

# Gender Equality Action Plan Progress Report 2023

As at 30 June 2023

Approved for publication by Gender Equality Commission on 1 October 2024

## Gender impact assessments

Table 1 - Gender impact assessments progress					
Required	Required	Required	Required	Required	Required
Title	Subject	Description	Status	Confirm if actions taken	Describe actions taken
Alpine Shire Youth Strategy	Program	Young people of the Alpine Shire (aged 12-25) are aware of and can access opportunities to connect, learn and collaborate to create a thriving, safe, supportive, and inclusive community. Reduce duplication and streamline place-based services.	For Review	Yes	The Youth Strategy involved a co-design approach that was driven by extensive stakeholder engagement, research and analysis. The strategic planning process included three workshops, ten focus groups, seven group interviews, and two surveys. The result was engagement with over 201 young people between the ages of 12-25, and 29 organisations.
Our Ways of Working Policy	Policy	The draft Our Ways of Working Policy was designed to bring consistency to the approach to working from home. It was needed in a post-COVID world as everyone grapples with the 'new ways of working'.	New	Yes	1. There were two rounds of consultation with staff and the policy was significantly altered to reflect the comments. 2. Much of the feedback related to the split between time spent in the office vs time spent working remotely.
Waste Services Policy	Policy	The Waste Services Policy was updated to ensure the waste management across Council is equitable and sustainable. Seeking to maximise diversion of recyclable materials from landfill and contribute to a local circular economy.	For Review	No action taken	The main change to the waste services policy was improved transparency around Councils waste management services and costing, as well as the introduction of the third kerbside bin in the FOGO service. The policy is applicable to all rate payers and ensures the equal and transparent provision of all services through a user pays cost recovery model.
Financial Hardship Policy	Policy	The purpose of this Policy is to ensure a fair, clear and consistent approach to assessing and providing support in the payment of rates and associated charges to ratepayers experiencing financial hardship.	For Review	No action taken	The policy applies to all ratepayers equally, and all ratepayers will be given the same level of assistance.

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Council Plan	Program	Council's Community Vision 2040 and Council Plan 2021-25 incorporating Municipal Public Health and Wellbeing Plan (the Plans) provide strategic direction articulated in strategic drivers and objectives, strategies, indicators and major initiatives. The Plans commit to reporting to our community on our progress towards achieving our objectives. The Plans will guide Council decision making for the 2020-2024 Council term.	New	Yes	A community panel was chosen independently of Council, to ensure appropriate representation on the basis of gender, age, locality, socio-economic and health factors to develop the Plans. A program of consultation was then undertaken to ensure the draft Plans were reviewed by a range of diverse community groups and individuals.
Note: Four additional GIAs were undertaken between July 2023 and February 2024. These will be reported in the next Gender Equality Report at the end of 2024/25.					

## Strategies and measures

Table 2.1 - Strategies and measures progress				
Required	Required	Required	Recommended	Recommended
Strategies and measures	Status	Status description	Timeline	Responsible
<p><b>Strategy 1: Develop accountability framework to measure progress towards achieving the targets established in the GEAP</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Develop accountability and reporting framework.</li> <li>• Investigate and report on workforce data gaps. Make necessary systems and process changes.</li> <li>• Annual campaign encouraging people to update their personal information as aligned to the legislation.</li> </ul>	Not started	<p>When the GEAP was endorsed in April 2022, Council had planned to roll out a Human Resources (HR) software solution that would allow for increased capacity to collect and report on employee data, including allowing employees to enter their own details for gender and intersectional data. However the planned HR software solution was not progressed, and a suitable replacement has not yet been procured. This has led to Council being unable to report on several of the 'recommended' measures in the Workplace Gender Audit, and means that much of the data required by the Gender Equality Act must be generated manually.</p> <p>Investigation into suitable software solutions is ongoing. Council's ability to collect and analyse workforce data is limited until such time as a HR software solution has been identified and rolled out across the organisation.</p>	Jun-25	Human Resources
<p><b>Strategy 2: Demonstrate clear leadership support for gender equality and inclusiveness</b></p> <p>Actions 2022-25</p> <ul style="list-style-type: none"> <li>• Senior Leadership to launch GEAP.</li> <li>• 6 monthly progress review through AMT.</li> </ul>	Not started	<p>There has been significant employee turnover and change in leadership positions at Council since the GEAP was endorsed in April 2022, including an organisational restructure in January 2023.</p> <p>Resourcing will need to be allocated to provide updated training for new leaders in the Gender Equality space, and to ensure that it is driven from a management level.</p>	Jun-25	- Human Resources - Leadership Team
<p><b>Strategy 3: Develop sustainable and appropriate resource plan to support deliver of the GEAP</b></p> <p>Actions 2022-25</p> <ul style="list-style-type: none"> <li>• Establish necessary resource and explore sharing a resource with nearby Councils.</li> <li>• Establish Gender Equality budget.</li> </ul>	Not started	<p>As a Small Rural Council, Alpine Shire Council does not have sufficient resources to dedicate a whole FTE to the delivery of Gender Equality activities. Due to changeover of staff, the exploration of sharing a resource with nearby Councils has not occurred, however responsibility for the GEAP and associated deliverables has been added to the Position Description of the Human Resources Coordinator, to ensure that there is a single point of responsibility within the organisation to drive change and associated reporting requirements.</p>	Jun-25	- Human Resources - Leadership Team

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<p><b>Strategy 4: Apply an intersectional gender lens to support the integration of gender equality across all areas of the workplace</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Training for HR and leaders on applying an intersectional gender lens to policies.</li> <li>• Review key policies through an intersectional gender lens as they come up for review (OHS, HR, EA).</li> </ul>	In progress	<p>Policies are reviewed for the need to include a Gender Impact Assessment, as they come due for scheduled review. Two policies and three other strategic documents received a formal GIA review before June 2023. A further two policies and one strategic document received GIA assessment in the period July 2023 - February 2024. Policies and key documents will continue to be reviewed in accordance with Gender Impact Assessment guidelines.</p> <p>Training for HR and leaders will be rolled out once resourcing is allocated (see Strategy 2).</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- All teams reviewing policies, and developing programs and services to the community.</li> </ul>
<p><b>Strategy 5: Consistent and regular communication</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Develop a communications plan to support the role out of actions under the GEAP.</li> </ul>	Not started	<p>As per comments in Strategy 3, Council has not had a dedicated resource to drive GEAP activities across the organisation. The communications plan will be explored prior to the next reporting period to June 2025.</p> <p>As part of the current progress report, Gender Equality has been raised with the leadership group to improve awareness and activity across the organisation, however this occurred outside of the reporting period to June 2023.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Engagement and Communications</li> </ul>
<p><b>Measure 1.1: Diversity of leaders at Council</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Monitor gender diversity representation in leadership roles.</li> <li>• Improve reporting on intersectional attributes.</li> </ul>	Ongoing	<p>An organisational restructure in January 2023 resulted in two Directors and eight Manager positions. By June 2023, four Women had been appointed into Manager roles, and one Man. By August 2023 all roles had been appointed, resulting in four Women and four Men appointed as Managers.</p> <p>When considering all leadership positions (CEO, Directors, Managers), by August 2023 the team included five Women, and six Men.</p> <p>See Strategy 1 for more detail on intersectional reporting.</p>	Jun-25	Human Resources

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Required	Required	Required	Recommended	Recommended
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<p><b>Measure 1.2: Support leaders to build capacity to lead a gender equitable and inclusive workplace</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• All leaders with direct reports participate in Gender Equity for Leaders training (year 1, prior to any training being conducted with staff).</li> <li>• Include capacity and commitment to lead a gender equitable and inclusive workforce in leaders position descriptions.</li> <li>• All leaders with direct reports participate in Inclusive Leadership practice training to lead an inclusive workplace</li> </ul>	Not started	<p>See Strategy 2 and 4 for commentary regarding training for leaders.</p> <p>See Strategy 3 regarding resourcing of GEAP actions.</p> <p>Note: Council ran mandatory in-person training sessions regarding discrimination, sexual harrassment, and bullying for all employees in February 2024. This will be formally reported in the next reporting period to June 2025.</p>	Jun-25	Human Resources
<p><b>Measure 1.3 Audit the physical workplace environment to ensure it is safe, welcoming and accessible and meets the needs of people of all genders and identities</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Complete workspace audit using an intersectional gender lens to determine barriers to gender equality and inclusion.</li> <li>• Develop prioritisation plan for addressing inequality that is identified.</li> </ul>	Not started	<p>See Strategy 3 regarding resourcing of GEAP actions.</p> <p>Posters displayed in the workplace that promote that people of all genders are welcome in our workplace. Audit has not yet commenced.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Occupational Health and Safety</li> <li>- Leadership Team</li> </ul>

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Required	Required	Required	Recommended	Recommended
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<p><b>Measure 2.1: Strengthen intersectional gender data collection for Councillors to meet legislative requirements</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Communicate the need for intersectional data collection to Councillors and address privacy issues.</li> <li>• Establish ongoing process for data collection</li> <li>• Offer Councillors the opportunity to update their personal details bi-annually.</li> </ul>	Not started	<p>Rollout of intersectional data gathering for Councillors will commence once Council has rolled out collection of this data for all employees (see Strategy 1).</p>	Jun-25	<ul style="list-style-type: none"> <li>- Chief Executive Officer</li> <li>- Governance</li> </ul>
<p><b>Measure 2.2: Improve Council confidence to lead on workforce gender equality and inclusion</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Councillors completes Gender Equitable and Inclusive Leadership training</li> </ul>	Ongoing	<p>Councillors received Gender Equality training as part of their mandatory induction following the October 2020 elections. One Councillor elected via countback in January 2022 undertook Gender Equality training provided by the Municipal Association of Victoria.</p> <p>Following the October 2024 elections, further Gender Equality training will be provided as part of mandatory inductions. Where required, Council will provide supplementary training during the Councillor term.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Chief Executive Officer</li> <li>- Governance</li> </ul>

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Table 2.1 - Strategies and measures progress				
Required	Required	Required	Recommended	Recommended
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<p><b>Measure 3.1: Understand pay gaps at all levels with a view to eliminating these gaps</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Investigate and report on pay gaps across the organisation at all levels and eliminate any bias that might exist.</li> <li>• Training for HR and key leaders on pay gap analysis.</li> </ul>	In progress	<p>Pay gap analysis undertaken as part of February 2024 Gender Equality reporting. Results communicated to Executive prior to release as part of the mandatory reporting.</p> <p>Training for HR and key leaders on pay gap analysis not yet commenced.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Governance</li> <li>- Finance / Payroll</li> </ul>



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Table 2.1 - Strategies and measures progress				
Required	Required	Required	Recommended	Recommended
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<p><b>Measure 4.1: Increase organisational commitment to addressing workplace sexual harassment</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Address underlying behaviours and attitudes that can lead to sexual harassment through rolling out organisation wide 'Gender Equity and Bystander' training.</li> <li>• Develop leaders guide on responding to sexual harassment and provide tailored, in-person, training for leaders.</li> <li>• Review Sexual Harassment Policy and ensure it is trauma informed and gender equitable and inclusive.</li> <li>• Annual whole of organisation communications regarding sexual harassment.</li> </ul>	Ongoing	<p>All new staff are required to undertake online induction training which includes sexual harassment, bullying and harassment, equal employment opportunity, fraud and corruption, and privacy.</p> <p>See Measure 1.2 for rollout of mandatory training for all staff.</p> <p>Council's Equal Opportunity, Discrimination and Harassment Policy was reviewed and updated in May 2023.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Occupational Health and Safety</li> </ul>

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Table 2.1 - Strategies and measures progress				
Required	Required	Required	Recommended	Recommended
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<p><b>Measure 5.1: Promote gender equality and inclusion through the recruitment process</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Explore and unpack 'merit' based recruitment with HR and Leaders.</li> <li>• Review recruitment process end to end using an intersectional gender lens.</li> <li>• Implement recommendations from recruitment review.</li> <li>• Deliver Gender Equitable and Inclusive recruitment practices training for hiring managers, HR and leaders.</li> </ul>	Ongoing	<p>Position vacant advertising always includes "Alpine Shire Council welcomes people from a diverse range of backgrounds. People of all genders, ages, abilities and cultural backgrounds are encouraged to apply".</p> <p>Council no longer requires applicants to respond to lengthy selection criteria in written job applications, assisting with removing barriers for applicants in applying for roles with Council.</p> <p>Implementation of other actions is ongoing.</p>	Jun-25	Human Resources
<p><b>Measure 5.2: Improve career development opportunities for people of all genders</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Promote Professional Development to employees as part of regular performance management.</li> </ul>	Ongoing	<p>The organisation has strengthened the Performance and Development program to enable more meaningful conversations about role clarity, learning and career development.</p>	Jun-25	Human Resources

## Strategies and measures

Table 2.1 - Strategies and measures progress				
Required	Required	Required	Recommended	Recommended
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<p><b>Measure 6.1: Provide people of all genders access to flexible working arrangements and address perceived or identified barriers to career advancement</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Communicate flexible working arrangements available.</li> <li>• Implement Remote Work Policy.</li> <li>• Leaders to role model and promote own use of flexible work arrangements.</li> <li>• Promote career development opportunities to employees who use flexible work arrangements.</li> </ul>	In progress	<p>At the time of reporting, Council is in negotiation for the Alpine Shire Council Enterprise Agreement, where Flexible Working Arrangements are being discussed.</p> <p>As part of new staff inductions, flexible work and career development opportunities are communicated.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Leadership Team</li> </ul>
<p><b>Measure 6.2: Normalise family and caring responsibilities for people of all genders</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Benchmark parental leave conditions and support within the local government sector.</li> </ul>	In progress	<p>Flexible Work Requests for people of all genders have been approved to allow for employees to care for children around school hours and instances where reliable childcare is unavailable.</p> <p>Benchmarking across the LG sector has not yet commenced.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Leadership Team</li> </ul>

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Required	Required	Required	Recommended	Recommended
Strategies and measures	Status	Status description	Timeline	Responsible
<p><b>Measure 6.3: Raise awareness around family violence and support those of all genders impacted by it</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Annual 16 Days of Activism campaign includes events focused on workforce.</li> <li>• Apply an intersectional gender lens to family violence training.</li> </ul>	Ongoing	<p>Council participates in the following annual programs:</p> <ul style="list-style-type: none"> <li>- "Call it out" campaign</li> <li>- 16 Days of Activism</li> </ul> <p>Up to 20 days paid Domestic and Family Violence leave available to employees in the Enterprise Agreement.</p> <p>All staff training on violence against woman &amp; domestic violence has not yet commenced.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Community Development</li> <li>- Human Resources</li> </ul>
<p><b>Measure 7.1: Investigate a male and female dominated work area and develop an approach to increasing gender diversity</b></p> <p>Actions 2022-2025</p> <ul style="list-style-type: none"> <li>• Undertake additional investigation into more detailed levels of the ANZSCO hierarchy to determine areas of the workforce that are gender segregated</li> </ul>	Ongoing	<p>Council is seeking to diversify woman in outdoor leadership roles which is a male dominated field, where relevant and applicable, and ensuring adequate support is provided.</p> <p>Human Resources (HR) maintain a database that incorporates many fields that are required to populate the information required for the GEAP, including ANZSCO codes. HR data is updated daily.</p>	Jun-25	<ul style="list-style-type: none"> <li>- Human Resources</li> <li>- Leadership Team</li> </ul>

## Resourcing your GEAP

**Table 2.2 - Allocation of resources to implement the strategies and measures in your GEAP**

**Your Comments**

The HR Coordinator has been allocated single point responsible within the organisation for coordinating actions committed in the GEAP. The HR Coordinator reports directly into the CEO, and is a member of the Executive Team and the Alpine Leadership Team (comprising CEO, Directors and Managers).

Council does not have a resource/FTE which is dedicated to implementing the strategies and measures in the GEAP. The responsibility sits with the manager of each team. Council has been rebuilding capacity and capability in the organisation after a sustained period of high staff turnover. Actions within the GEAP have not progressed as far as planned within the reporting period, however with increasing stability in the team, particularly at manager level, we anticipate that progress will accelerate.

## Workplace Gender Equality Indicators

Table 3 - Workplace gender equality indicators progress		
Required	Required	Required
Indicator	Confirm if progress made	Progress description
<b>Gender composition of all levels of the workforce</b>	Yes	<p>Council has had a significant turnover in staff in the period between audits. Percentage of permanent staff turnover (compared to average filled permanent positions for the year) was 19.6% in 2020/21, 26.5% in 2021/22, and 27.9% in 2022/23. This significant level of turnover has been met with a generally stable gender composition of the workforce, noting a slight increase in the overall percentage of Women, and an increase in the percentage of Men working in Part Time roles:</p> <p>In 2021, 45% of the workforce were Men, 55% were Women. In 2023, 42% of the workforce were Men, 58% were Women</p> <p>Amongst Men in the workforce:</p> <ul style="list-style-type: none"> <li>- Full Time decreased from 69% in 2021, to 66% in 2023</li> <li>- Part Time increased from 16% in 2021, to 22% in 2023</li> <li>- Casual decreased slightly from 14% in 2021, to 13% in 2023</li> </ul> <p>Amongst Women in the workforce:</p> <ul style="list-style-type: none"> <li>- Full Time increased from 25% in 2021 to 36% in 2023</li> <li>- Part Time decreased from 50% in 2021 to 42% in 2023</li> <li>- Casual decreased slightly from 24% in 2021, to 22% in 2023</li> </ul> <p>The bulk of Council's workforce are Full Time Ongoing and Part Time Ongoing, totalling 66% of the workforce. Of these, Women account for 70% of Part Time Ongoing, and 41% of Full Time Ongoing employees.</p> <p>83% of Council's workforce is in Levels -5 to -9 of the organisation (Bands 7,6,5,4,3). Within this range, gender composition in 2023 is as follows: Level -5: 43% Women, Level -6: 63% Women, Level -7: 61% Women, Level -8: 73% Women, Level -9: 48% Women.</p> <p>Composition of Managers has changed from 50% Women in 2021, to 80% Women in June 2023. However, while not shown in data, by August 2023, Council's Managers Employee Experience Survey Data:</p> <ul style="list-style-type: none"> <li>- 82% of respondents overall (and 83% of Women) agree the organisation uses inclusive and respectful images and languages, which is an increase compared to 2021.</li> <li>- 73% of respondents overall (but 63% of Men and people who prefer not to say) agree that work is allocated fairly regardless of gender in their workgroup, which is a decrease compared to 2021.</li> </ul>

## Workplace Gender Equality Indicators

Table 3 - Workplace gender equality indicators progress		
Required	Required	Required
Indicator	Confirm if progress made	Progress description
<b>Gender composition of governing bodies</b>	No	<p>Due to the resignation of one Councillor in December 2021, and subsequent election by Countback in January 2022, the Governing Body gender composition has altered from a majority of Women, to a majority of Men. The next general election for Council will be held in October 2024.</p> <p>In 2021, 43% of the governing body were Men, 57% were Women. In 2023, 57% of the governing body were Men, 43% were Women.</p>
<b>Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender</b>	No	<p>Gendered pay gaps for Women have increased overall in 2023 compared to 2021, for <u>median</u> Base Salary and Total Remuneration, and have increased to a lesser extent when comparing <u>mean</u> data. When comparing overall data, it is important to note that across Employment Types (Full Time, Part Time, Casual, Ongoing, Temporary), there are occasions where Women are paid more than Men, and where Men are paid more than Women. This pattern also appears when comparing Level from CEO, but is generally driven by above Band payments to attract skilled staff into key roles.</p> <p><u>Base salary:</u> Median base salary pay gap by gender for Women has increased from -0.2% in 2021 to 5.9% in 2023. Mean base salary pay gap by gender for Women has increased slightly from 1.5% in 2021 to 1.8% in 2023 Compared to 2021, pay gaps by employment basis in 2023 have changed as follows: - Full Time Ongoing pay gap has increased (Women paid more) - Part Time Ongoing pay gap has changed (Women are now paid more) - Full Time Temporary pay gap has decreased (Men paid more) - Part Time Temporary pay gap has increased (Men paid more) - Largest base salary pay gaps occurred in Level -3 (Band 8) (Men paid more) and Level -5 (Band 7) (Women paid more), primarily due to above band payments. Difficulties in attracting staff in these key skilled roles leads to the above band payments.</p> <p><u>Total remuneration:</u> Median total remuneration pay gap by gender for Women has increased from -0.7% in 2021 to 6.7% in 2023 Mean total remuneration pay gap by gender for Women has increased slightly from 1.9% in 2021 to 2.5% in 2023</p>

## Workplace Gender Equality Indicators

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Required	Required	Required
Indicator	Confirm if progress made	Progress description
<b>Sexual harassment in the workplace</b>	Yes	<p>No formal sexual harrassment complaints were made in 2021 or 2023.</p> <p><u>Employee Experience Survey Data:</u></p> <ul style="list-style-type: none"> <li>- In 2023, 6% of respondents reported that they had experienced sexual harrassment at work during the last 12 months - a slight increase from 4% in 2021.</li> <li>- In 2023, 75% of respondents agree that the organisation encourages respectful workplace behaviours - remaining steady from 75% in 2021.</li> <li>- in 2023, 58% of respondents agree that the organisation takes steps to eliminate bullying, harassment and discrimination - a decrease from 2021.</li> </ul> <p>In response to the survey results, in February 2024 Council will require all staff to undertake mandatory training about Bullying, Discrimination, and Sexual Harassment.</p>
<b>Recruitment and promotion practices in the workplace</b>	Yes	<p>Council has had a significant turnover in staff in the period between audits. Percentage of permanent staff turnover (compared to average filled permanent positions for the year) was 19.6% in 2020/21, 26.5% in 2021/22, and 27.9% in 2022/23. This significant level of turnover has been met with a generally stable gender composition of the workforce, with a slight increase in the percentage of Women employed in the organisation, reflective of an increase in Women being recruited and a decrease in Women exiting the organisation.</p> <p>In 2021, 52% of employees recruited were Women. This increased to 65% in 2023. In 2021, 63% of employees who exited the organisation were Women. This decreased to 50% in 2023.</p> <p><u>Employee Experience Survey Data:</u></p> <ul style="list-style-type: none"> <li>- In 2023, 66% of survey respondents (77% Women, 46% Men and those who prefer not to say) believe the recruitment process in the organisation is fair - with no change in overall results compared to 2021, but a decrease in Men and those who prefer not to say.</li> <li>- In 2023, 56% of respondents agree that they have an equal chance at promotion in the organisation - with no change in overall results compared to 2021</li> </ul>



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Required	Required	Required
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<b>Availability and utilisation of terms, conditions and practices relating to:</b> - family violence leave; and - flexible working arrangements; and - working arrangements supporting employees with family or caring responsibilities	No	<p>Council was unable to report on these measures in 2023, with the exception of utilisation of Family Violence leave.</p> <p><u>Employee Experience Survey Data:</u></p> <ul style="list-style-type: none"> <li>- In 2023, 89% of survey respondents (91% women, 83% Men and those who prefer not to say) agreed that the organisation would support them if they needed to take family violence leave - with overall results steady compared to 2021.</li> <li>- In 2023, 79% of respondents (81% Women, 75% Men and those who prefer not to say) agree that if they requested a flexible work arrangement, it would be given due consideration - an overall increase compared to 2021.</li> <li>- In 2023, 77% of respondents (79% Women, 75% Men and those who prefer not to say) agree that their Manager supports them working flexibly - steady from 2021.</li> </ul>
<b>Gendered segregation within the workplace</b>	No	<p>Gendered segregation of the workforce classifications was developed using the Australian and New Zealand Standard Classification of Occupations (ANZSCO) groupings. Detailed results are below, however overall observations show that there are consistent classifications where Men and Women are engaged in employment. This is something for Council to consider as part of Gender Equality Action Plan activity. Overall trends are:</p> <ul style="list-style-type: none"> <li>- In 2023, Men outnumber Women among Labourers, Machinery Operators, and Technicians and Trade Workers - this is consistent from 2021.</li> <li>- In 2023, Women outnumber Men among Professionals, Clerical Staff, and Community and Personal Service Workers - this is consistent from 2021.</li> </ul> <p>Managers were 45% Women in 2021, increasing to 64% in 2023.            Professionals were 71% Women in 2021, increasing slightly to 73% in 2023            Clerical staff were 93% Women in 2021, decreasing to 78% in 2023            Labourers were 27% Women in 2021, increasing slightly to 28% in 2023            Community and personal service workers were 91% Women in 2021, decreasing slightly to 90% in 2023            Machinery operators and drivers were 17% Women in 2021, reducing to 0% in 2023            Technicians and trade workers were 15% Women in 2021, remaining steady at 15% in 2023</p>