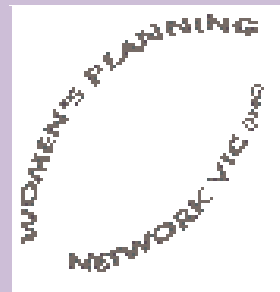


VANTAGE

THE WOMEN'S PLANNING NETWORK VICTORIA INC..
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WOMEN'S PLANNING NETWORK'S INTERNATIONAL MENTORING DELEGATION TO OSAKA FROM 21 – 28 JANUARY 2001

The Women's Planning Network Victoria Inc. has been invited to send a delegation to Osaka from 21 to 28 January 2001 to assist women who are establishing networks in their local communities and to promote women's involvement in public life.

In October 1998, the then President of the Women's Planning Network, Elizabeth Hartnell-Young, visited Osaka as a member of the Citizen's Delegation from the City of Melbourne, Osaka being Melbourne's sister city. At a half – day seminar with representatives of twenty women's groups held at Creo West, one of Osaka's women's centres, she told of the operations of the Network. The meeting was arranged by Osaka City Hall in conjunction with officers of Melbourne City Council, and revealed that while we have much in common, Australian women have moved forward and have a great deal of experience which would assist Japanese women in their quest to increase their influence in public life and community decision – making.

In November 1998 the Women's Planning Network hosted a successful meeting with Osaka women who visited Melbourne. It is anticipated that these visits will continue to occur from time to time.

Throughout 1999 and 2000 we have communicated with the Japanese women and supported them with advice via print and email as they established two networks: the Sakai and the Senshuu Women's networks. The Senshuu network covers eight cities in Osaka.

In January 2000 the Women's Planning Network provided materials for seminars on Australian women's volunteer activities presented by Ms Kazuyo Kawai in Osaka and an introduction in Japanese, written by Augurette Malki, an employee of the City of Melbourne and a member of the WPN.

With every contact we realise the many similarities between women in Australia and Japan and the shared benefits in establishing networks to promote the interests of women involved in public life and community decision making. This contact can be an ongoing program of personal contact, augmented by email.

Aims of the Mentoring Program

- To establish an innovative international program, based in Melbourne and Japan, to develop a long-term mentoring relationship between women in public life in Victoria and Japan, through face to face and electronic contact.

- To share information, experience and skills which will assist the women and their communities, including business and professional contacts, and representation of women in local government.

The delegation

A delegation of up to eight Victorian women will visit Osaka, for one week from 21 to 28 January 2001 to meet with representatives of women's networks. Opportunities will be made available for a range of organisations to sponsor participants.

The delegation will be made up of women covering the following characteristics:

- experience in women's networks in Australia
- some members to speak Japanese
- ability to relate quickly and share information with Japanese women
- ability to contribute own funds as necessary
- at least one representative of the City of Melbourne
- current members of the Women's Planning Network or other auspicing group.

If you are interested in joining the delegation please see the contact details below.

Funding

Costs to individuals include airfare of approximately \$1600 and some accommodation. Some sponsorship has been offered by the City of Melbourne who wishes us to convey formal greetings to the Mayor of Osaka. We are actively seeking further sponsorship from companies and organisations which have business/cultural links with Melbourne and Osaka.

Any sponsorship will be greatly appreciated and duly recognised by the Women's Planning Network.

The Network would welcome ideas and initiatives for sponsorship and support for the delegation to Osaka.

Please contact the Network's President, Pauline Semmens on 9690 7025, Elizabeth Hartnell-Young on 0412 634 340 or Vivien Fowler WPN Administrative Officer on 9655 6425.

RELEASE OF STATE GOVERNMENT POLICY FOR WOMEN

Valuing Victoria's Women details the strategies and initiatives to be undertaken across Government to fulfil the Government's policy commitments for women. Sherryl Garbutt, the Minister for Women's Affairs, launched the Forward Plan and the accompanying Policy Statement on 12 July 2000.

The Forward Plan addresses four key themes:

- Representation and Equity
- Education, Work and Economic Independence
- Health, Wellbeing and Community Strengthening
- Justice and Safety.

In Representation and equity, the government is committed to ensuring women take an equal part in the decision making processes of our society and that the diversity of women is reflected in their participation in public life.

In Education, work and economic independence, the focus is on accessible and affordable education and training opportunities for women are required if their full participation and educational achievement in our society is to be assured. The government is committed to the provision of high quality childcare and ensuring that financial information is available to women so they can plan for and achieve economic independence.

Women face an array of health issues during their lives and improving health outcomes for women is a key task for the government. Under Health, wellbeing and community strengthening, the Government is determined to improve health care services and to tackle hospital waiting lists so that all Victorians can access high quality health care services.

In Justice and safety, ensuring that women and their families are able to live without fear for their safety is the key challenge for the government. The policy response is to develop a coordinated approach to violence against women across the whole of government, including support to women who experience violence and improving women's experience of the legal system.

The Forward Plan sets priority areas for each theme, with objectives, performance measures and strategies for each. Some of the strategies in the Forward Plan have direct relevance to the work of the Women's Planning Network.

The policy includes strategies for safety on leadership and representation of women in society, public transport, childcare, family friendly work policies, community strengthening and wellbeing. However, the policy could better recognise the important role of local government in providing services for local communities and women and the significant potential for the Victorian Government to work in partnership with local councils to achieve the objectives of the policy. This could include the role of local government in improving the lives of women and their families through land use planning and general council activities such as developing a sense of community or even street lighting. The policy could also recognise the contribution of other joint State and local government initiatives such as upgrading urban environments through the Pride of Place Program.

Of particular relevance to this edition of Vantage is the policy on family friendly work policies. The principal strategies in the Forward Plan to address this issue are the Work and Family Project, the Family Friendly Work Place Program, a Flexible Work Evaluation Research Project and Employees as Carers Information Strategy. The Work and Family Project will be undertaken to assist women to balance work, family and life commitments by highlighting the benefit of flexible work patterns and other family friendly policies. The project will also investigate issues impacting on the capacity of women to participate in the workforce, with particular emphasis on access to high quality and affordable childcare on an equitable basis to all families. The findings will be used as a basis for encouraging the Commonwealth Government to provide high quality, affordable family support services so as to enable the active participation of women in work, study or training. The time line for this project is 1999 to 2000.

The Family Friendly Work Place Program will promote and implement flexible working arrangements including flexible hours, job share and telecommuting/working from home. Models of best practice in family friendly work practices will be identified to ensure a career path is maintained for women balancing work, family and other life commitments. The time line for this project is 2000 to 2003.

How the policy will be reflected in the Metropolitan Strategy currently being developed by the State Government is also of interest, particularly in relation to accessibility of jobs, childcare and public transport, public safety and environmental sustainability.

The Forward Plan is a whole of government strategic plan. Copies are available by contacting the Office of Women's Policy on (03) 9651 0530 or you can view a pdf version at www.women.vic.gov.au.

GREENHOUSE STRATEGIES AND URBAN PLANNING

The Women's Planning Network made a submission to the recent Federal Treaties Committee urging the Federal Government to ratify the Kyoto Protocol and further reduce greenhouse gas emissions.

The Women's Planning Network Submission expressed concern at Australians' having the highest per person greenhouse emissions and our international image. Our submission highlighted the risks of global warming, Australia missing sustainable development opportunities, and delay in greenhouse responses creating an even greater challenge to catch up in future. The Network's submission noted the important role of urban planning in managing greenhouse emissions and promoting sustainable development, whilst also improving liveability.

TAKING US TO THE CLEANERS

Price discrimination in the dry cleaning industry

As you are probably aware, the Women's Trust has for some time been involved in a campaign to address discriminatory pricing practices in this State.

The Trust is currently collating quantitative data from dry cleaners across Melbourne. We would like to supplement this information, however, by gathering case studies. So if you have a story about any incidences at the dry cleaners that you believe to be discriminatory, please let us know.

We look forward to hearing from you!

The Victorian Women's Trust email vwt@vwt.org.au

OSAKA

Volunteers wanted for International Mentoring in Japan

As a result of a visit by Elizabeth Hartnell-Young in 1998 The Women's Planning Network has been invited to send a delegation to Osaka from 21-28 January 2001 to assist women who are establishing networks in their local communities. Members of the WPN are invited to share skills and knowledge through workshops and meetings with Japanese women. It is not necessary to speak Japanese. Melbourne City Council is supporting this delegation and participants will need to cover part of the cost.

- For further information contact Elizabeth Hartnell-Young (ehy@results.aust.com or 0412 634 340) or Vivien Fowler (vivien.fowler@doi.vic.gov.au or 9655 6425)

Sponsorship needed for Osaka

The Network's delegation to Osaka is seeking sponsorship. Suggestions from Network members are welcome.

- If you can assist in any way and know of a company that has links with Japan or would like to establish or strengthen ties with Osaka through supporting the Network's delegation, please contact the Network on 9655 6425.

NEW COMMITTEE

Women's Planning Network Committee 2000/2001

President Pauline Semmens

Vice-President Claire MacArthur

Secretary Anne Harris

Treasurer Gabriel Hodgson

General Committee Cathy McNaughton, Lynne Josephs, Tracey Kidd, Fiona Banks, Pene Smith, Chris Renkin, and Jane Blaxland

Unfortunately, Jane Homewood has recently resigned from the committee due to work commitments with her new position as Urban Strategy Manager with City of Moreland.

Jane has kindly offered to stay on in the research sub committee to follow through with the implementation of the WPN funded research completed by Michelle Toppin. The Committee extends its thanks to Jane for her support and involvement in the Network's activities over the years and wish her well in her new position at City of Moreland.

At the AGM in July, a couple of Committee members stood down, those being Melissa Fitzgerald and Christine Kilmartin. Melissa has been on the committee for a number of years and has always contributed towards the Network's functions and activities. On behalf of the Committee, Pauline Semmens thanked Melissa for her help and support. Pauline also acknowledged Christine Kilmartin whose research experience and practical suggestion have always been of tremendous assistance to the Committee and the Network overall.



HOME AND WORK BALANCE –

ARRANGING A FOUR-DAY-WEEK

At my performance review and contract renegotiation in 1998 (when Cathy was pregnant), I told my manager that I would like a four-day week when Cathy returned to work after maternity leave.

I asked again just before Cathy returned to work. The idea was not warmly received, but the long notice made it difficult to ignore my request out of hand. The HR department said that there was no provision for a four-day-week, and no precedent for a consultant. I was advised to 'drop it', because it would be difficult to find customers prepared to accept that I was not available every day – and this would have to be dealt with at the start of every new contract.

I wrote a detailed memo on how a four-day-week would operate, and nominated a start date, for my contract renegotiation in 2000. My general manager (a thirty-something woman with no children) was very supportive, and agreed to my request but confessed she didn't really know what I was on about. She also said that it might reduce burnout, and encourage me to stay with the company, so that maybe it was in the company's interest as well as mine. It's probably easier to negotiate something like this in the IT industry – where it is very difficult to find and retain qualified staff.

The other consultants viewed me as an eccentric for voluntarily stopping my career, and taking 20% pay-cut. Several people thought I was secretly working on my own 'dot com' enterprise on my 'day off' (or some other clandestine deal involving a competitor).

I have been working a four-day-week since May, taking every Monday 'off'. So far, it has worked out OK from a work point-of-view. Very rarely is there something scheduled for a Monday that I cannot reschedule, or have someone else attend. I don't broadcast too loudly that I am with my baby on Mondays, and most people simply assume that I have some other work commitment. People who know what's going on are usually totally amazed that I can get away with it – or that I would want to. Surprisingly, customers – so far – don't really care about the four-day-week as they pay an hourly rate.

What I do on my day off

Ross (now 19 months old) and I generally potter around the house doing the usual baby things that happen with small babies. In many ways, nothing noteworthy actually happens at all.

We spend time with meals, changing nappies, getting dressed, having a bath, playing in the back yard, falling over, making a mess, reading picture books, making things with blocks, and so on. I like to have a small 'outing' each day. We go to the pool, playground (Ross loves swings!) or café where we have a coffee and 'babycino' with Ross usually wearing most of it on his clothes.

Not once have I seen another father-and-baby on these outings – although I see plenty of mother-and-baby pairs out there. I'm a privileged minority! There are groups called 'Mums and Tots' and names like that – which make me feel like I don't belong.

Generally, I don't have any 'adult' contact during the day – a welcome break from the rest of the working week.

Ross goes to crèche two days a week (and has two days with Cathy). This is a good mix, although it is hard to know what is optimal. Crèche can be very tiring for a toddler, so some 'slow time' at home with one parent can be a break for Ross too.

Ross enjoys his day with me. I certainly enjoy it – both for the joy of parenting, and also for the sanity and refreshment of not going to work. I'd like to continue this arrangement until Ross starts school, that way he might remember what fun we have! I feel that I have made a positive lifestyle choice for both Ross and me.

Geoffrey McNaughton

Information Technology Consultant

WORKING PART-TIME

Since February I have worked three days a week as Strategic Planning Co-ordinator in Local Government, with another planner working two days. Working part time gives me time to enjoy Ross who is 19 months old and (I think) adorable! It also helps

'IT'S BEEN A HARD DAY'S NIGHT'

When I gave birth to Isabelle in 1992 I was commencing my Masters in Urban Policy & Planning and taking 12 months maternity leave from a coordinating position in local government. This was the nineties – I could have it all!

During that first twelve months with Isabelle I enjoyed my study (despite being asked by a lecturer why I couldn't take notes and breastfeed at the same time). I was offered small pieces of work so Isabelle came with me or stayed home with her Dad refusing to take a bottle.

As my return to work approached I attempted to negotiate a job share arrangement and wrote two job descriptions to demonstrate an appropriate division of roles. The all-male management knocked the option back. Lucky me, I miss the amalgamation process by resigning rather than go back full-time!

In 1993 I established my own social and cultural planning consultancy, Collaborations, working part-time I was also able to complete my study. We used a range of childcare options and I only recommenced full-time work as Isabelle started school. Working from home has provided the flexibility that has made this possible.



Hanging out in school – the lot of consultant's daughter Michelle Howarth

A FAMILY JUGGLING ACT

Articles by Geoffrey McNaughton, Catherine McNaughton, Michelle Howard and Yvonne Rust

cope with interrupted sleep when Ross has new teeth or another cold from childcare. Ross and I are lucky to have the chance to go to aerobics, lunch with friends and family, walk around our neighbourhood, potter in the garden and join in local community activities. Breastfeeding Ross gives us a special start and finish to the day together. My partner Geoff works four days so that he can also have time with Ross and we can more evenly share outside work and homework.

First semester this year I completed my Masters Degree – Arts in Ecologically Sustainable Development (by correspondence from Murdoch University WA). It was a huge challenge adjusting back to work after maternity leave, Ross settling in to childcare and being pressured for time at work and home. I tried to defer, but found that one-year was the maximum course break – not long enough with a new baby! Working full time would have made the study impossible. I am both relieved and thrilled to have my degree, although I have few opportunities to apply my studies at work in the new structure.

Working three days has required adjustments in work expectations, concentrating more exclusively on key projects, and communicating with my job share partner when we are rarely in the office together. We manage our own projects but manage to answer most inquiries.

Consequently we have developed great time management and communication skills. An overlap day would help with staff meetings, communication and achieving more. Council has the benefits of two sets of skills, experience and goodwill, retaining valuable senior staff and more flexibility for extra work in meeting exceptional deadlines. Administrative staff in the Council's planning section have worked part-time for years but this is a first for planners.

When I took maternity leave, I was unsure of how much leave I wanted and returning full or part-time. Fatigue, (as much as wanting time with Ross) encouraged me to pursue the part-time option. When I approached the Planning and Human Resources Managers about part-time work they were reluctant, asking me to indicate what extra hours and flexibility I could offer. My flexibility is limited by set childcare hours but I could work from home if Council wanted to set up the computer links. Council agreed to part time work for an initial 6 months and the other two days were advertised and filled. There seems more scope to convert an existing position to part-time given few advertised part-time senior planning jobs.

The most difficult part of combining work and becoming a mother for me was the (unrelated) department restructure – just as I announced my pregnancy. I had interviews for a new position on the morning that Ross started to be born, and again when he was just a couple of weeks old. I was more nervous about leaving him for the first time than the interview, despite complete faith in my friend and (a little less) in my baby to be good to each other. Unfortunately, I did not get the position. Ross' early arrival cancelled my last week at work and packing up my desk – I still can't find things! The open plan office was dreadful for phoning obstetricians and prenatal

Catherine McNaughton

WORK AND FAMILY LIFE – BALANCE

Let me start by noting that there is no ideal balance, what works for some will not work for others. Finding balance depends on consideration of your needs, and those of your child/partner and the organisation and work demands. Balance comes in many forms.

I returned to full time work in February 2000 at the City of Port Phillip when my son, Albert, was nine months old. My Husband was eager to take on the role of primary care giver, seeing this a good alternative to full time work. Little did he know, it is often more gruelling being at home with a young child than the most hectic day at the office. Balance for him has been placing Albert in creche three days a week and returning to part time work for a rest.

The City of Port Phillip has a very strong family friendly policy and has put numerous structures in place to promote and support a balance between work and family demands. The Mayors office has a small corner set aside with a blackboard and assortment of toys for Elly, the Mayor's four year old daughter. Public life is very time consuming and combining this with parenting means that time spent together may well be in an office environment.

T. BUT WORTH EVERY MINUTE!



(My husband says for this read 'working all hours of the day and night has made this possible!') This year I have taken the leap into my own office and my first full-time employee. It's working well. I now leave work at the end of the day for the first time in seven years. Isabelle still comes first most of the time. She catches the school bus to my office and does her homework after school. We have swimming together on Mondays.

I love my family and my work. There is a price to pay. I don't put the time into professional networking or promotion of my business that I would like. I don't do breakfast meetings. I don't do much inter-state work. It's hard to find time for exercise. Steven and I now make dates to go away for a weekend every six months!

It's been a hard day's night. I've learnt that what I thought were my limits were a figment of my imagination. I've realised that I don't yet know my limits – but I'm much better at setting boundaries between what's really important for tomorrow and what can wait.

Michelle Howard

Collaborations: planning with your community Pty Ltd.

Michelle Howard in her office after the school bus, Isabelle in her office.

As part of the Strategic Planning Team I work a 38 hour week with some additional evening Council meetings. There is not the daily need for direct contact with the community or clients and so this gives greater scope for flexible working hours. This flexibility depends on give and take with the organisation and is the most important element to maintain a balance of time demands. Albert has featured in a few public meetings when childcare was unable to be arranged on short notice.

With a young child it is not always possible to work standard hours. There are some days when Albert will not wake up or get ready for creche efficiently no matter how much cajoling or bribery I use. On creche days I try to avoid meetings first thing in the morning as a safe guard. There is nothing worse than a stressed parent and an uncooperative child first thing in the morning that can set the tone for the rest of the day. I am also on collection duty on Friday afternoon, which gives me a good excuse for leaving promptly at 5pm. But there are some disadvantages from these time demands. For instance most social gatherings occur late Friday afternoon after work. This is an opportunity to relax and chat and is where informal networks are established with other sections of Council. This is often lost when you are constantly looking at your watch considering the quickest route to the creche and how much traffic will be between you and your location at a particular time of the day.

The nature of strategic work makes it possible to work from home when necessary. Council supports this option by supplying a computer and software support on a limited basis. As a lot of communication within Council is via e-mail, being online at home enables you to complete reports and talk with colleagues as easily as being in the office. It is recognised that working from home is not appropriate for positions that require a high level of contact with people external to Council. There is also some concern regarding the benefits from interaction at work that can not be achieved in isolation at home. However there are other advantages from being online and having ready access to the organisations network. When your child is ill it is much easier to still be kept in the loop of what is happening even if your productivity is modified by a cuddle/attention ratio of 10:1. Being online from home is also a useful link for part time workers for the exchange of information while they are away from the office.

In between juggling all the demands of work and family life I am able to function on a carer/parent and professional/worker level and make a contribution to both. Neither focus meets the ideal established by full time commitment to one or the other. However this can never be achieved and it is easy to fall into the trap of thinking you can meet all the needs of two competing demands with just a little more effort. No one wins from being a career driven super mum who snatches time from both family and work only to end up burnt out and unhappy with both domains.

To date returning to work has been a good experience but I realise that there may come a time when no matter how much juggling there will not be a balanced solution and something must give way. It is the combination of an understanding and supportive partner, an organisation that is genuine in its desire to be family friendly and realistic expectations of time commitments that have allowed me to find a balance between work and family.

Yvonne Rust
Strategic Planner
City of Port Phillip

WPN'S INVOLVEMENT IN RESCODE

The Draft new planning code – ResCode – has received some widespread attention recently in both the general media and in the professional and community circles that hold an interest in planning issues.

WPN has been involved in the ResCode debate in two avenues.

Firstly, the WPN provided input towards the public consultation and implementation phases of the new code. Through its involvement in the ResCode Reference Group during the development of the new draft code, the WPN helped establish a greater number of consultation workshops being provided across Melbourne at times that can accommodate a wider audience.

The WPN has also provided input to the content of the code as a formal submission to PPV. Josephine Lee, Anne Harris, Pene Smith, and Cathy McNaughton helped formulate the written response whilst Pauline Semmens, Josephine Lee and Gabriel Hodgson presented the report at a hearing by PPV. WPN's report to PPV is summarised as:

- Supportive of the Government's commitment to a reviewed housing code via planning system.
- Opposed the introduction of mandatory standards and the inflexibility of a prescriptive code.
- Supportive of the emphasis on Neighbourhood character, however concerned about the mandatory controls contained within the document that limit flexibility that is required to properly acknowledge the 'uniqueness' of neighbourhood character.
- Supportive of an increased attention to environmental standards, yet doubtful whether truly environmentally sustainable design can be achieved in a document so prescriptive in other aspects of residential design.
- Concern that the draft code seems to favour suburbs in the middle ring of Melbourne, with few provisions to accommodate existing housing conditions in inner suburbs, or the conditions found in rural centres.
- Recognising the need to integrate or acknowledge the new code with the Metropolitan Strategy.

The WPN will continue to be involved in the development of ResCode – watch this space for further details. Meanwhile, many thanks to Josephine Lee, Cathy McNaughton, Anne Harris, Pauline Semmens & Gabriel Hodgson for their input and commitment to the ResCode debate so far.

Pene Smith
WPN Rescode Representative

DIDI YOU KNOW

that medium density housing caused the decline of both St Kilda and the Roman Empire? Cathy

Objections

Submission on local government shopping centre policy 1997

'Mr Mayor and Councillors if you can manage with effort to read what some may call

'puerile persiflage', I hope you can see that the main thrust of my opinion all about People and their well being. As an old friend of mine told me many years ago 'its all about people! How True.

My apologies for taking so long to say what I suppose could have been said in half the space and time. However be eclectic, and I'm sure you will get the salient points'.

Objection to planning application

'I object to this proposal to use the property as a warehouse and shop because it is haunted. When I owned the property a \$5 note on the counter just mysteriously disappeared! This is the work of bad forces, which will put you in great danger if you approve the application'.

The evils of medium density housing Submission to recent residential strategy 'High density also sees a decrease in price per unit structure. This encourages a flowing community in the sense of no establishment of stable community and indeed the introduction of 'unsavory' characters through lowering of housing values. From ancient Rome to St Kilda, this is the case, and it spells calamity'

Submission to recent residential strategy

After 2 pages of criticism of the proposed residential policy document submission concludes with 'But on balance, throughout my life it has always been a delight and great pleasure to be addressed by a bona fide skilful and learned person; one having a warm feel for their subject and the ability to 'effectively' communicate with people even under valid 'friendly fire', and in this regard I believe our Community is well-served in having a person like (planners name given) as Officer-in-charge of such a critical project'

ARE YOU ONE OF THE MANY MEMBERS WHO HAS NEVER COMPLETED A MEMBER QUESTIONNAIRE???

Don't feel too guilty, you are not alone...

The committee would like to strongly encourage everyone to complete and return their Member questionnaire. The Network maintains a database to better serve the needs of members. This database allows the Network to plan relevant events and to nominate suitable women for jobs, positions on boards and committee, speakers, etc. Government departments, the media and other organisations have all expressed interest in gaining some more information on the Network.

For the Network database to be a more effective tool in providing information to the committee and members of the skills, expertise, particular interests etc of all members, a greater number of completed questionnaires need to be returned to the Network.

The information from the surveys is intended to be used for a range of purposes including:

- β Assisting the Committee in identifying professional development needs;
- β Help save resources in those instances when it is appropriate to target information to particular sectors (e.g. a recent letter to rural based members);
- β The network is also often approached by people wanting to get in touch with members with particular skills or experience;
- β Recommendations for representation on public sector boards, panels and committees.

To enable the Network to better meet the needs and objectives of all members we do urge you to complete the questionnaire. If you do not have a copy of the questionnaire (or are not sure if you have completed one) please give Vivien Fowler a call on (03) 9655-6425 (Tuesdays and Fridays, or leave your contact details other days) or email vivien.fowler@doi.vic.gov.au.

ALL MEMBERS WHO COMPLETE AND RETURN THE QUESTIONNAIRE BY TUESDAY 20 NOVEMBER WILL GO INTO A SPECIAL PRIZE DRAW, TO BE DRAWN AT THE CHRISTMAS COCKTAIL EVENING, THURSDAY 7 DECEMBER, 2000.

NETWORK CALENDAR

NOVEMBER

November 8-15

Planning Victoria Week 2000

A new initiative to promote planning and planners. The week will include

NOV 8

Launch and Kemsley Oration, week long display of awards and end with the Awards presentation at Richmond Town Hall

NOVEMBER 15

Presentation of the RAPI (Vic) Awards of Excellence

Contact RAPI office or George Ward on 9658 3155

Interested in ResCode or latest RAPI policy draft on Australian urban and regional development? Log in to RAPI Vic website at <http://home.vicnet.net.au/~rapivic/>

NOVEMBER 20

WPN Golf Day Yarra Bend Park 4.00pm for 4.30pm start. All welcome! No need to be Carrie Webb to come along and have an enjoyable time. Contact Vivien Fowler ph 9655 6425

NOVEMBER 22

WPN Committee Meeting

DECEMBER

DECEMBER 7

WPN Christmas Cocktail Party

For further details contact Vivien Fowler ph 9655 6425

DECEMBER 7

WPN Mentoring Program Review Meeting. Hansen Partnership Level 8, 136 Exhibition St Melbourne.

DECEMBER 20

WPN Committee Meeting

JANUARY 2001

JANUARY 21 -28

WPN Osaka Delegation. Various meetings and presentations in Osaka, Japan

MEMBERSHIP TO VICWOMEN DIRECTORY

On 3 November 2000, Pauline Semmens, Liz Hartnell-Young and Tracey Kidd met with Debbie King, Director of Women's Policy and Janice Watts, Assistant Director, Women's Policy at the offices of the Office of Women's Policy to discuss the activities of the Network and to inform them of the Network's proposed international mentoring program, with particular reference to the network's current association with women's groups in Japan.

During the discussions, we were reminded of the Vicwomen directory set up by the Government to register the names and interests of women available to sit on government boards and committees.

Members of the Women's Planning Network are urged to register with the Vicwomen directory to facilitate a greater involvement of women in the decision making processes throughout Victoria. There are categories for skills and interest in architecture, community activities, urban planning and the environment, transport and a range of other areas of possible interest to Network members.

Any woman interested in applying for Vicwomen can contact the Office of Women's Policy on (03) 96510530 or the Waite Group on (03) 9629 6333.

QUOTES FROM NEWSPAPER ARTICLES

Sex Discrimination in the Workplace (The Age 26 August 1999 p 3)

Breastfeeding in public

The Sex Discrimination Commissioner, Ms Susan Halliday recommended the clarifying the Sex Discrimination Act to protect the rights of breastfeeding mothers. 'We often receive inquiries from people about whether or not it is illegal to breastfeed in public'

Pregnant in the workplace

The commissioner said that discrimination against the pregnant or potentially pregnant was an economic, as well as a human rights issue. Every time we deny an opportunity to work, we all suffer. 15% of complaints under the Sex Discrimination Act relate to pregnancy, as figure the Commissioner says 'is only the tip of the iceberg'. There was a high degree of unreported discrimination and ignorance about what was required.

Family Friendly work environments

Home and Work Balance (The Sunday Age 2 July 2000 p 5)

Julia Chugg balances roles as Managing director to 450 staff, and mother, Here are some of the rules that Julia abides by:

Works strict office hours – leaves by 6pm

No meetings after 5pm

'No phone zone' at home until after 8.30pm