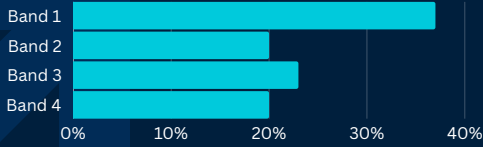


2023 Local Government Gender Balance Survey Results

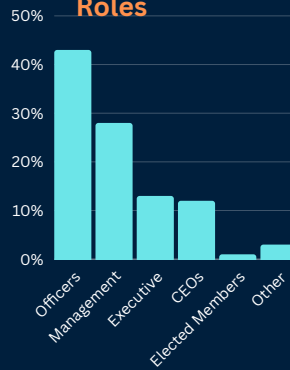
DEMOGRAPHICS

196 Participants
138 Females
55 Males
1 Non-Binary
2 Prefer not to say

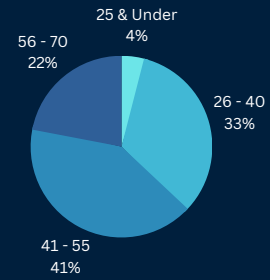
Local Government Bands



Roles



Age



GENDER BALANCE STATEMENTS

There is Gender Balance in the Local Government sector

Agreed Disagreed No Opinion

My workplace has a gender balance framework in place

Agreed Disagreed No Opinion



My workplace encourages flexible working arrangements including working from home, part time, job share, core business hours

Agreed Disagreed No Opinion



GENDER BALANCE PRIORITIES



Flexible working arrangements including working from home, part time, job share, core business hours



Closing the gender pay gap



Identifying best practice recruitment practices that support gender balance

GENDER DIFFERENCE

During your career in local government have you ever felt you could not apply for an opportunity because of your gender?

25% **44%**

Males agree Females agree

My gender is a barrier to my career advancement

11% **42%**

Males agree Females agree

I have been excluded from activities or discussions because of my gender

13% **22%**

Males agree Females agree

COMMON THEMES FROM SURVEY COMMENTS

- Perceptions of largely males dominating higher roles
- Women struggle to balance work/home life
- Suggested benefit of mentor programs for applying for leadership roles
- More males needed in community development

2021 SURVEY Vs 2023 SURVEY

- 372 respondents in 2021 compared to 196 respondents in 2023 - so the comparison needs to be taken with this in perspective.
- Slight improvements in participants reporting more local governments having a gender balance framework in place.
- Higher percentage of participants reporting that their gender is a barrier to their career advancement.
- Significant improvements in participants indicating their workplace encourages flexible working arrangements including working from home, part time, job share, core business hours.
- A general improvement in 2023 with higher percentage of participants agreeing that there is gender balance in local government.

