

MISSION STATEMENT

'The purpose of the Equal Employment Opportunities Trust is to promote to New Zealand employers the implementation of EEO principles in the workplace as a means of improving their effectiveness, efficiency and competitiveness through the successful management of diversity'

Working dads have their say



Cartoon by Gaynor Cardew

A recent survey by the EEO Trust reflects international research findings that working fathers want to spend more time with their children. Of the nearly 1200 New Zealand fathers who completed the survey eighty per

cent said they would like to spend more time with their children.

The EEO Trust survey asked working fathers how their workplace currently helps them to be the sort of father they want to be. The three most useful practices currently in place were access to a phone for contact with the family, flexible start and finish times and flexibility to have time off during the day.

Executive Director of the EEO Trust Trudie McNaughton, said that while office workers may take access to a phone for granted it is a major issue for some workers in sectors such as retail and manufacturing. "It is very difficult for parents who can't be contacted by their children, or their children's caregivers or teachers."

When asked what their workplace could do to help them be even better fathers, the most popular suggestions were flexible start and finish times, sometimes being able to work from home, flexibility to have time off during the day and support to take parental leave entitlements.

Of this last one Trudie McNaughton commented: "The latest data shows that of the 14,477 receiving the government's paid parental leave in its first year, only 94 of them were men. While it's more likely that women will take parental leave in the first few months to recover from birth and establish breastfeeding, men may be more willing to take up parental leave later and share in the care of their babies if they felt supported by their workplaces."

Attracting and keeping the best people

The survey findings may be of interest to employers who want to attract and retain the best people. Of the 103 respondents to the survey who were not yet fathers but intending to be so, over half said they could not be the sort of father they wanted to be if they stayed in their current job.

To take action on this issue workplaces may choose to learn more about their current situation, for example how many of the workforce are fathers, what sort of caring responsibilities they have or may want, and whether any existing policies and programmes are being used and are making a positive difference.

International research has found that fathers are not using workplace work and life policies that are already in place as much as mothers. The research shows that working fathers' patterns of parenting are different from those of working mothers as they are more likely to be involved in particular events rather than more continuous care. This may require the adaptation of workplace work and life programmes if these have been developed primarily with mothers in mind.

Toolkit for workplaces

The EEO Trust has developed a *Fathers in paid work toolkit* available at www.eeotrust.org.nz/information/fathers.

The toolkit summarises recent research on working fathers which highlighted the diversity of fathering responsibilities, the workplace situations and conditions that can impact on some fathers' ability to balance their work and family lives, what those impacts might be, and workplace conditions that assist in creating a better balance.

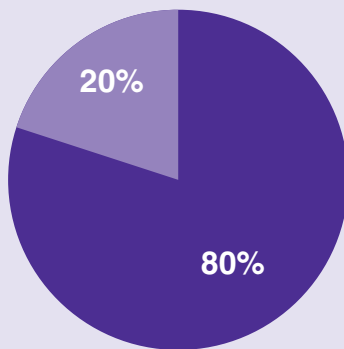
The toolkit also includes questionnaire and checklist templates that workplaces can use to find out more about working fathers and what would help them achieve a better balance between their work and family lives.

www.eeotrust.org.nz

What do fathers want?

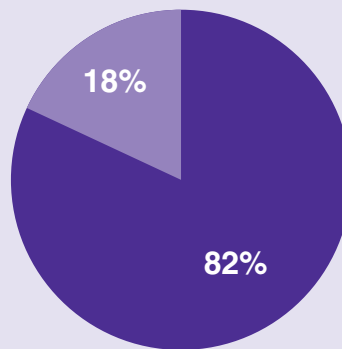
The survey was carried out on the EEO Trust's website during September 2003. There were a total of 1200 respondents.

Do you generally wish you could spend more time with your children?



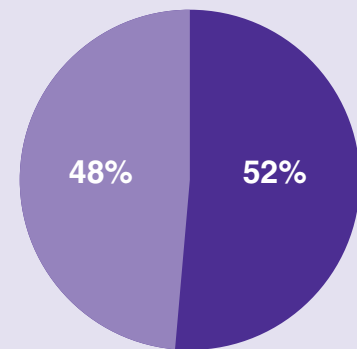
Yes
No. I'm happy with the amount of time I spend with my children

Does your paid work negatively affect the *amount* of time you spend with your children?



Yes
No

Does your paid work negatively affect the *quality* of time you spend with your children?



Yes
No

Government initiates work-life balance project

The Government has commenced a major project to develop policies promoting work-life balance as part of its intention that New Zealand is a great place to live and work.

In August, it established a work-life balance steering group, chaired by the Department of Labour, to drive the project which will include a national consultation process and the development of a scorecard to measure how well New Zealand is doing over time and in comparison with other countries.

Consultation will involve a wide range of individuals and interest groups in order to raise awareness of work-life issues and help generate practical solutions.

EEO Trust Executive Director, Trudie McNaughton, who is a member of the steering group, said that the project would be of interest to workplaces facing the global challenge of skill shortages. "New Zealand's reputation for quality of life is a promise we must deliver on.

"Workplaces can only offer part of the solution of course. Contributions by individuals, families and the government are also crucial."

More information at www.dol.govt.nz/worklifebalance.asp

EEO Trust Annual Briefing and AGM

The Annual General Meeting of the EEO Trust was held in Christchurch on November 26, following suggestions from EEO Employers Group members for more events outside Auckland.

Immediately following the AGM, the annual briefing explored “What do kiwi dads really want?” with Trudie McNaughton presenting the findings of the EEO Trust survey on fathers. A panel comprising John Styles of ANZ Banking Group, Tim Harvey of Westpac Banking Corporation, Paul Hellyer of IBM and Mike Johnson of Manāki Whenua Landcare Research spoke about their experiences of combining paid work and fathering.

Diversity on the web: www.eeotrust.org.nz

For the first time this year the EEO Trust’s Diversity Index is available to all on the EEO Trust’s website. In previous years the findings of this annual benchmarking survey have been published as the EEO Trust Diversity Index, available free to EEO Employers Group members and for purchase to others.

This year, easy to use, free, downloadable fact-sheets are available on a range of topics including managers’ commitment and accountability, harassment and business leadership.

Key findings include:

- Private sector organisations are much less likely to have both an EEO policy and a plan – only 16% compared to 63% of the public sector respondents, and 28% of not-for-profit organisations.
- Organisations with a longer relationship with the EEO Trust are more likely to perform on a number of benchmarks such as: senior manager’s commitment to EEO/diversity; including accountability for EEO/diversity in manager’s contracts; having both an EEO policy and plan.

EEO Trust gains research expertise

Dr Mervyl McPherson has joined the EEO Trust as Research and Information Manager. Mervyl has extensive experience in the field of social research in the academic, government and private sectors. Her PH.D is in social policy and she also has qualifications in demography, and library and information science.



Chair thanks founding Executive Director, Trudie McNaughton

After more than 11 years as Executive Director of the EEO Trust, Trudie McNaughton left at the end of November to pursue other challenges.

Chair of the EEO Trust, Michael Barnett, has thanked Ms McNaughton for her contribution in creating an internationally credible organisation. “Trudie’s energy, enthusiasm and professional expertise have been a major factor in creating an organisation that is a significant



Trudie McNaughton

and valuable resource to New Zealand workplaces and that is well placed to ensure the vision and passion she has for EEO continues.

“We wish her every success in her new endeavours and look forward to maintaining professional and personal contact with her in the months and years to come.”

During her time with the EEO Trust, Ms McNaughton initiated and led a diverse range of projects including the formation of the EEO Employers Group which currently has 347 members from the public, private and not-for-profit sectors. The annual EEO Trust Diversity Survey consistently finds that EEO Employers Group members are ahead of their peers on a range of EEO benchmarks. Among her achievements are the EEO Trust Work & Life Awards, now in their seventh year, which recognise organisations that help their workforce achieve a balance between their working and personal lives, and *Tools for Tapping into Talent*, a training module to assist recruitment consultants recruit and appoint talented candidates.

She has also led projects on employment experiences of migrants, employing people with disabilities, working with Maori, and the annual EEO Trust Diversity Index.

Trudie has been a member of the New Zealand ministerial advisory groups on EEO and immigration and is also a member of the Government’s Future of Work Advisory Group and the work-life steering group. She is a member of Xchange, an international forum on work and life, and of the Australasian Diversity Think Tank.

Leaders in work-life balance

In September the Prime Minister Rt Hon Helen Clark presented the EEO Trust's Work & Life Awards which honour and celebrate best practice in work-life balance.

Twenty-seven workplaces entered this year, one more than last year. "Over the six years we've been holding the awards, the quality of entries has consistently improved. Work/life initiatives that would once have been seen as very innovative are now included in organisations' workplace provisions as a matter of course" said Trudie McNaughton, Executive Director of the EEO Trust and one of the judging panel.

This year's Awards were sponsored by Hesketh Henry and Progressive Enterprises.

For the full story behind the winners, and details of the entrants visit www.eeotrust.org.nz/worklife/2003.shtml. All the entrants are profiled in full in *New Zealand's Best Employers in Work and Life 2003*, available from the EEO Trust.

IBM is to support the awards for the next three years. On announcing the sponsorship, EEO Trust Executive Director, Trudie McNaughton, said she was delighted with IBM's support. "It's a great match for us as IBM's Australian arm won the Australian Work & Family Awards last year. We're confident of their commitment to work and life issues and their ability to make them work in their own workplace."



PROGRESSIVE ENTERPRISES



Auckland City was joint winner of the Large Organisation Award. It also won the Progressive Enterprises Manāki Tangata Innovation Award for its DVFree programme to provide support in the workplace for employees who were experiencing domestic violence.

The winners of the EEO Trust Work & Life Awards 2003 were:

Large Organisation Award

Auckland City (joint winner)
 Westpac Banking Corporation (joint winner)

Small to Medium Organisation Award

Muscular Dystrophy Association of New Zealand (joint winner)
 Phoenix Inc Supported Employment Services (joint winner)

Hesketh Henry First Steps Award

Central Hawkes Bay District Council (joint winner)
 Stratex Networks (NZ) (joint winner)

Progressive Enterprises Manāki Tangata Innovation Award

Auckland City (winner)

Walk theTalk Award

Phil and Glenys Ker of Auckland University of Technology (winner)
 Gagau Annandale-Stone of ANZ Banking Group (joint runner-up)
 Linda Sewell of Carter Holt Harvey Futurebuild (joint runner-up)

If you would like information about the Equal Employment Opportunities Trust services or resources, please contact:

EEO Trust
 Level 5, 56 Cawley Street
 PO Box 12929
 Penrose, Auckland

Ph 09 525 3023
 Fax 09 525 7076
admin@eeotrust.org.nz
www.eeotrust.org.nz