 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.**

Where Are the Women?

By: Holly Ryan

One of the main trends coming through from this year's pay survey is the lack of women in the list of top paid chief executives, with just one female representative, Norah Barlow, who has since resigned. So where are all the women?

The lack of female chief executives is not a new trend, with one or two females consistently in the pay survey since 2005. These figures also reflect a global trend where women are missing in top-tier roles.

Diane Foreman, the chief executive of New Zealand Natural, said things were changing but more needed to be done at an education level to encourage women to push for higher-ranked jobs.

"Things are definitely changing, but they're moving at a glacial pace," Foreman said. "There needs to be a shift in our education system, because at the moment I think the role of a CEO is still viewed as a male job, and women maybe don't think that they can have it all – the job and the family."

Foreman said things had changed at the tertiary level with a much more equal number of male and female business graduates, but she added that this had not translated into more women in top positions.

The continued gap between men and women in positions of power in companies has prompted discussions on whether to introduce a quota system to try to get more women into business roles.

Several businesses such as Xero already boast a relatively even male-to-female ratio, and the growing trend for companies to report on staff diversity in their annual reports was becoming a key factor in firms looking to be more diverse.

Another suggestion for the gap was that women did not have the role models of successful female chief executives to aspire to, something Joan Withers (former Fairfax Media chief executive, now Mighty River Power chairwomen) said also needed to change, with more profile given to successful female chief executives, and in particular to those who had a well-rounded career and family life.

"We definitely need to give more profile to successful CEOs to be role models and great leaders to aspire to," Withers said.

"I think too many people think that you can't have it all, the career and the family and partner, but you can."

Source: NZ Herald, Tuesday September 30, 2014

Employee Wins Compensation After Ban From Worksite

By: Alan Knowsley

The Employment Relations Authority has upheld a personal grievance claim for an employee after a serious health and safety breach led to his ban from the worksite.

The employee had breached the site health and safety rules by not wearing a safety harness while working at heights. The site owner investigated and then banned the employee from the site.

His employer relied on the ban and advised him it had no other work for him. The ERA held that the employer should have engaged with the employee because the ban from the worksite did not mean the employer automatically had no work for the employee at other sites. These options should have been discussed and the employer should also have carried out its own disciplinary investigation and not relied on the site owner's ban.



\$3,000 compensation was ordered for the failure to consult with the employee. No lost wages were awarded as there was no other work for the employee because of the ban.

Source: Rainey Collins Lawyers, Aug 2014

Timber Harvests Increase in the USA and Canada

By: Stock Market Review

Increased North American log exports and higher softwood lumber production in the US and Canada have resulted in a steady rise in timber harvests on the continent from 2009 to 2013, according to the Wood Resource Quarterly (WRQ). However, despite the recent upward trend in log production, harvest levels in North America were still 40% higher ten years ago than they were last year.

Seattle, USA. Timber harvests in North America were up for the fourth consecutive year in 2013, reaching 510 million m³, based on analysis by WRI. However, despite an annual increase of three percent each over the past four years, harvest levels in North America are still substantially lower than what they were before the great recession. Ten years ago, the total timber harvest in North America was about 40% higher than in 2013, and just the harvest in the US itself at that time was more than what was logged in all of North America last year, as reported in the latest issue of the WRQ.

In 2013, softwood removals in the US were up by three percent from the previous year, primarily as a result of higher log exports to Asia and increased domestic lumber production. Higher manufacturing of hardwood lumber and of Oriented Strand Board (OSB) were the main drivers of the increase in hardwood timber harvests last year.

Demand for logs from the pulp sector, which consumed about 45% of the total timber harvest in 2013, fell as a result of lower pulp production and increased availability of residuals chips from the sawmilling sector.

Timber harvests in Canada have gone up every year since 2009, reaching over 130 million m³ in 2013 - almost 30% more than in 2009. A combination of higher log exports to China, a rise in OSB production, and increased demand for logs from the domestic lumber industry have been the major drivers for higher log demand over the past few years, according to the WRQ (www.woodprices.com). The timber harvest trend in Canada has mirrored the US trend with much higher harvest volumes ten years ago, a sharp decline in 2008-2009, followed by a slow and steady increase in the past four years.

End-uses for harvested timber in Canada are quite different from those of the US with as much as 71% of the logs being consumed by the sawmilling sector and only 15% by the pulp sector.

Source: The Working Forest Newspaper, 6 October 2014

UPCOMING FICA EVENTS

DATE	EVENT	LOCATION
7-8 Nov	FICA AGM & Conference	Napier

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.