

Gender equality is when people of all genders have equal rights, responsibilities and opportunities.

Local councils play an important role in shaping services and policies that impact gender equality in the community. We are leaders in the community – this means we should be role modelling gender equality to the public we serve

Workplace policies, practices and cultures can perpetuate gender inequality by devaluing, excluding or marginalising women and gender diverse people – but they can also drive change by proactively supporting equality

Gender Equality Act 2020

The Gender Equality Act 2020 commenced in March 2021 and promotes gender equality by:

- Requiring the Victorian public sector, local councils and universities to take positive action towards achieving workplace gender equality
- Requiring these organisations to consider and promote gender equality in their policies, programs and services
- Establishing the Public Sector Gender Equality Commissioner to provide education, support implementation and enforce compliance

Councils are required by the Act to develop a Gender Equality Action Plan every 4 years and to conduct Gender Impact Assessments on new policies, programs and services (as well as those up for review) that have a direct and significant impact on the public.

Gender Equality Action Plan (GEAP) 2021 – 2025

Strathbogie Shire Council is developing their first Gender Equality Action Plan (GEAP) with strategies and measures to be created under the 7 workplace gender equality indicators:

- **Indicator 1:** Gender composition at all levels of the workforce
- **Indicator 2:** Gender composition of governing bodies
- **Indicator 3:** Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender
- **Indicator 4:** Sexual harassment in the workplace
- **Indicator 5:** Recruitment and promotion practices in the workplace
- **Indicator 6:** Availability and utilisation of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities
- **Indicator 7:** Gendered work segregation in the workplace

People & Culture have recently completed a Gender Audit to assess where we currently are with the above indicators and to help develop strategies and measures for our Action Plan based on these results.

The Gender Audit was broken into two types of data:



Workforce Data – this was data that People & Culture already had regarding our workforce. Workforce data will be represented with the icon on the left.



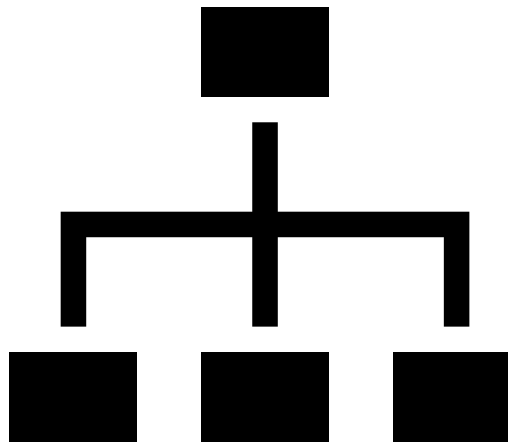
Employee Experience Data – this was retrieved from the People Matter Survey that the organisation was invited to complete in June 2021. 60% of our organisation completed this survey. Employee experience data will be represented the icon on the left.

We need everyone's input to ensure we are capturing views from across the entire organisation to create meaningful actions that will lead to positive change.

Before you review the results of our Gender Audit, please note that there are areas where we have gaps in our data and the People & Culture Team are developing processes to ensure we capture this data to be used in our future action plans.

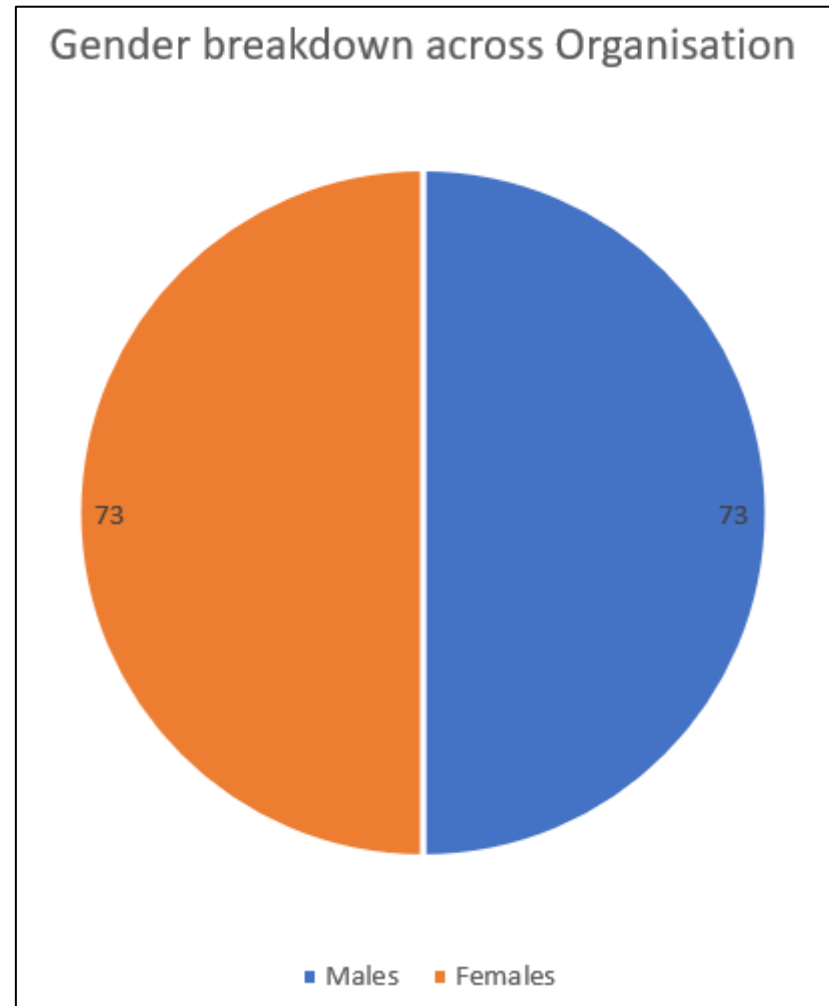
One area where we lack information is **intersectional data** (including Aboriginality, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes). The Gender Equality Act 2020 outlines that gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience based on intersectional attributes.

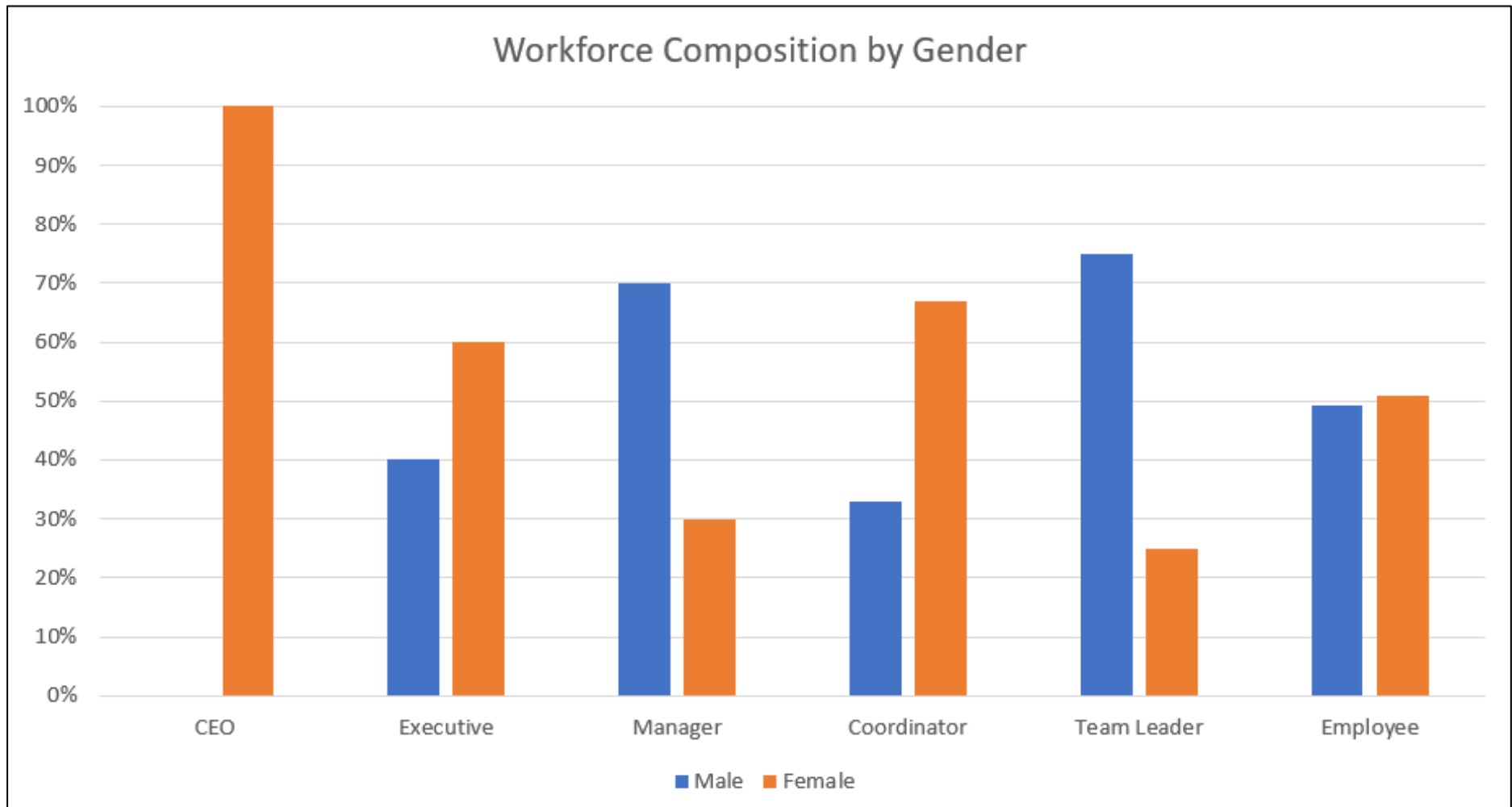
Indicator 1: Gender composition at all levels of the workforce

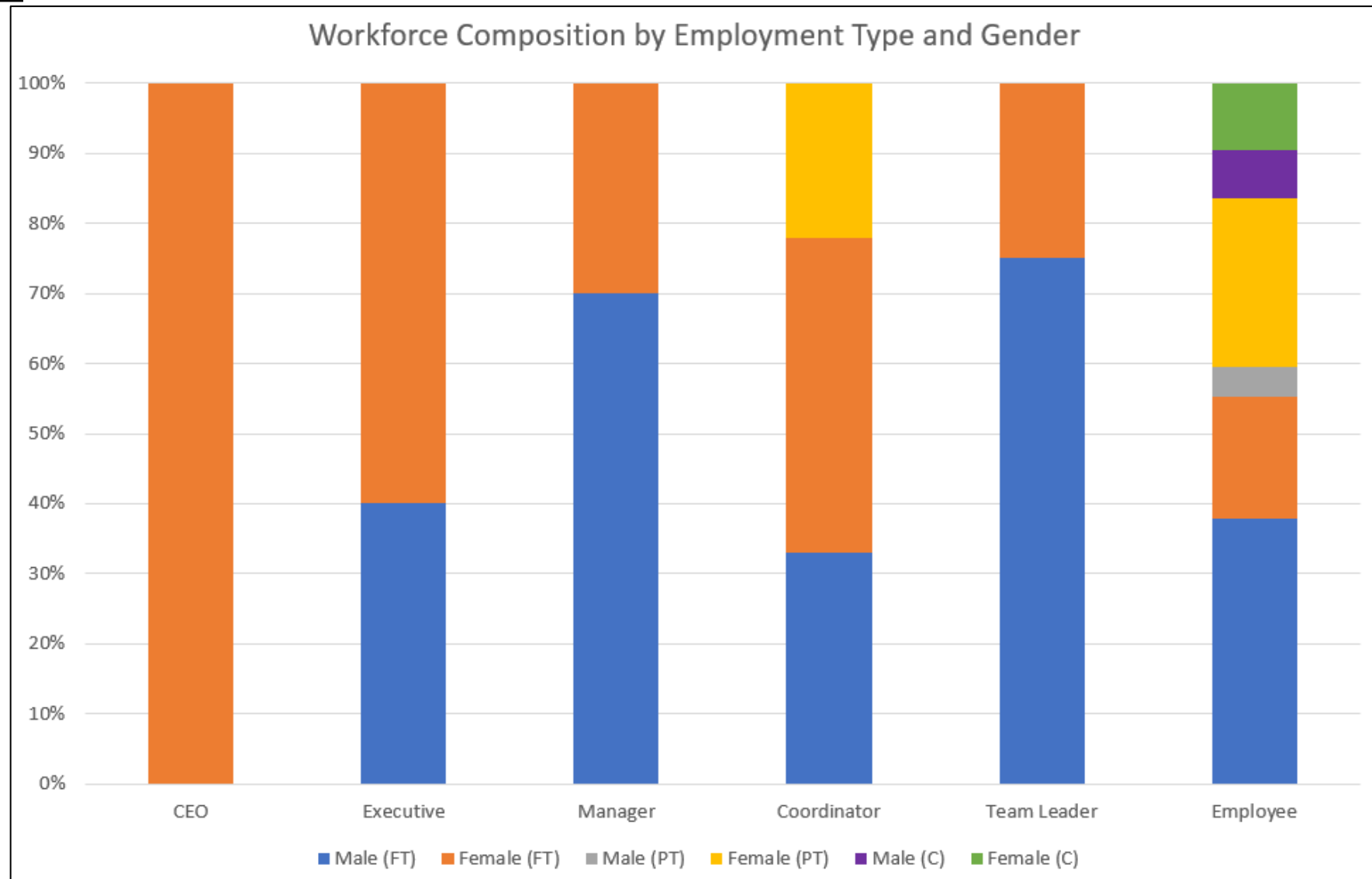


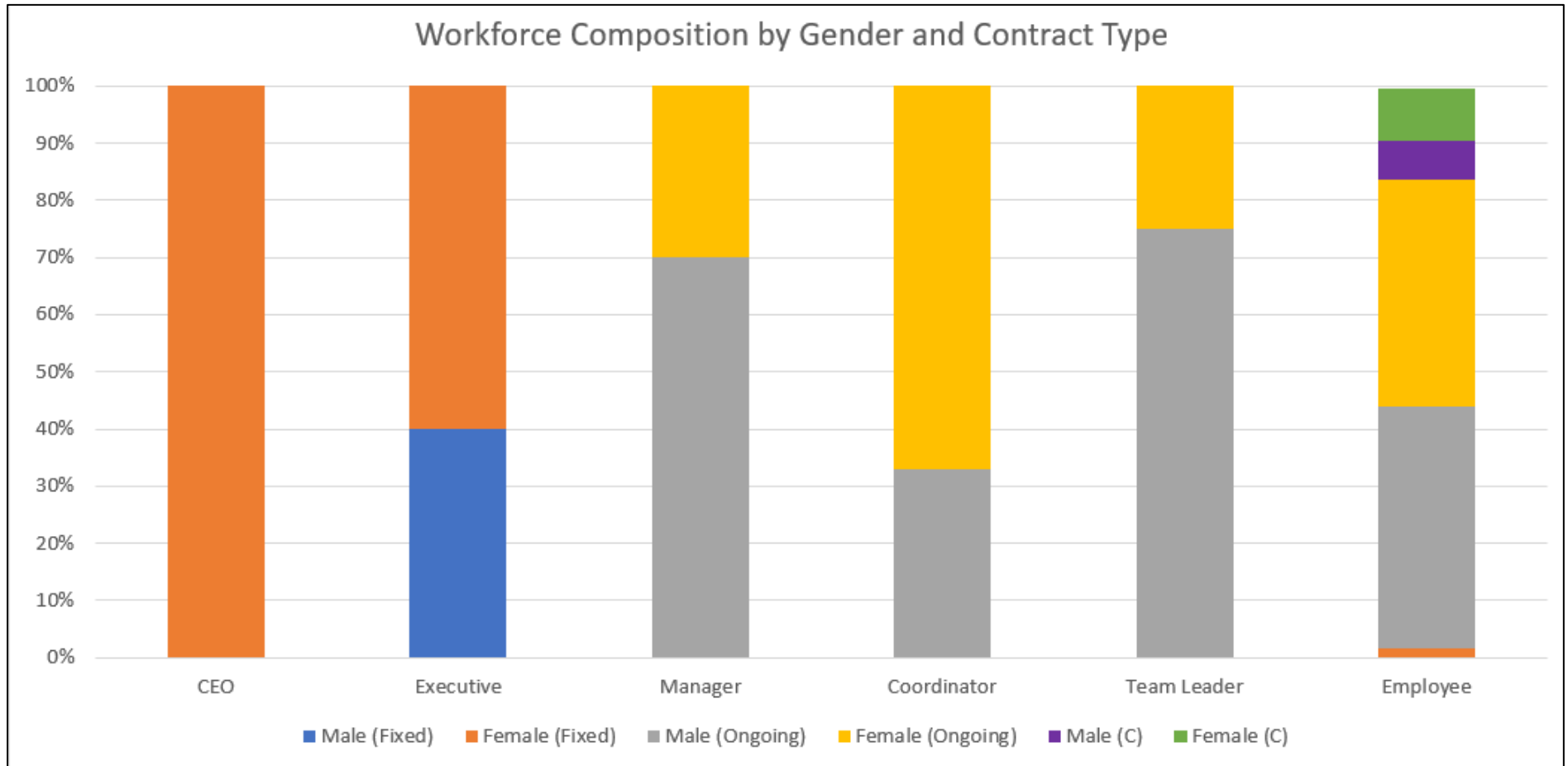
Women are often underrepresented in leadership roles, and overrepresented in lower level roles. This contributes to the gender pay gap and means that organisations may be missing out on the expertise and skills of women at senior levels.

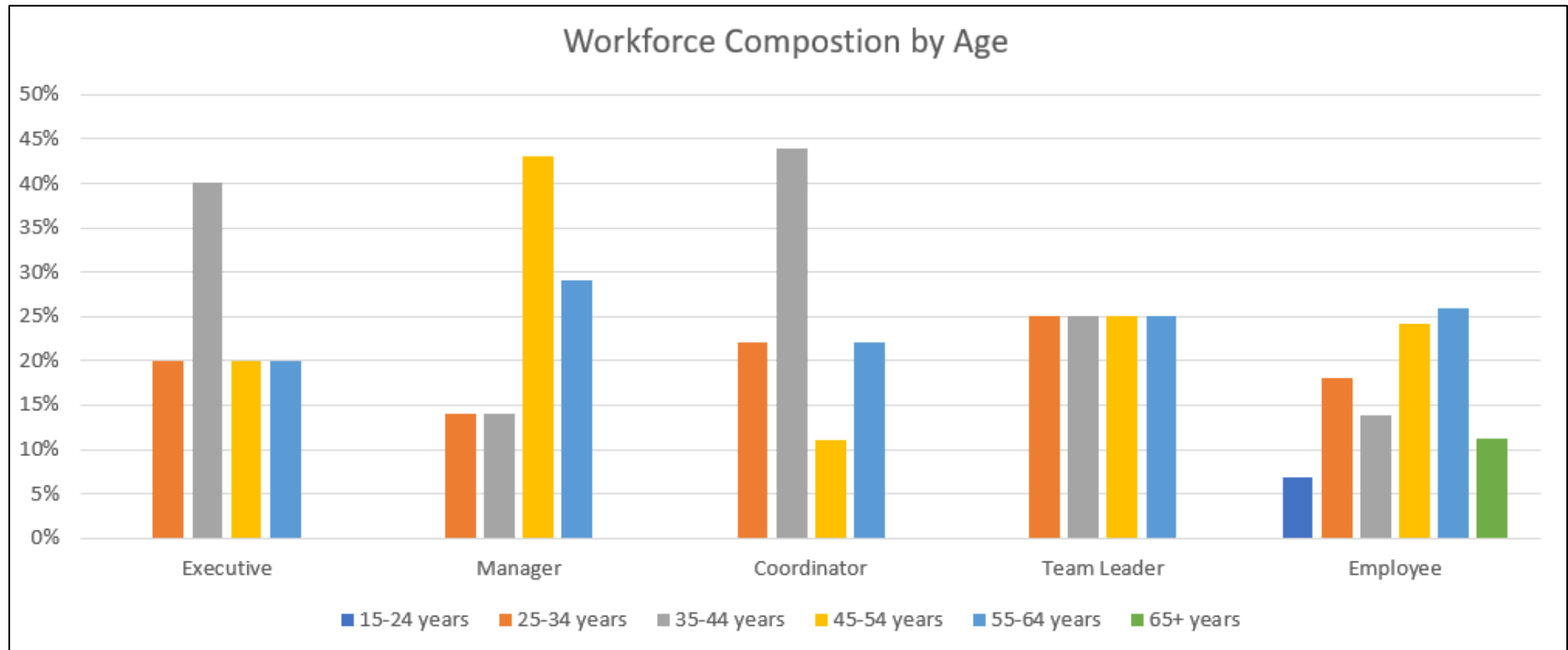
By collecting and reporting data on gender composition at all levels, organisations can see where they could benefit from greater gender diversity and take action to support women into senior roles.

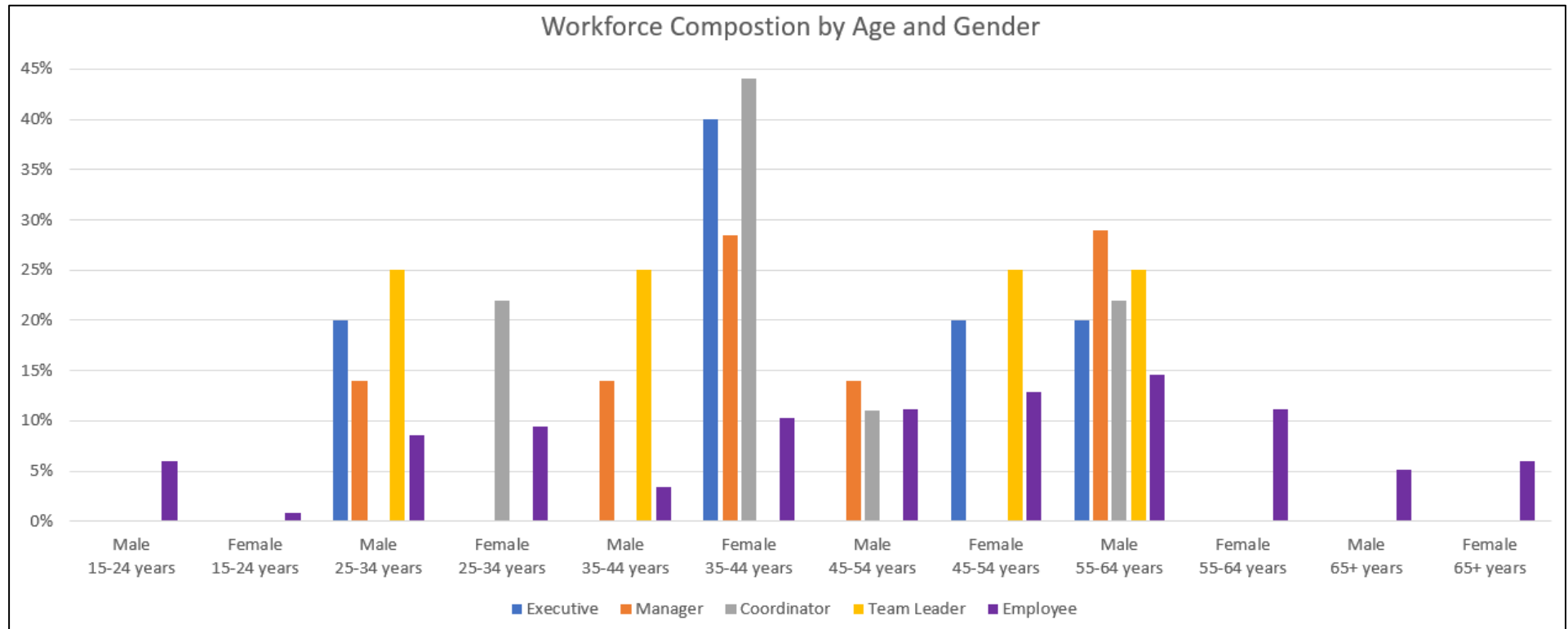


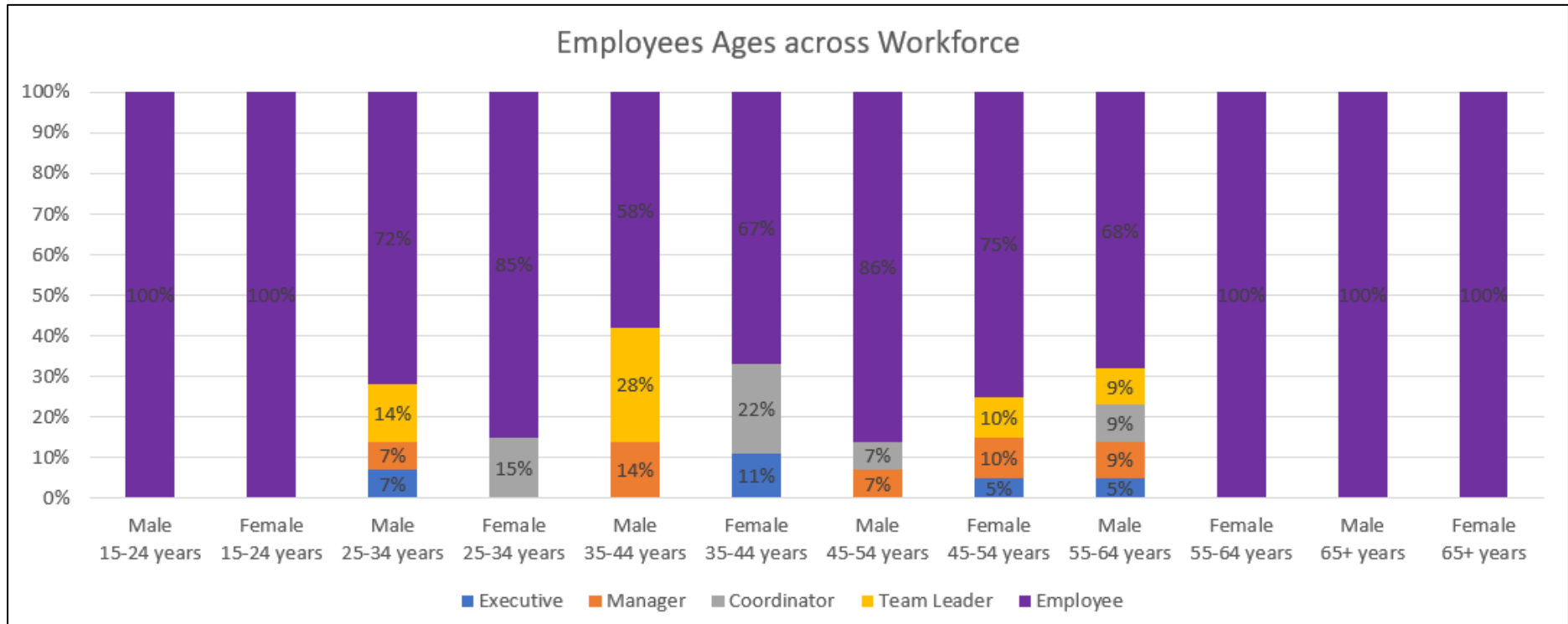


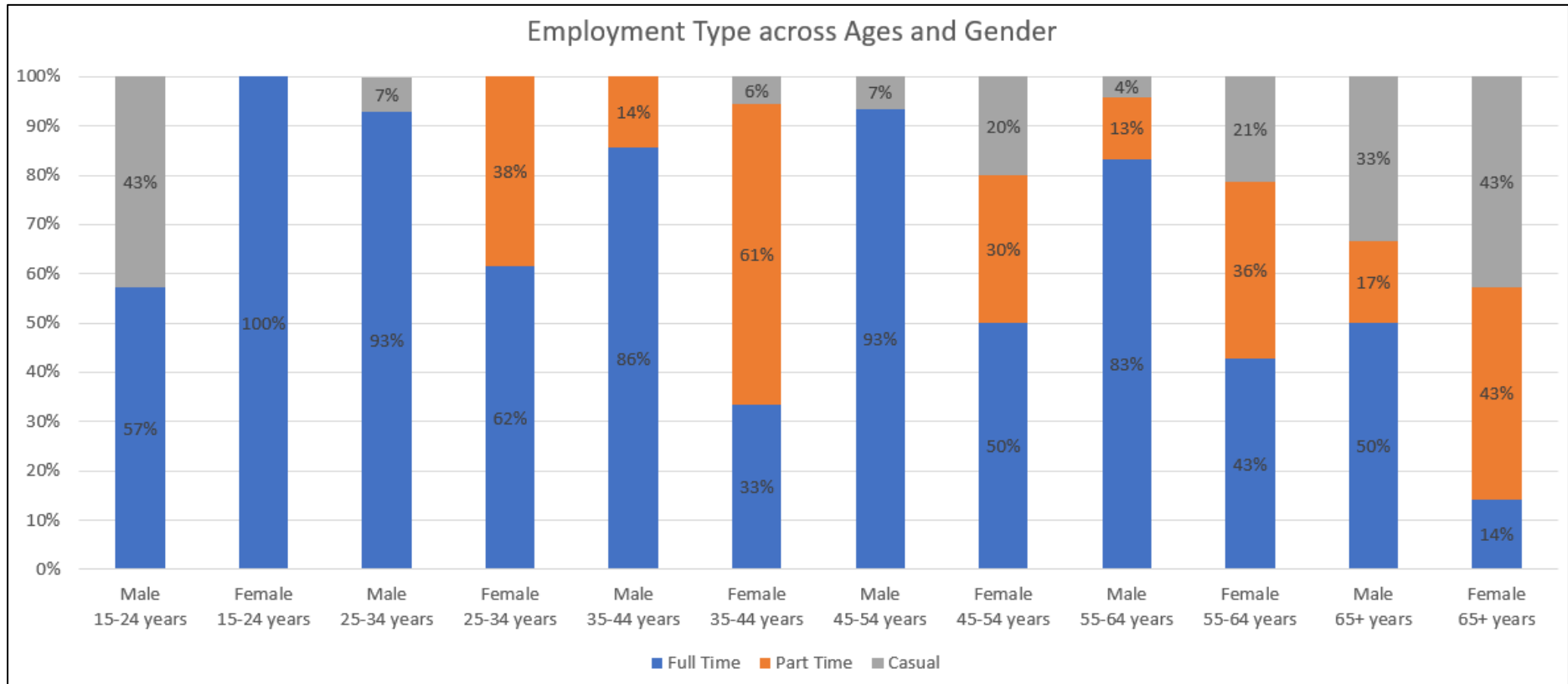




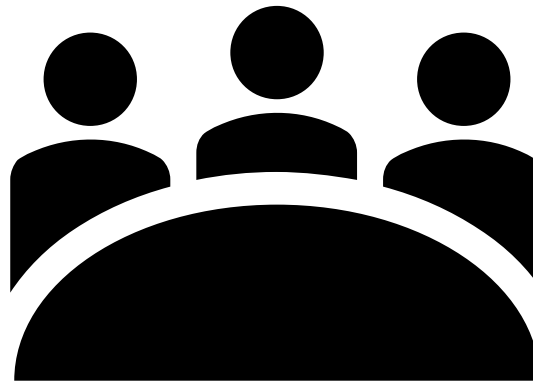








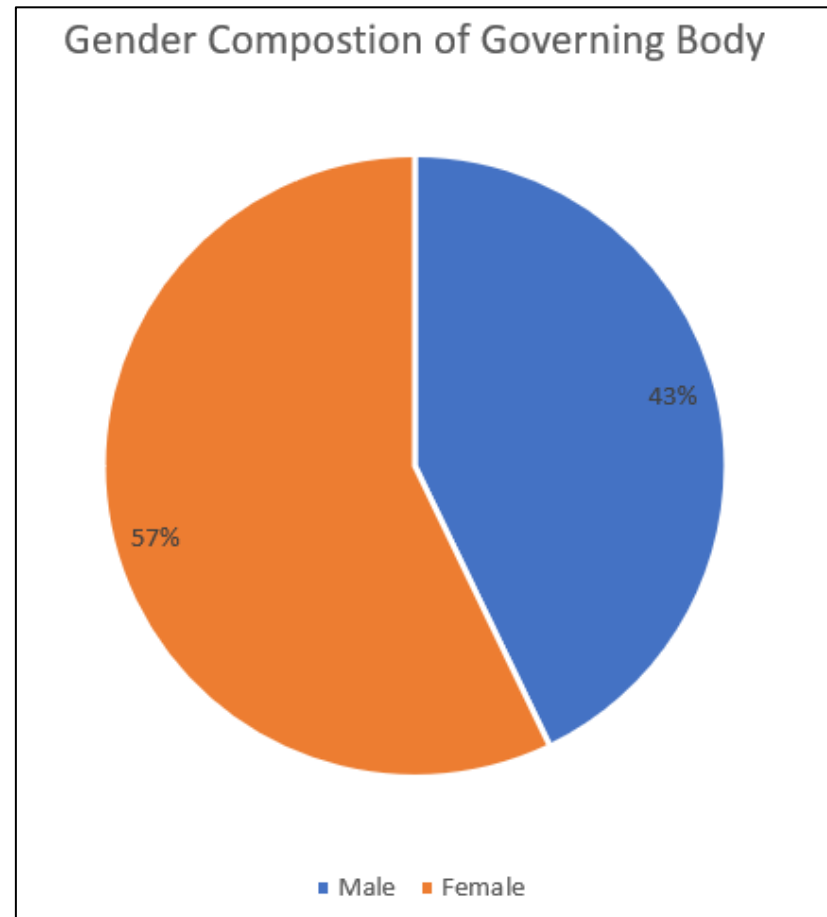
Indicator 2: Gender composition of governing bodies



Boards, councils, committees of management and other governing bodies make important decisions about finances and strategy. It's important that governing bodies have diverse voices at the table.

For local councils, the governing body as defined in the Act is comprised of the Mayor and Councillors. We acknowledge that councils do not have control over the gender composition of the group of Councillors, as they are democratically elected.

Consistently collecting and reporting this data will help ensure more gender-balanced boardrooms.



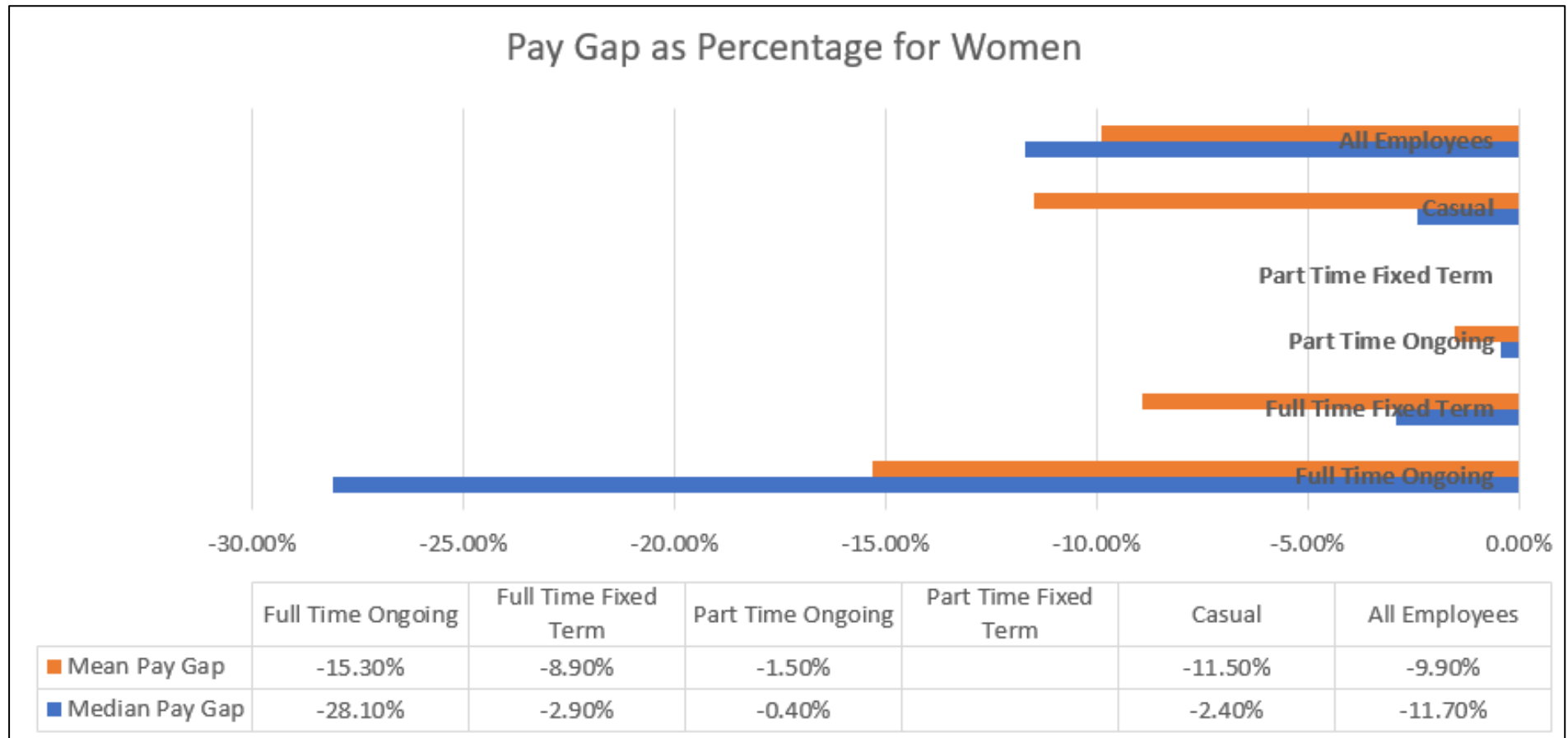
Indicator 3: Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender



The gender pay gap is persistent in Victoria and as at November 2019 stands at 9.6%. In the Victorian public sector it is 10%.

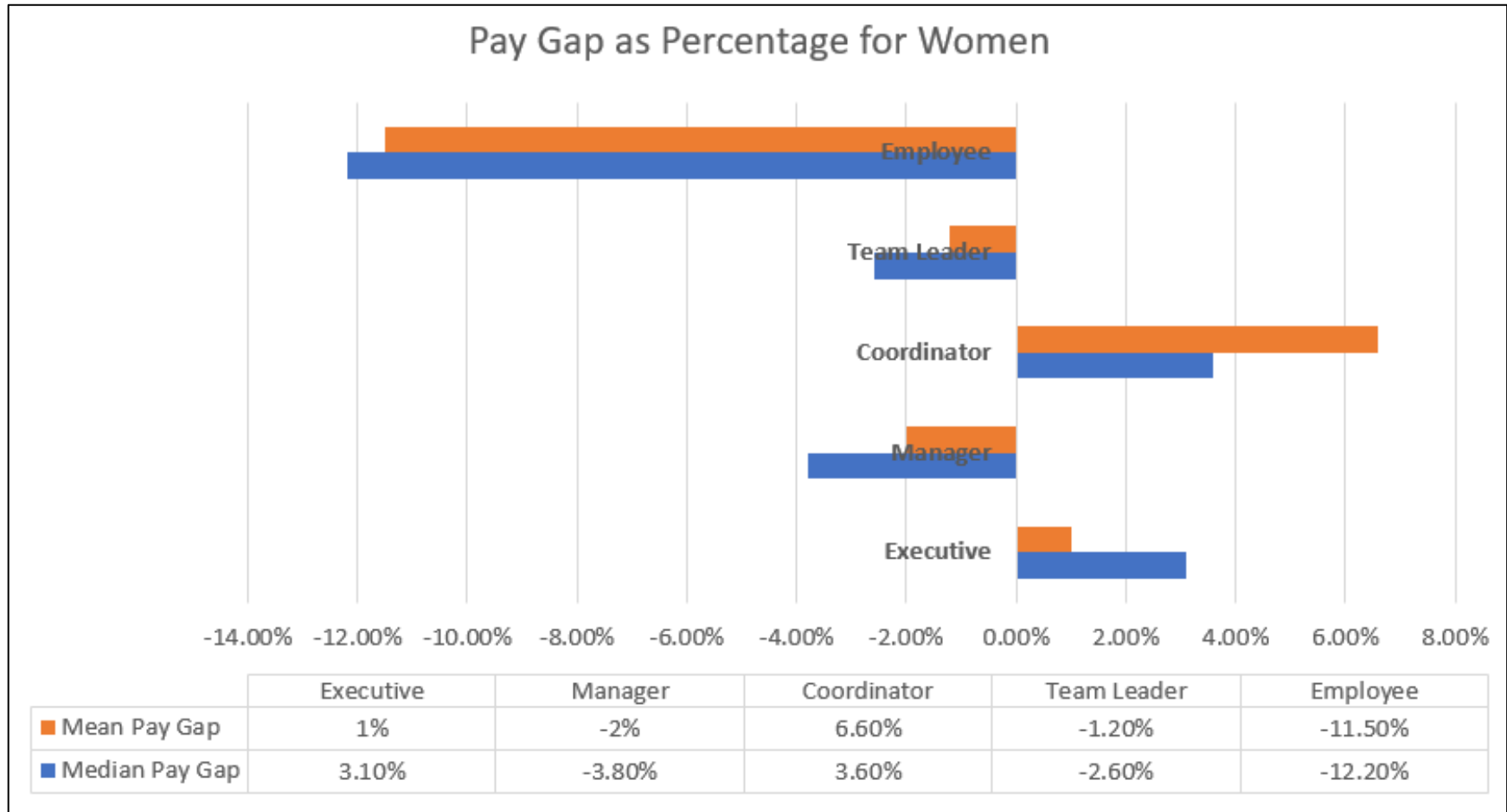
The gender pay gap is driven by several factors, including the unequal distribution of unpaid care work, higher rates of pay in male-dominated industries, and gender discrimination.

By collecting and reporting pay data, organisations can see where pay gaps are largest and identify the underlying causes.



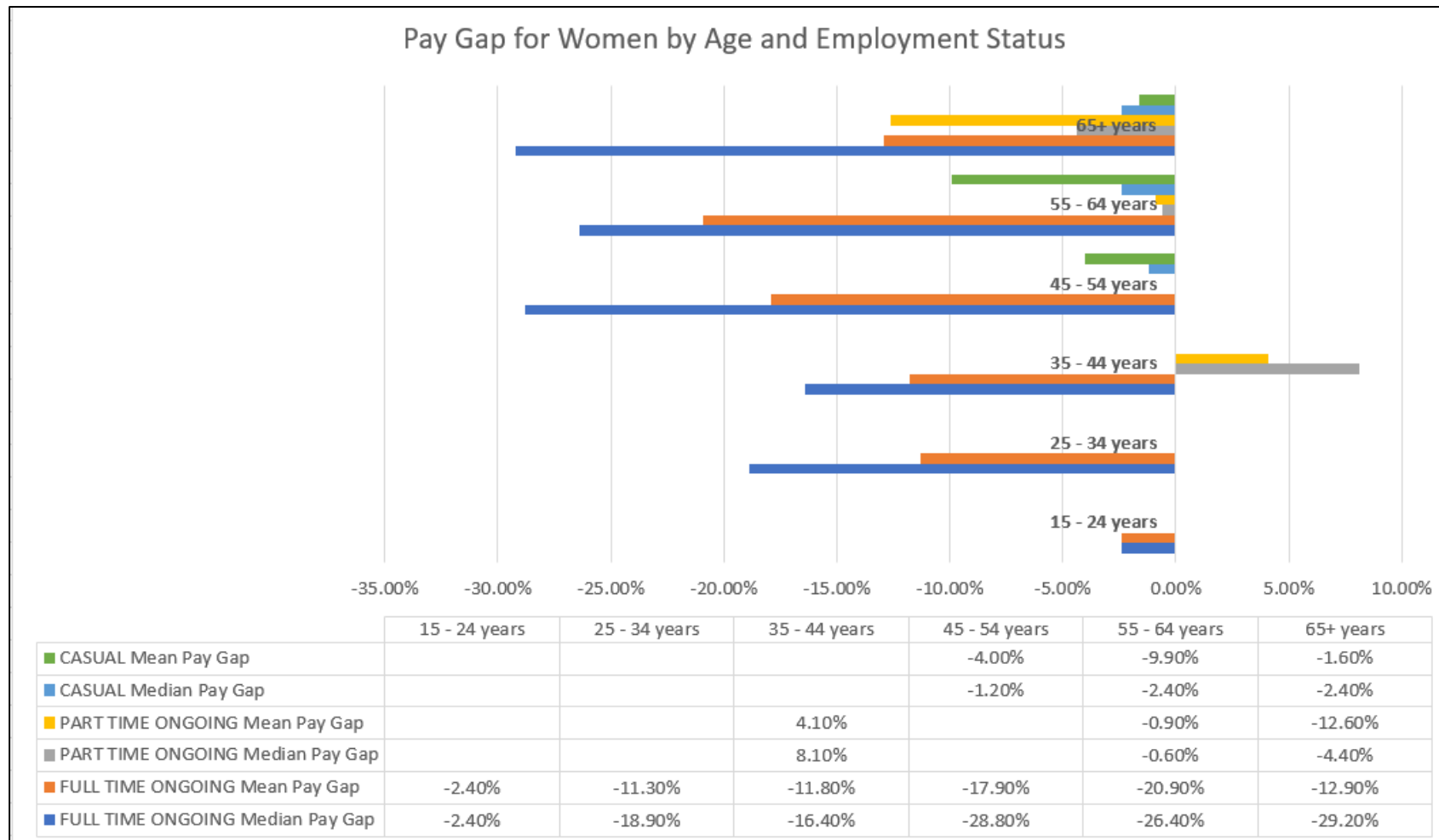
**Median is the middle value in the list of numbers & Mean is the average – all values added up and divided by the number of employees*

Women are paid more than men across all employment types of our organisation



**Median is the middle value in the list of numbers & Mean is the average – all values added up and divided by the number of employees*

Women are paid more than men at an Employee, Team Leader and Manager level, but less at a Coordinator and Executive Level



**Median is the middle value in the list of numbers & Mean is the average – all values added up and divided by the number of employees*

Women are paid more than men at all ages except for Part Time Ongoing in the 35-44 year old bracket

Indicator 4:

Sexual harassment in the workplace



Sexual harassment in the workplace is common in Australia, including Victoria. It causes financial, psychological, and physical harm to victim survivors. It also has a significant economic cost to organisations and the community.

Often, victim survivors don't make a formal report of their experience of sexual harassment. Barriers to reporting include fear of reprisals or other negative consequences, lack of confidence in the reporting system, and a limited understanding of what sexual harassment is.

By consistently collecting and reporting data on workplace sexual harassment, organisations will be more transparent and accountable to employees and the community. This will build confidence to report experiences of sexual harassment.



Please note we currently have no data for this indicator. As an action in our Gender Equality Action Plan (GEAP) we will need to look at how to obtain this data in the future

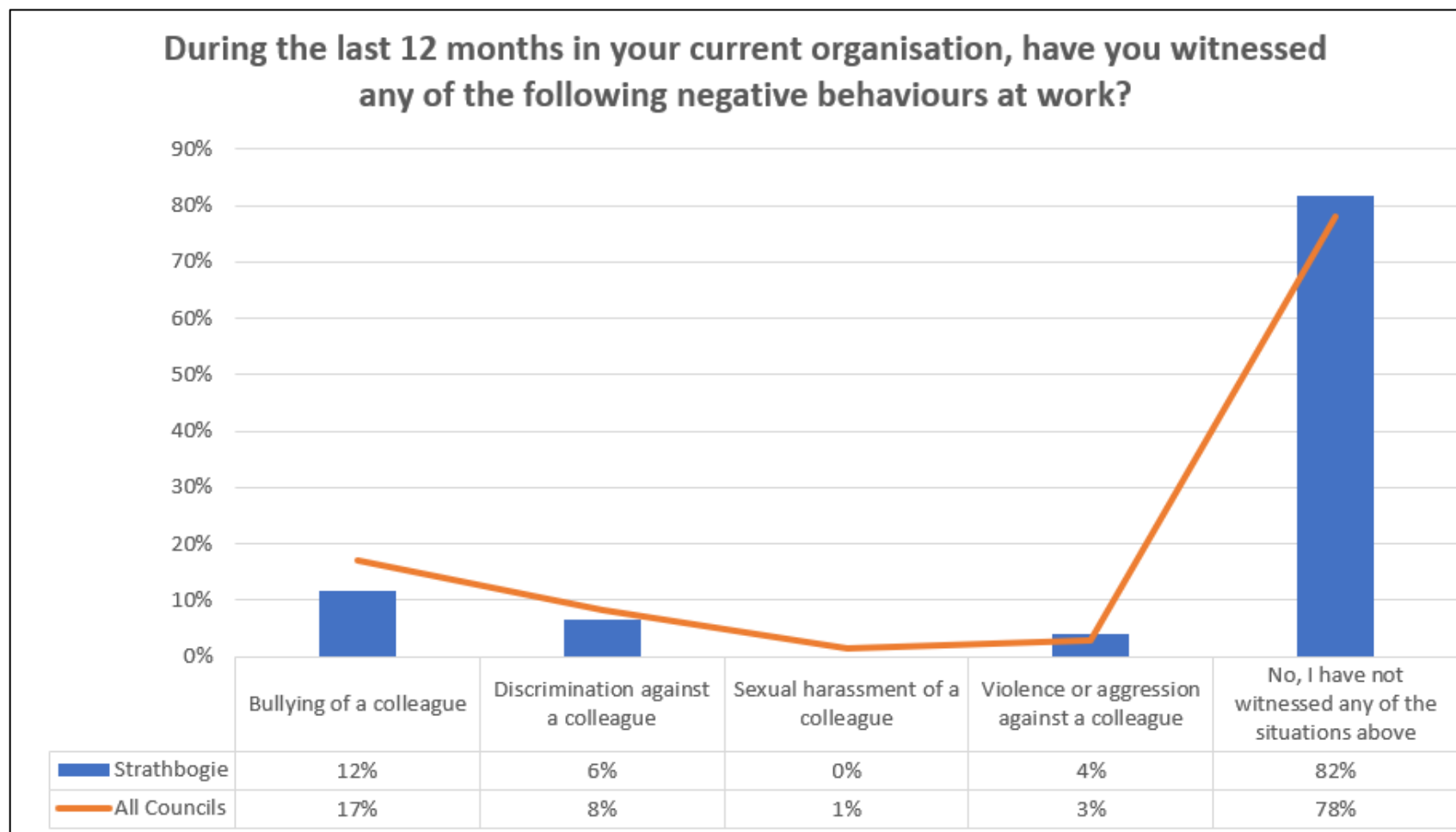


6% of respondents experienced sexual harassment within the last 12 months. The state average across local government was 7%.



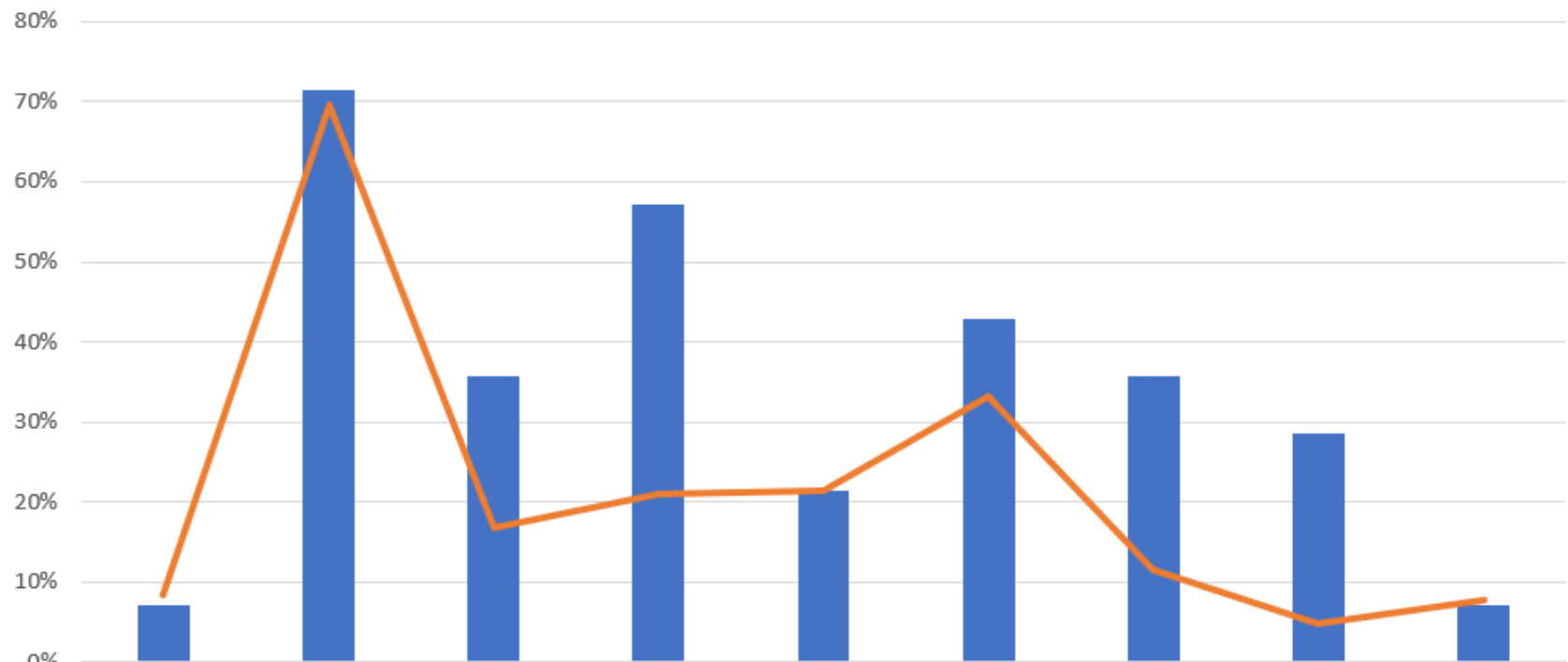


18% of respondents have witnessed negative behaviours within the last 12 months.
The state average across local government was 22%.

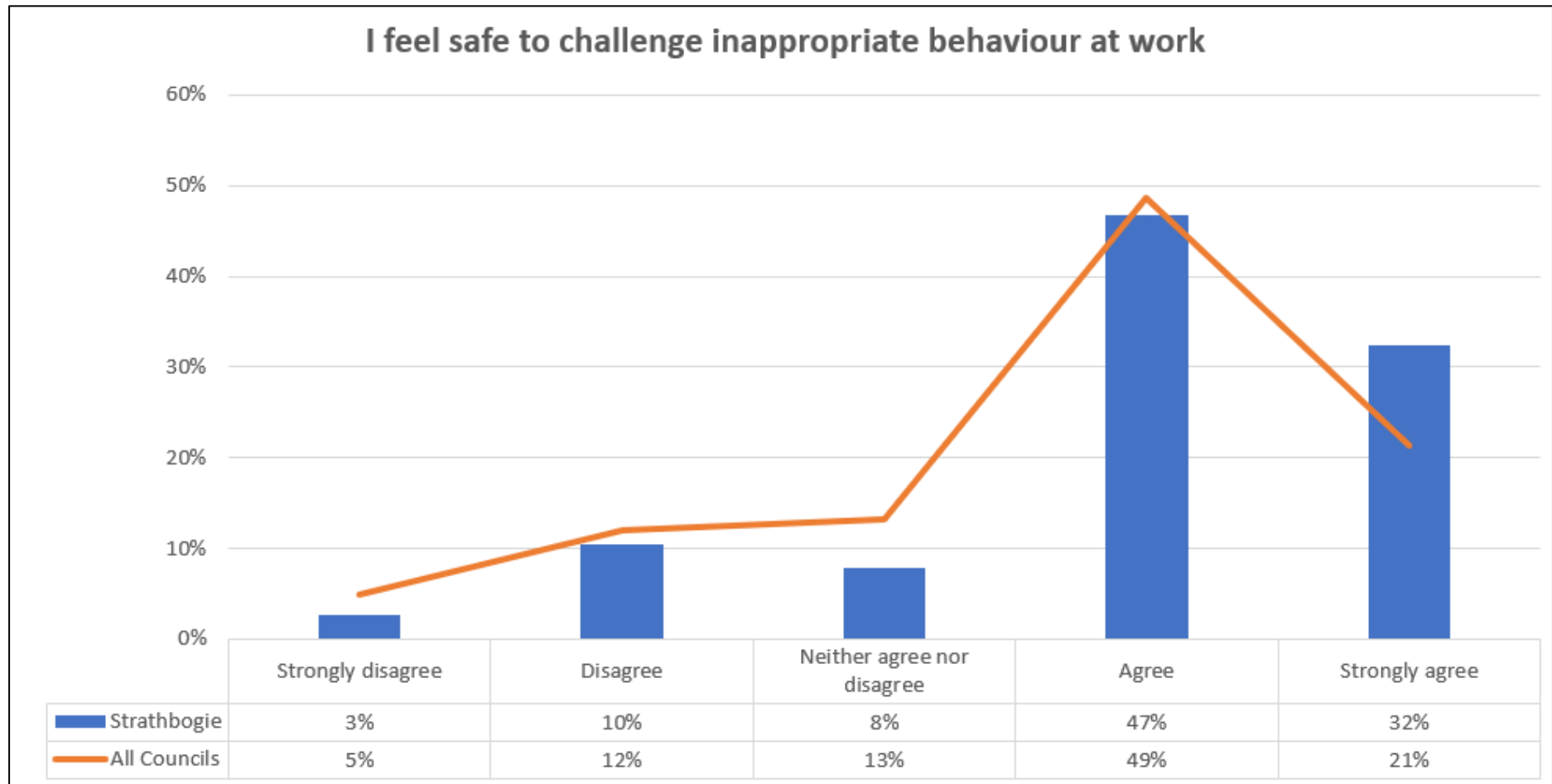




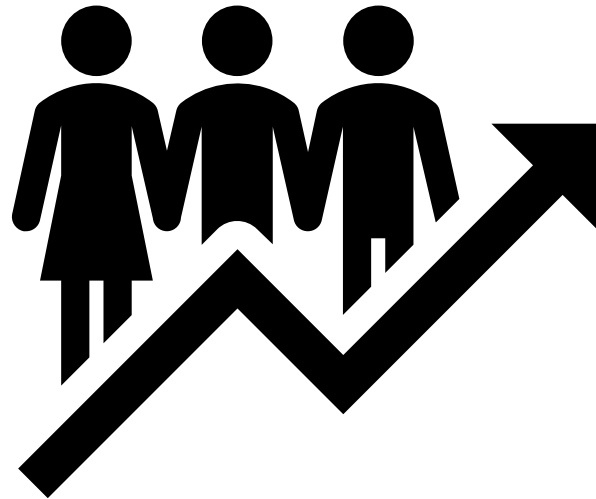
When you witnessed the above behaviour(s), did you do any of the following?



	Took no action	Spoke to the person who experienced the behaviour	Spoke to the person who behaved in a negative way	Told the person the behaviour was not OK	Told a colleague	Told a manager	Told Human Resources	Submitted a formal complaint	Other
Strathbogie	7%	71%	36%	57%	21%	43%	36%	29%	7%
All Councils	8%	69%	17%	21%	21%	33%	12%	5%	8%

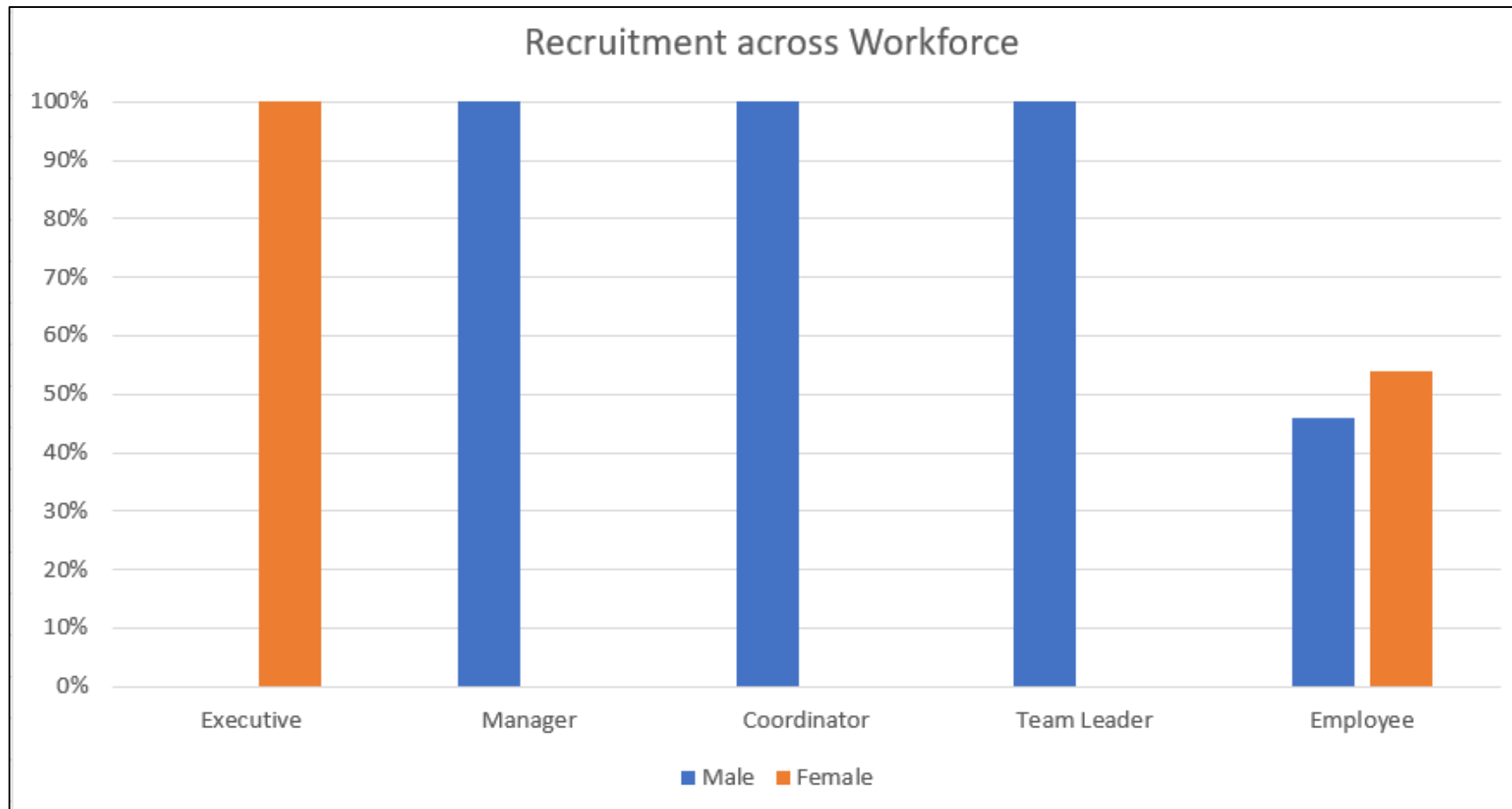


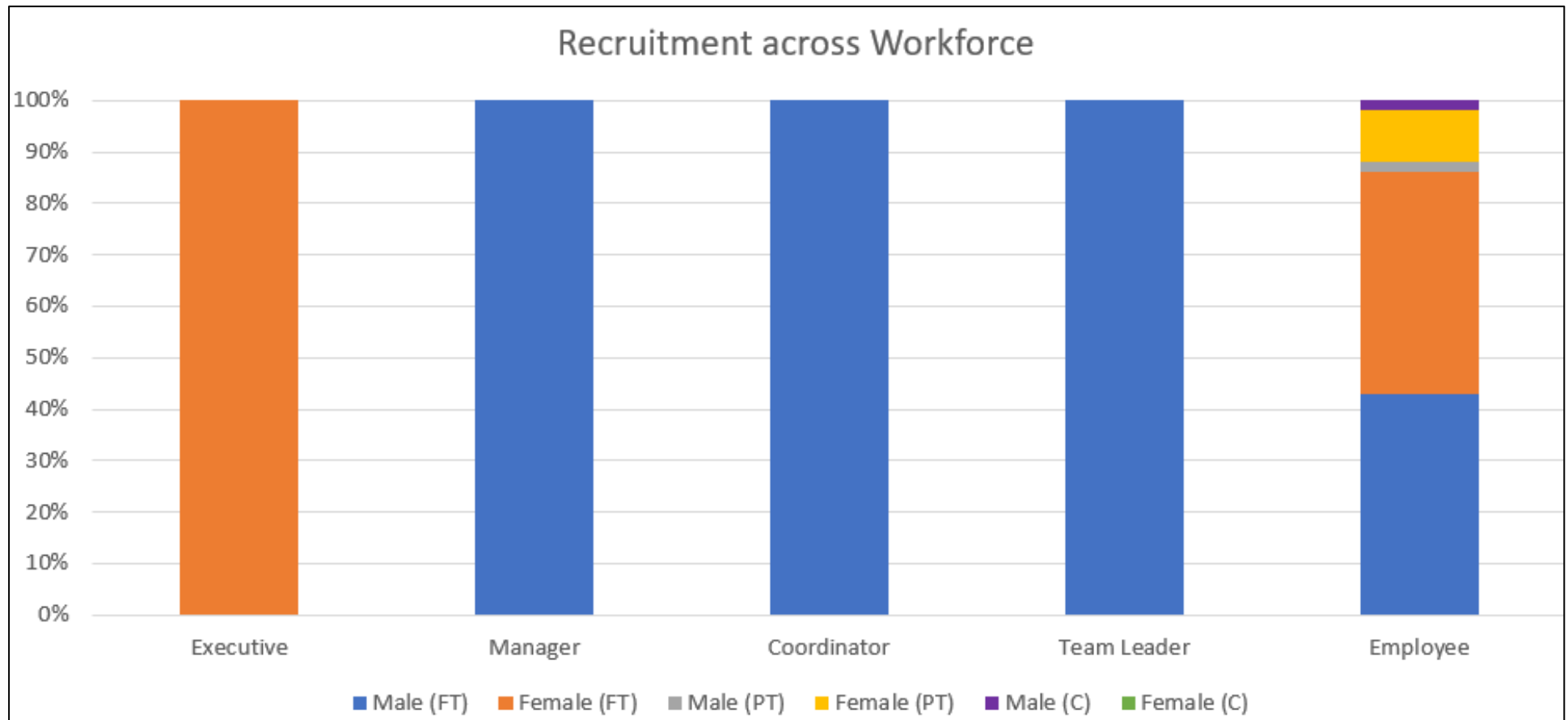
Indicator 5: Recruitment and promotion practices in the workplace



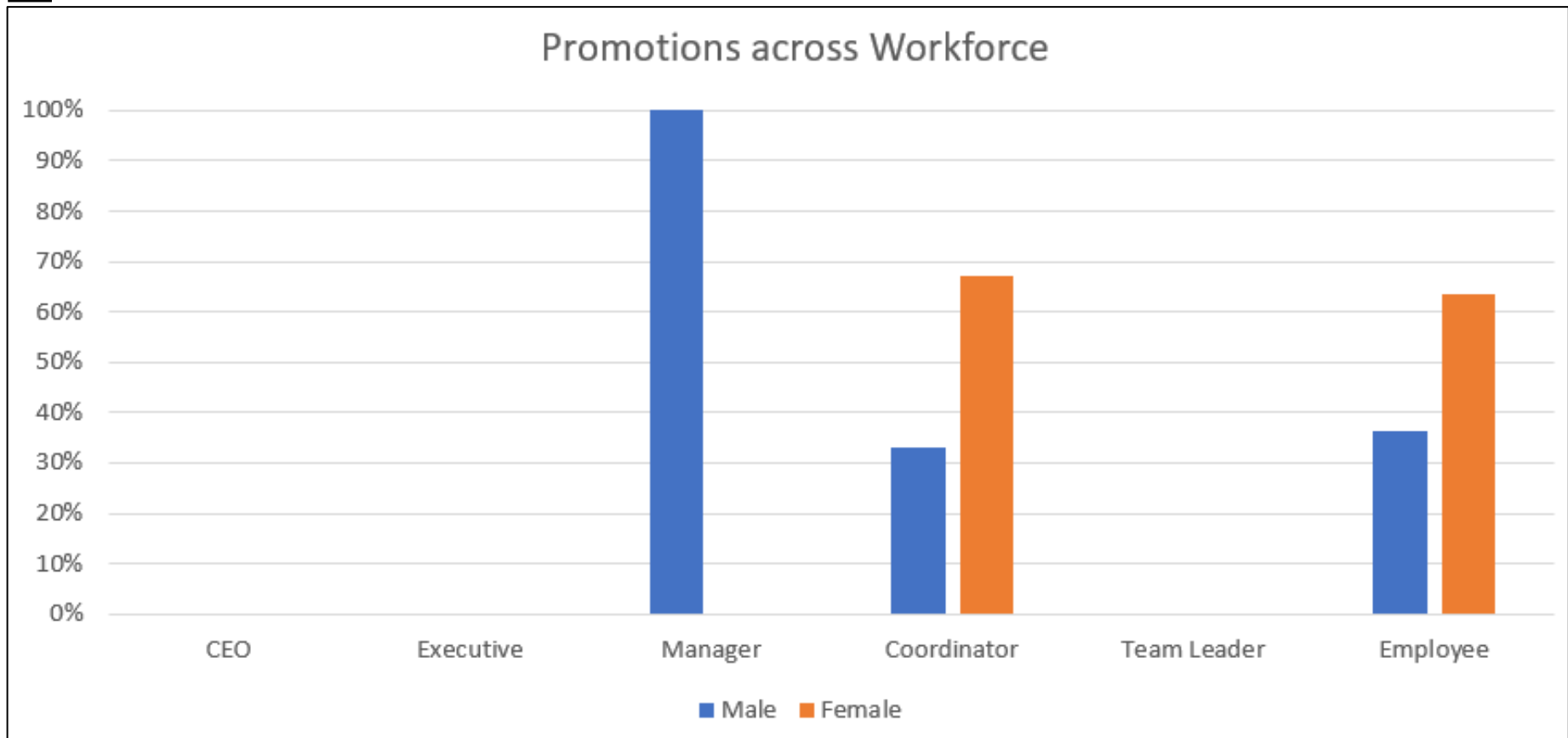
Gender bias and gender stereotypes can influence recruitment, promotion and career progression practices. This means that women may not have access to the same career opportunities as men. Other forms of disadvantage and discrimination can also have an impact, limiting career opportunities for women from different backgrounds, such as women with disability or older women.

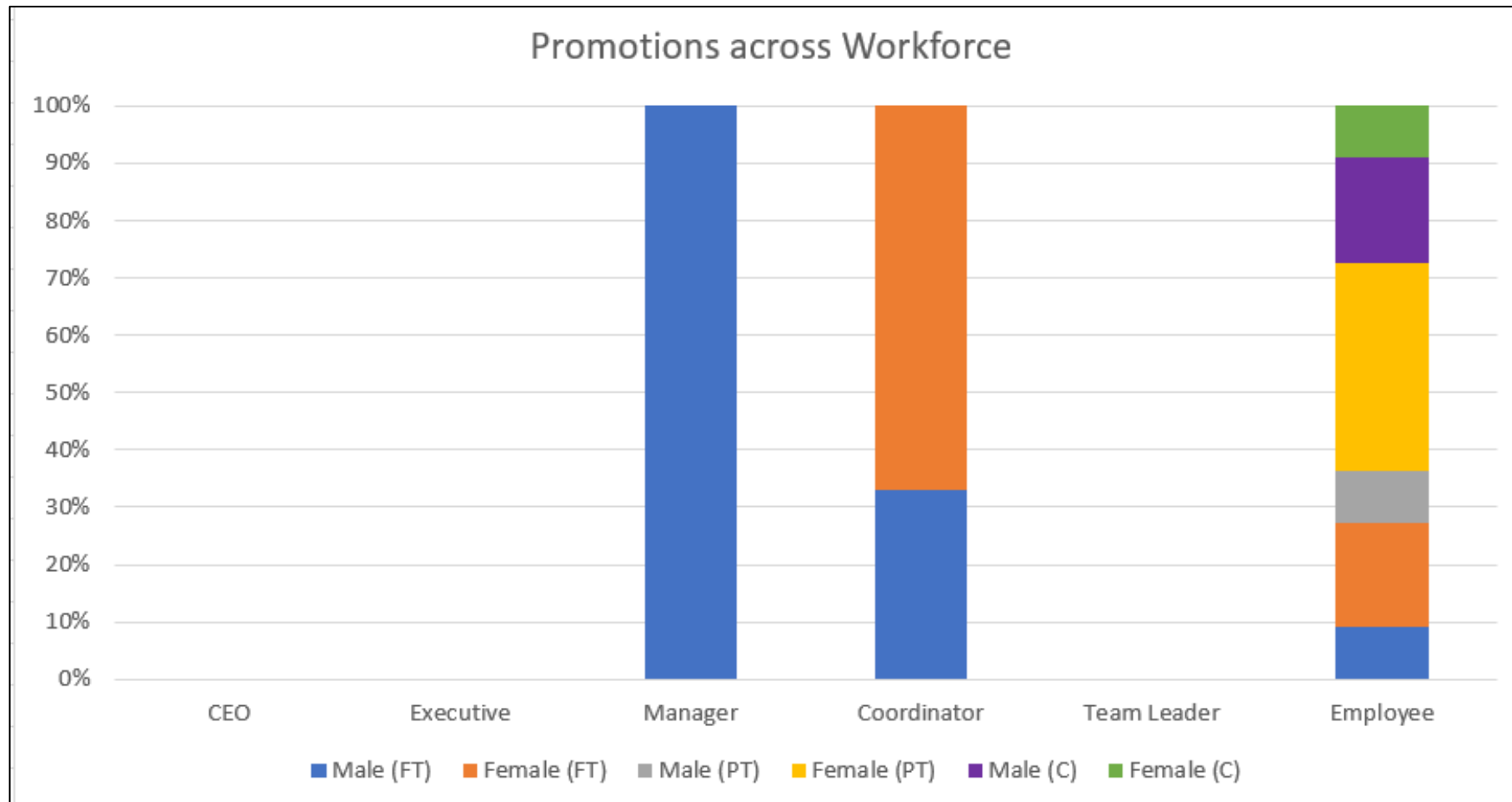
Data on recruitment and promotion outcomes can show where women's careers are stalling and help identify strategies to create more equal opportunities.

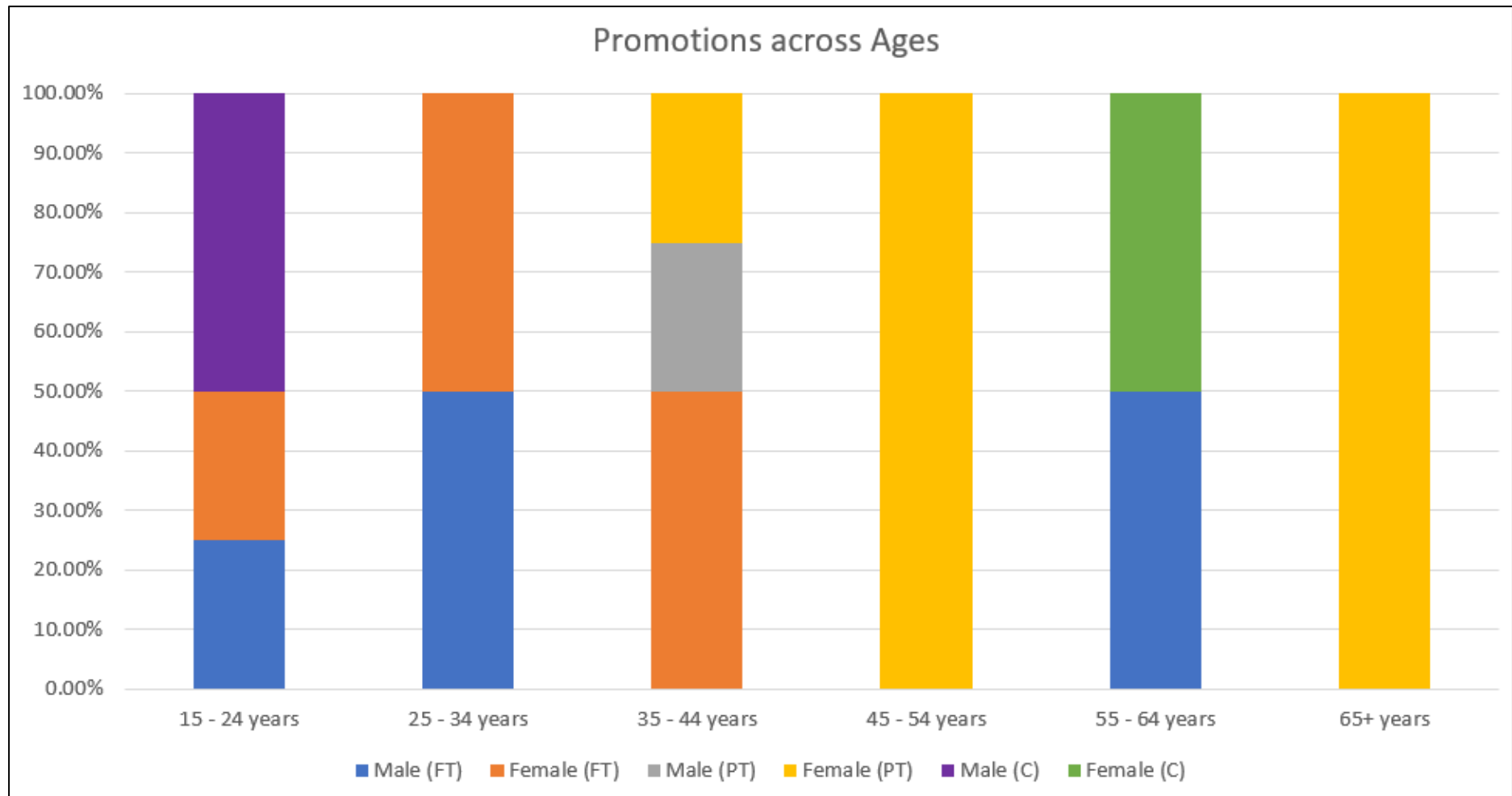






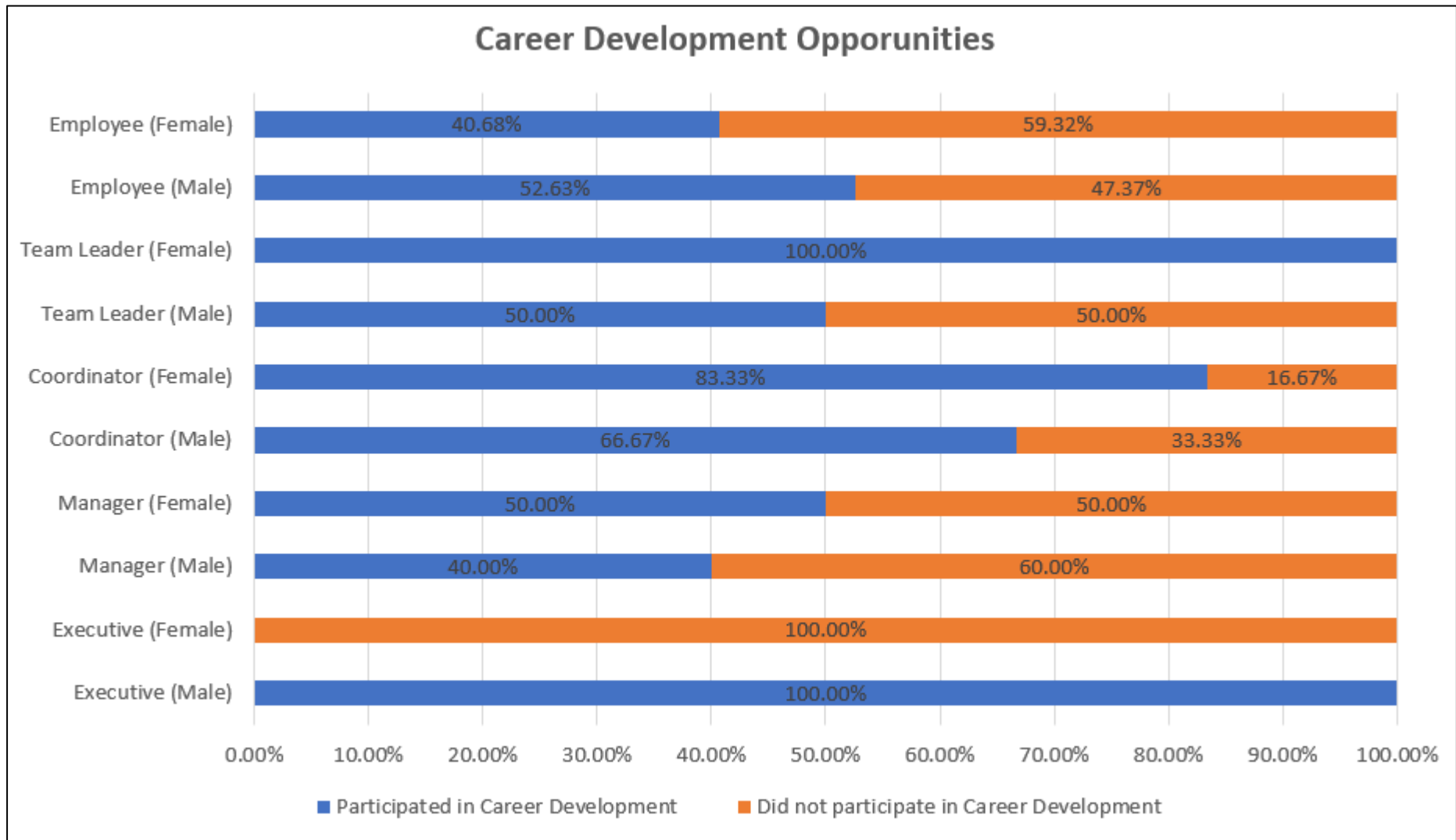






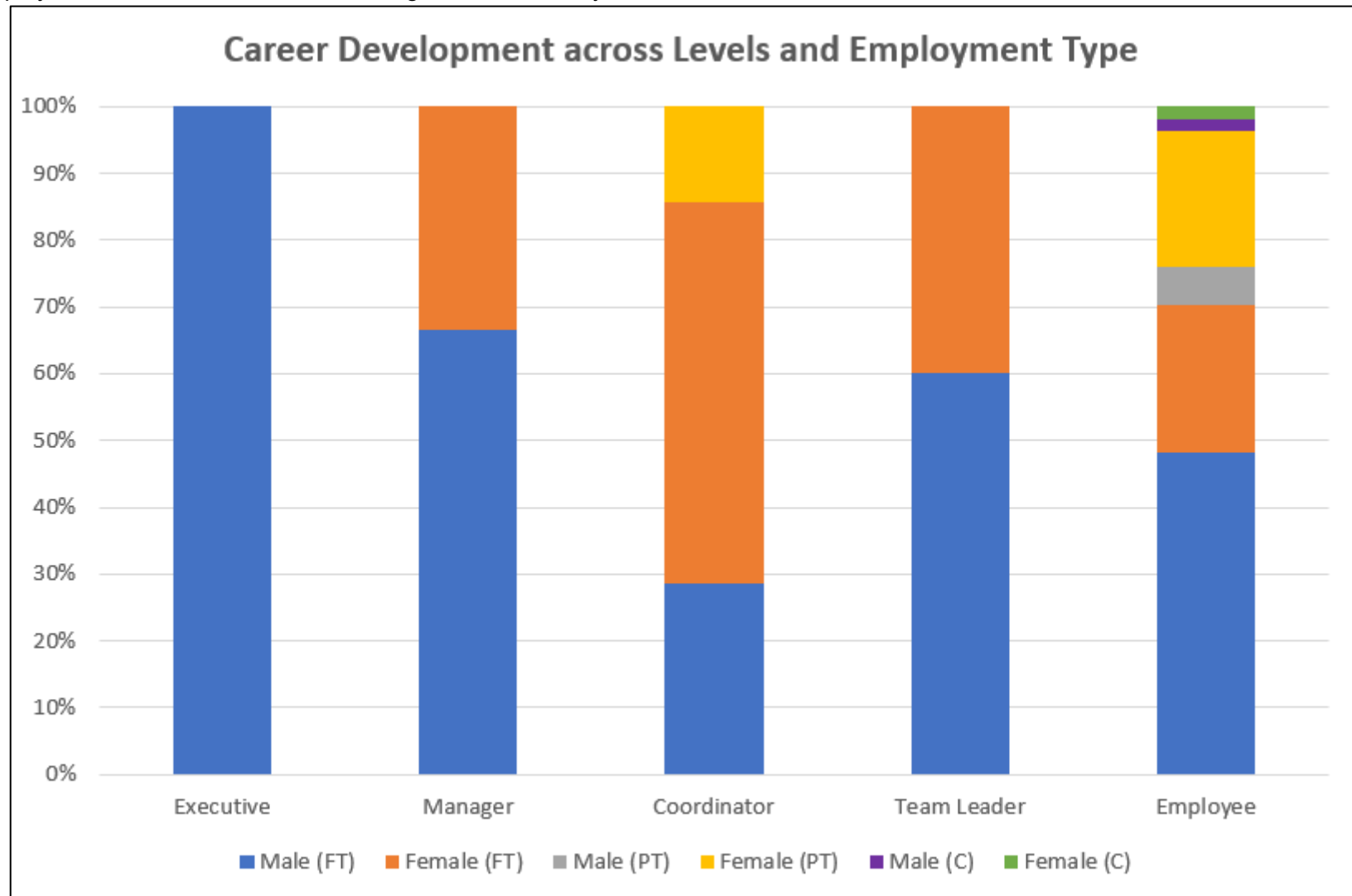


This refers to any employees who had completed training and was recorded on HR personnel file. There may be some gaps in the data if employees haven't advised HR of training or webinars they attended.



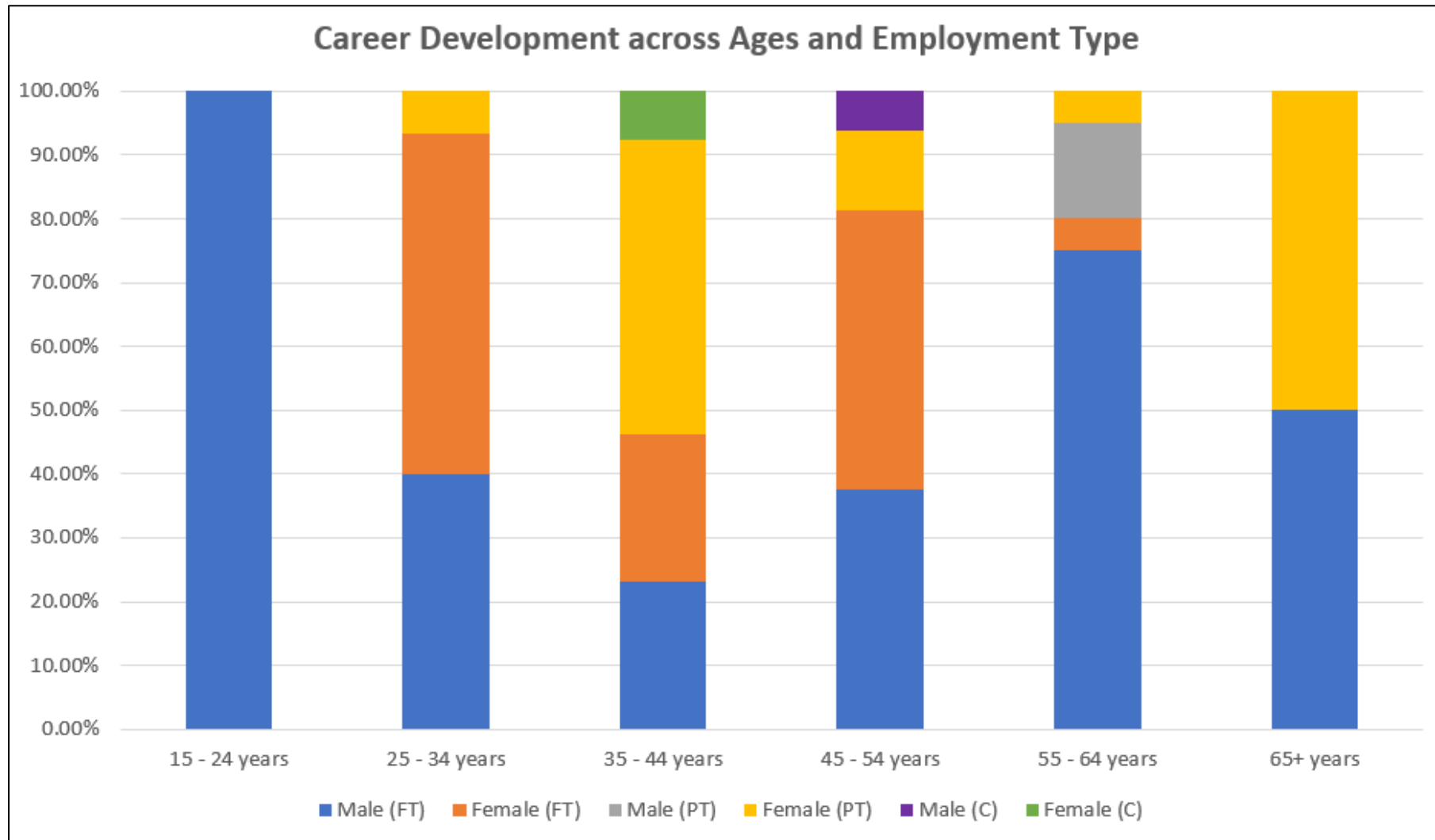


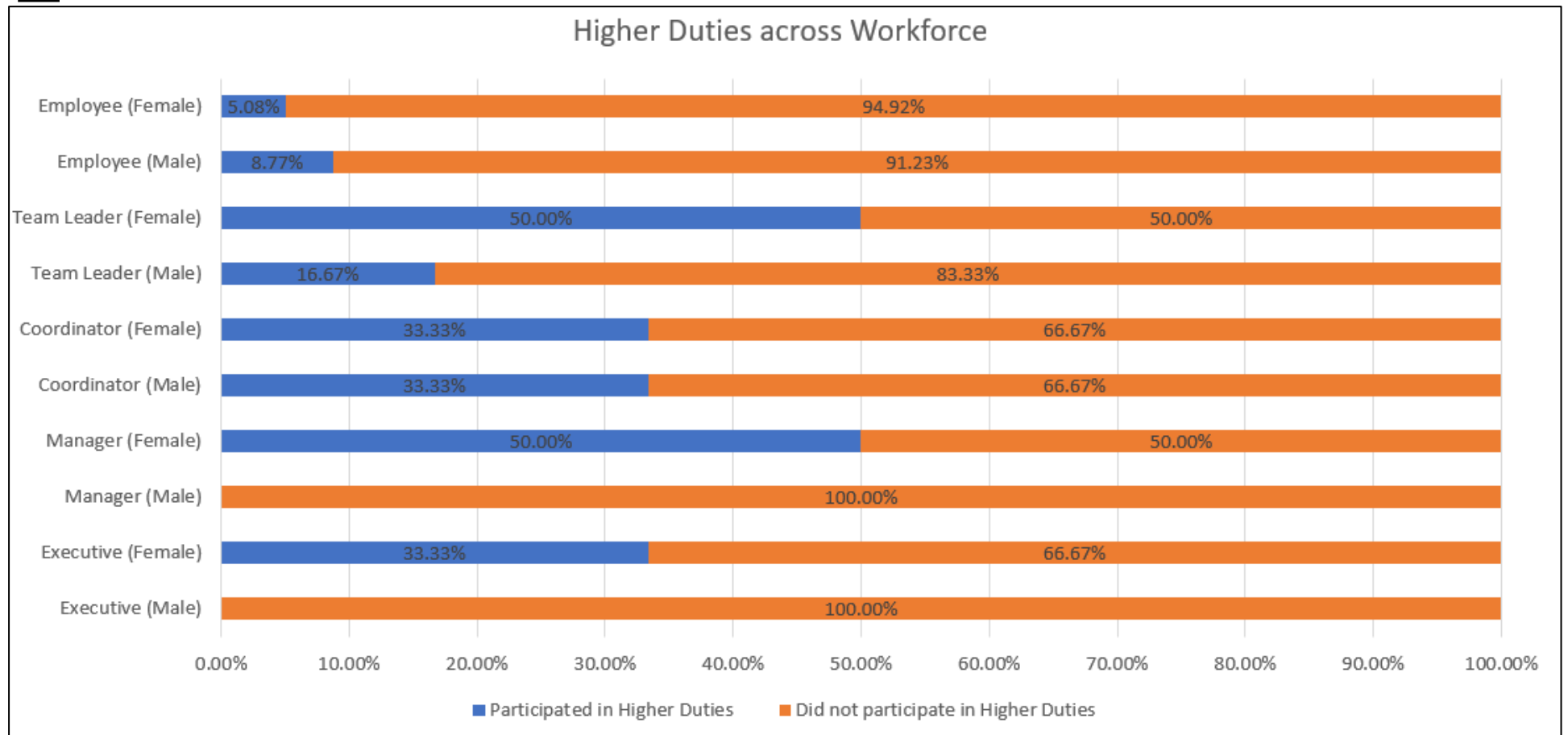
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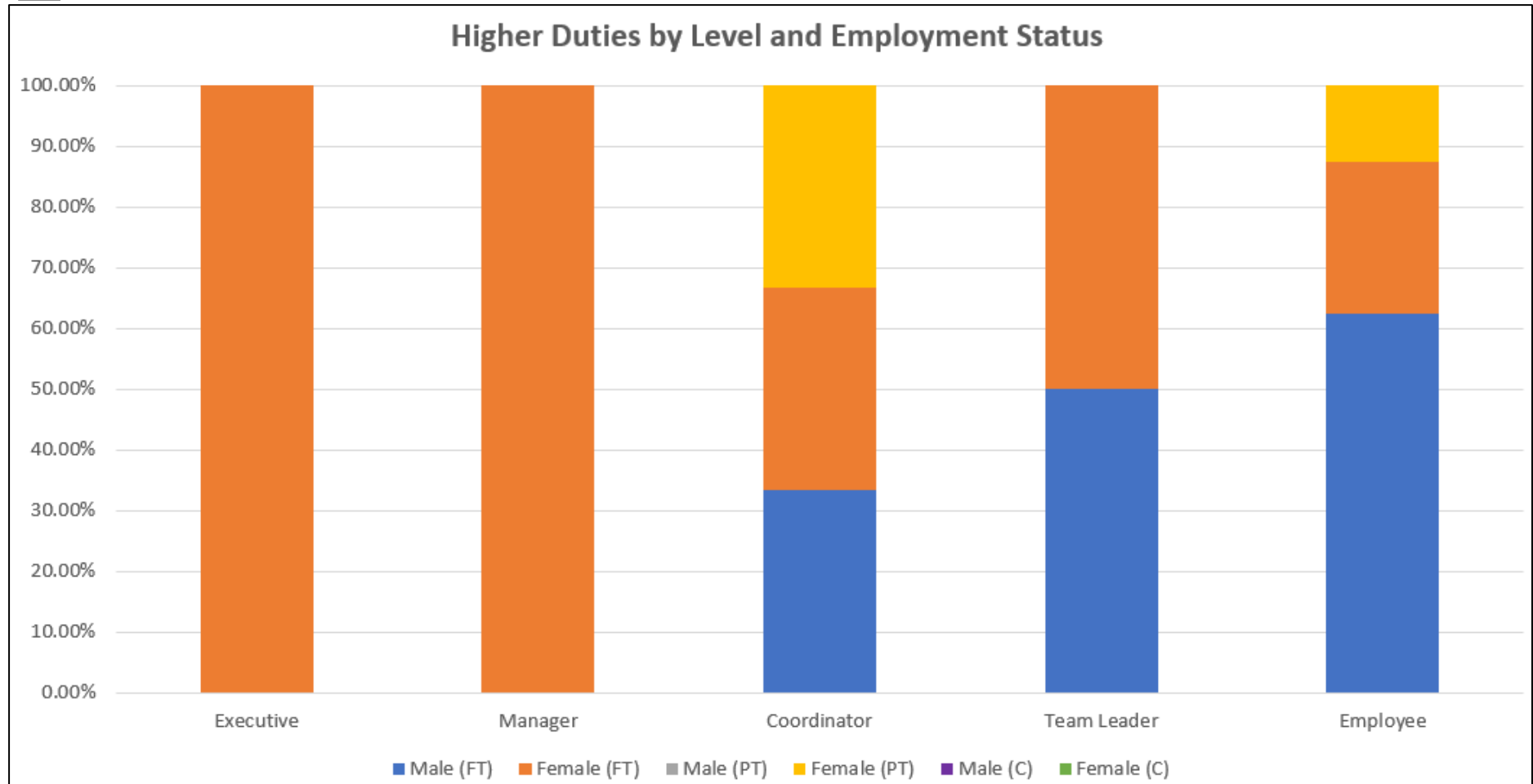


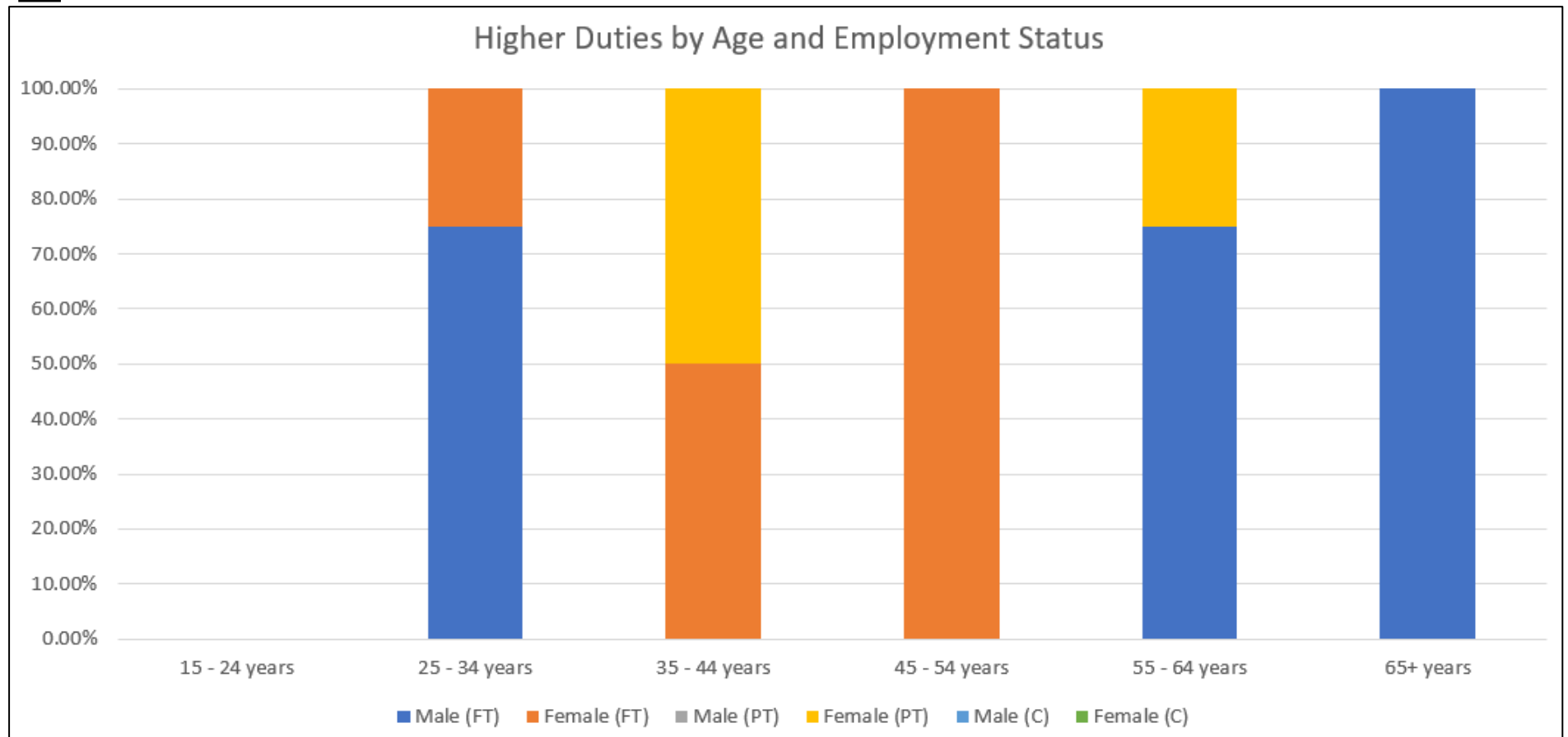


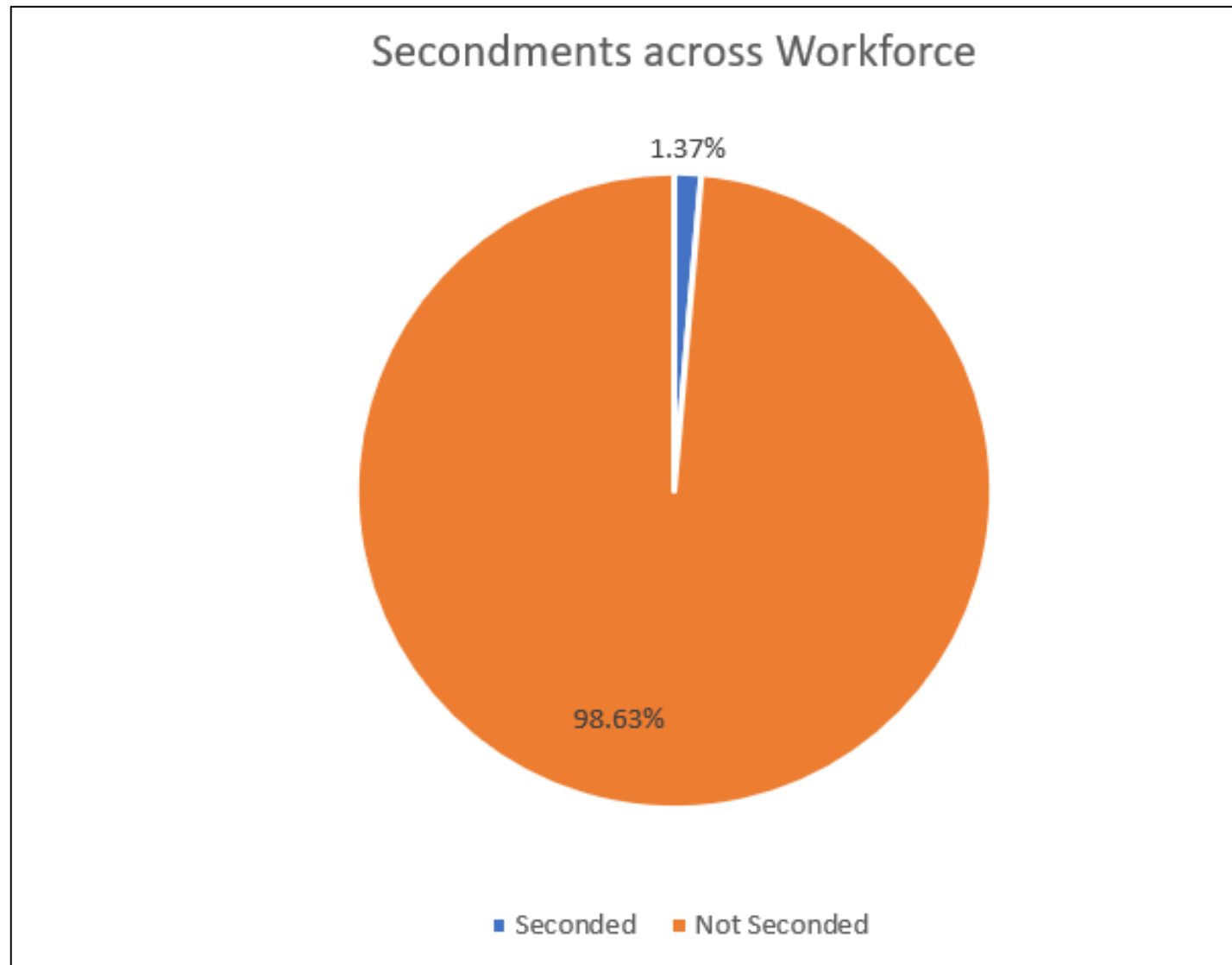
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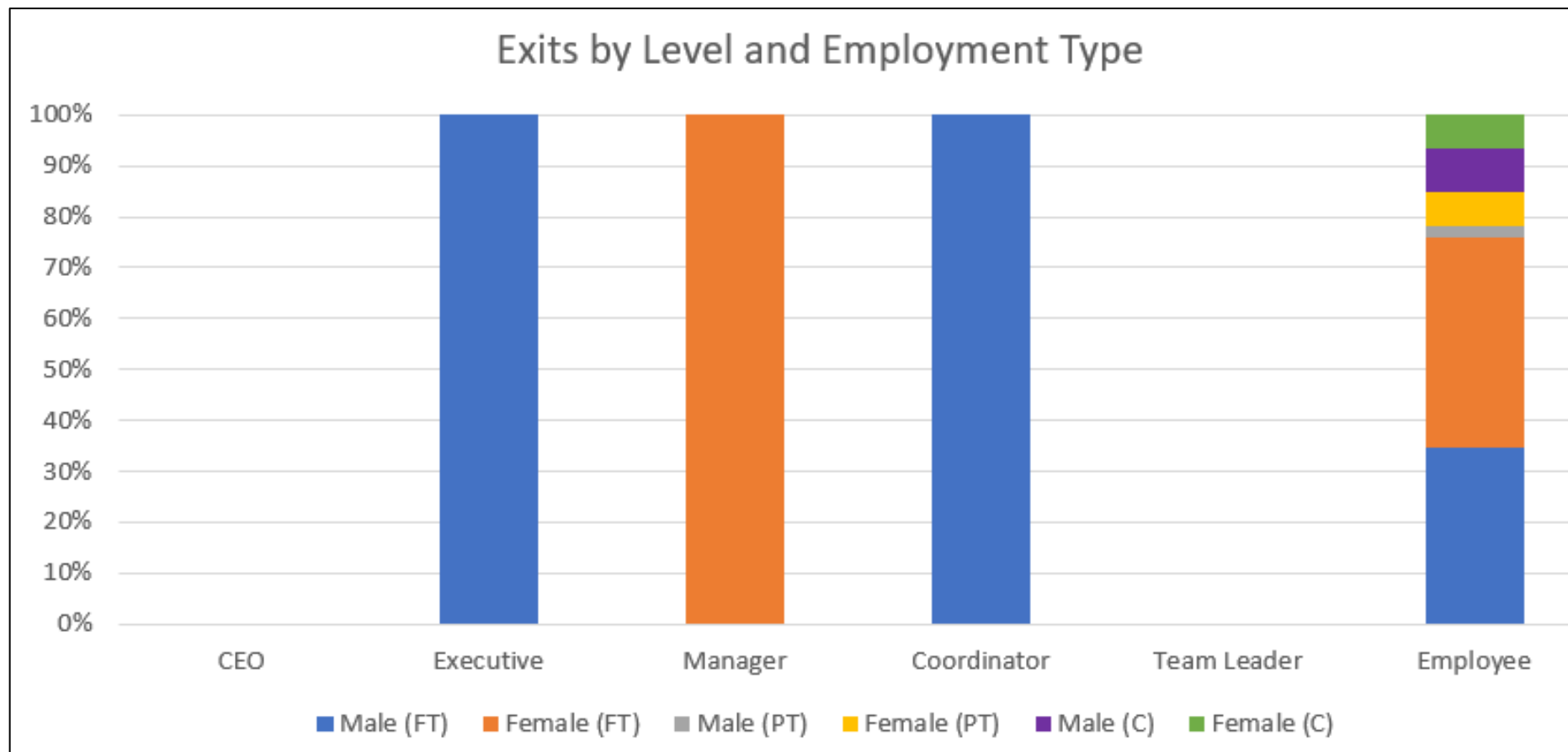


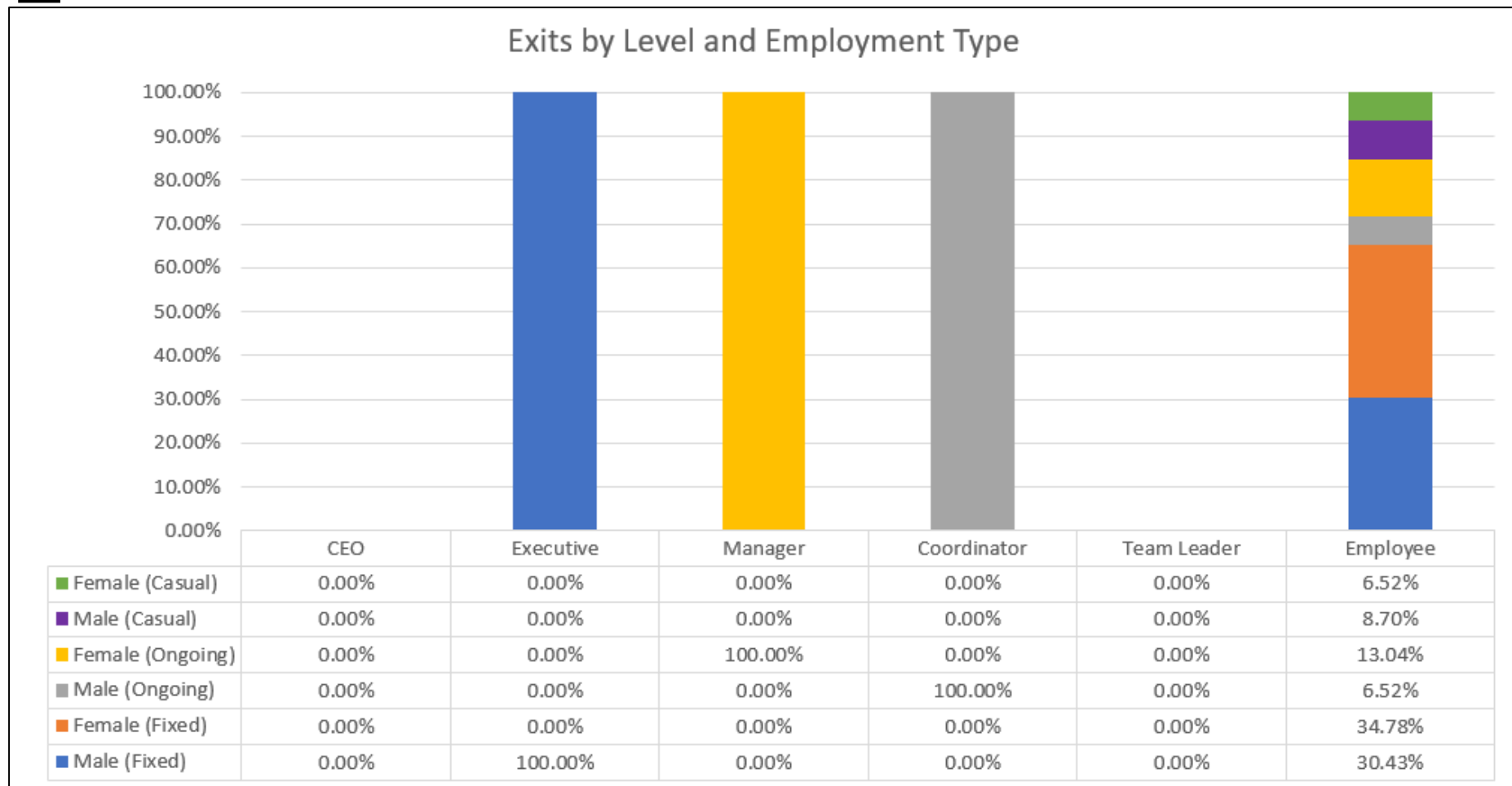






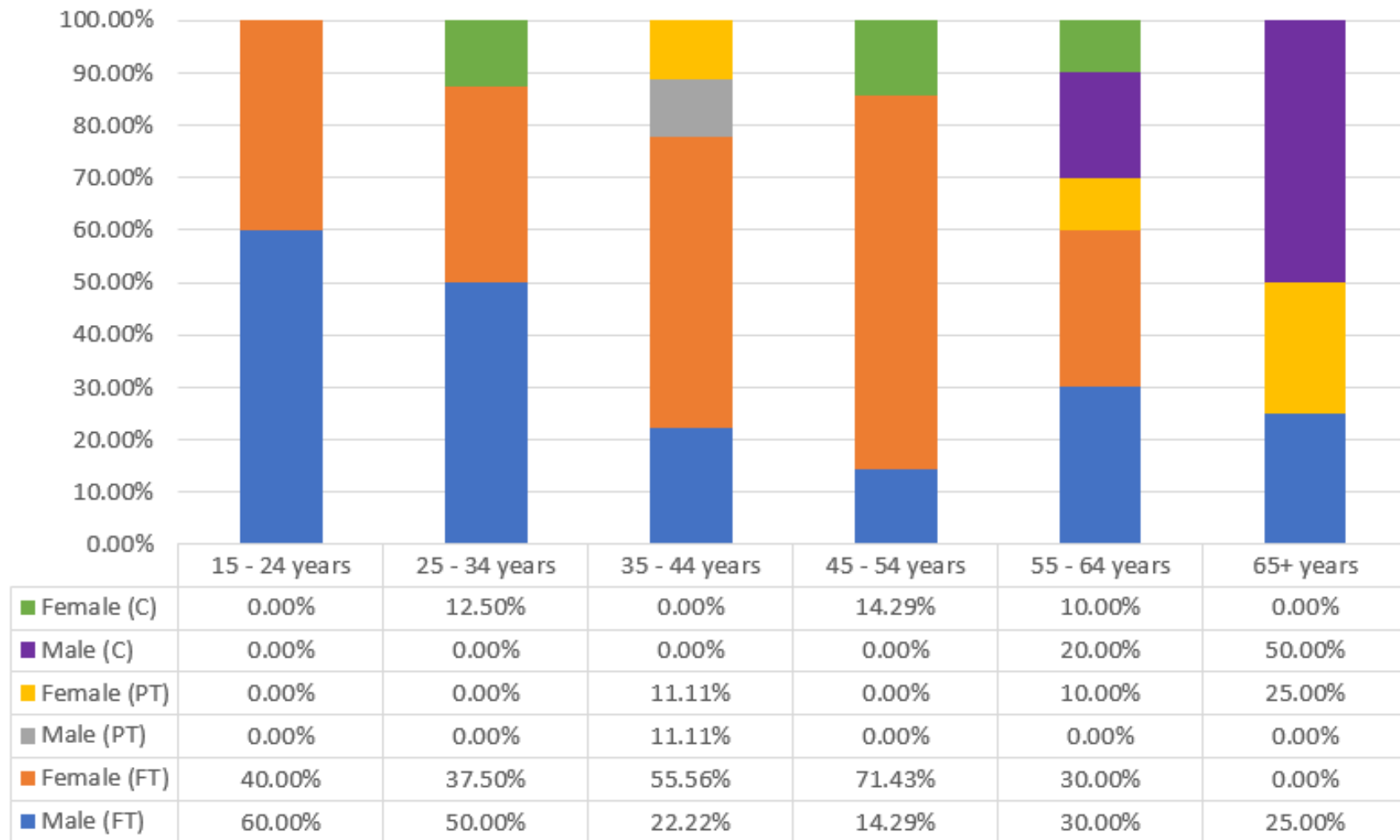


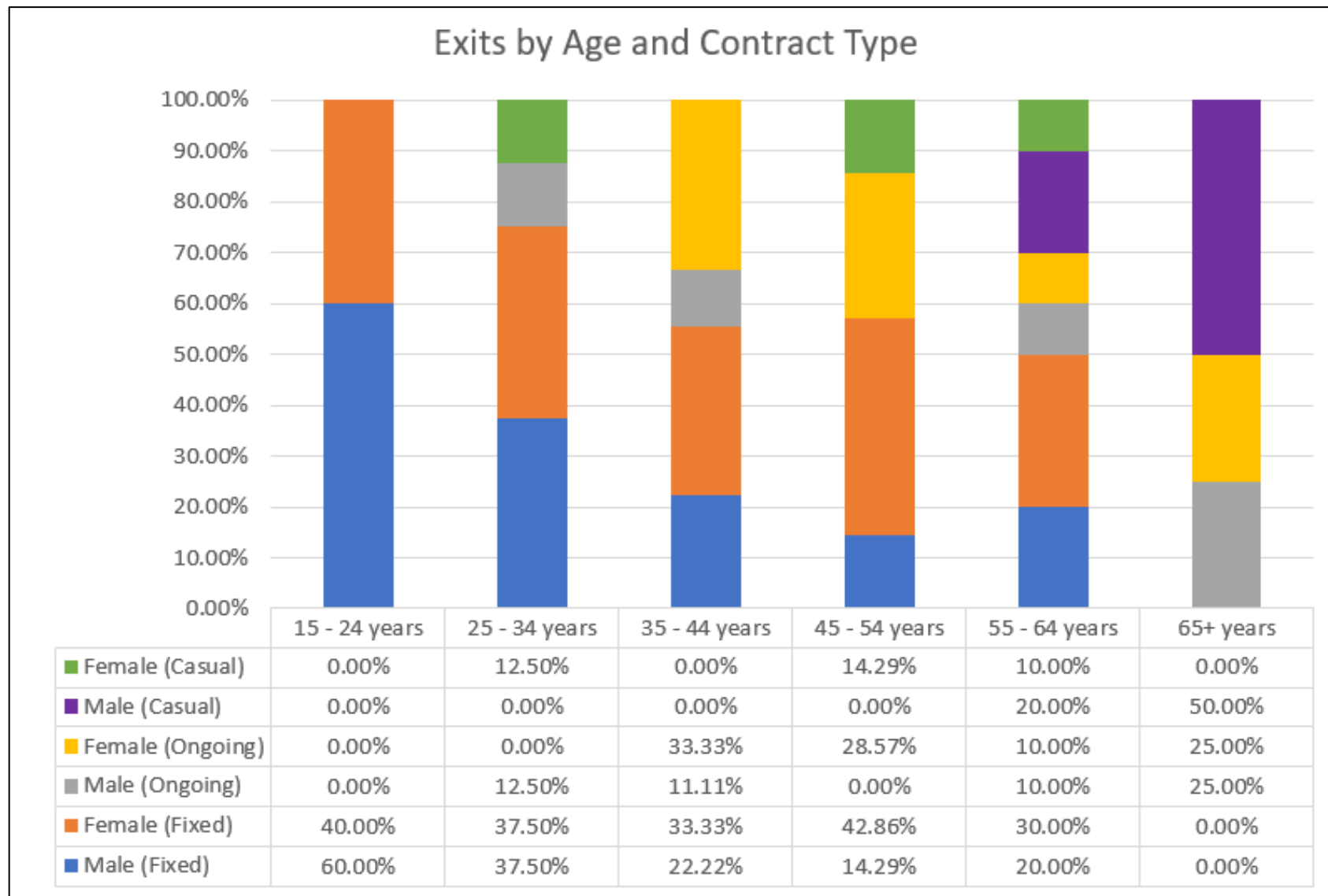






Exits by Age and Employment Type

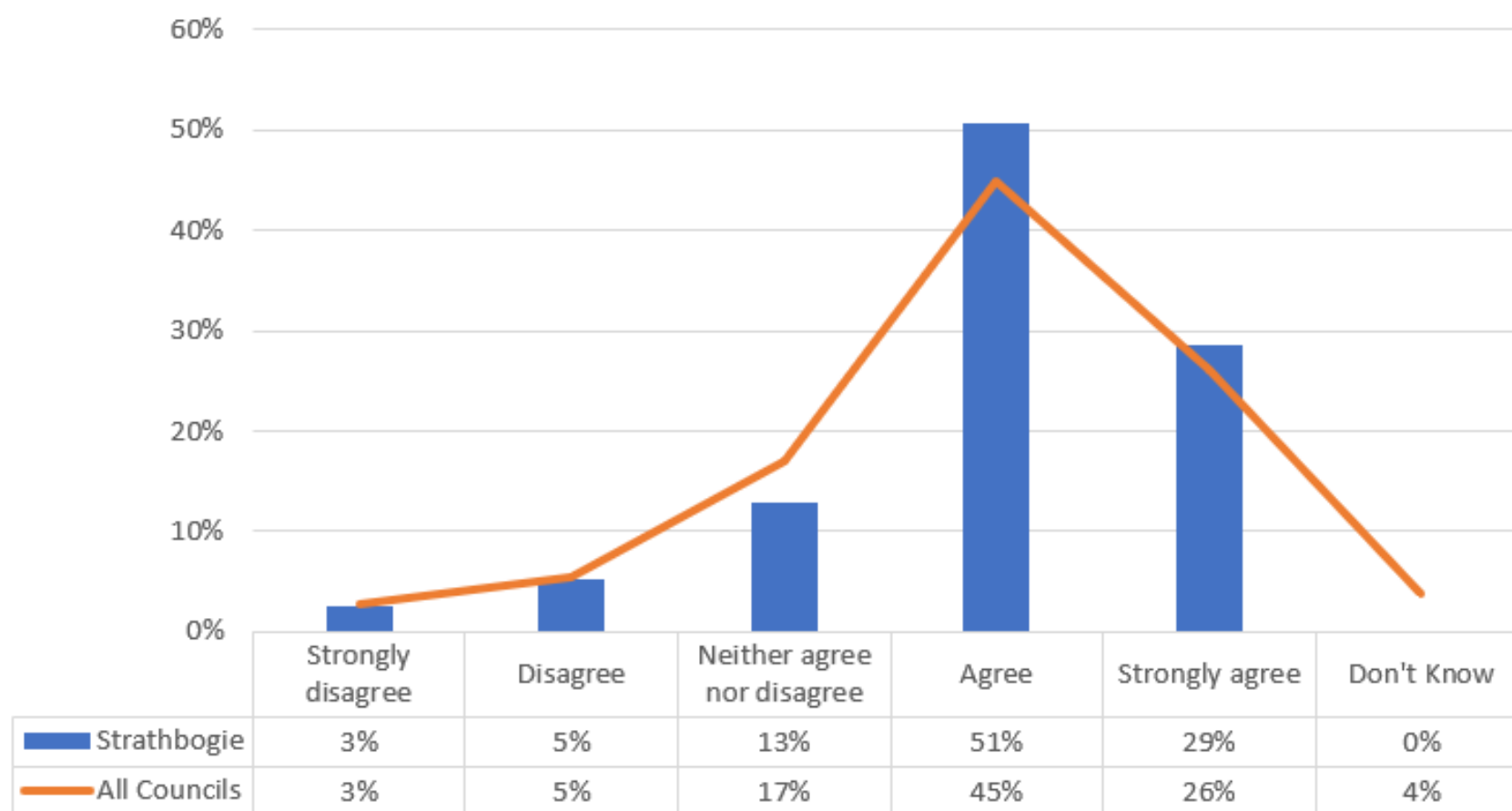






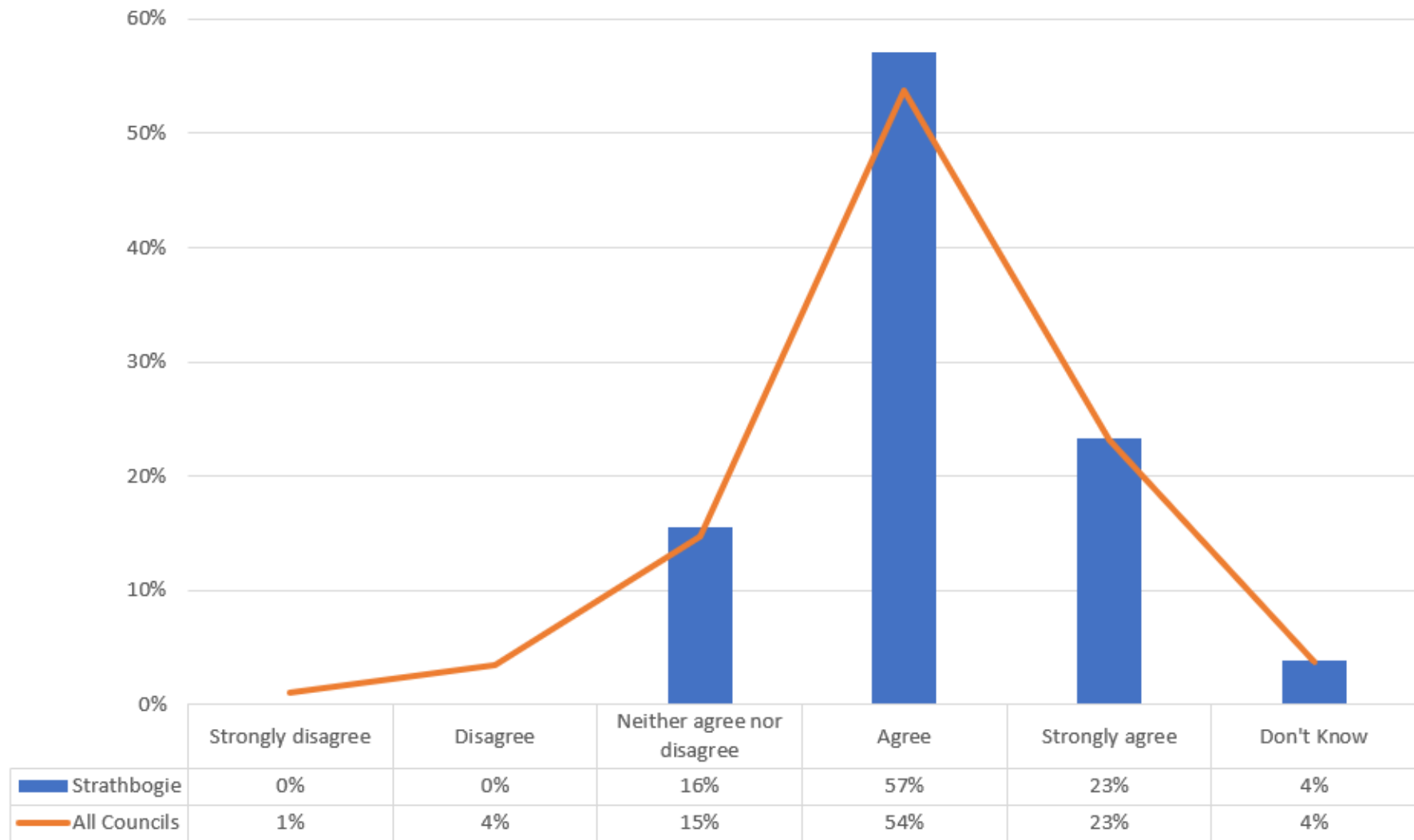


Senior leaders actively support diversity and inclusion in the workplace



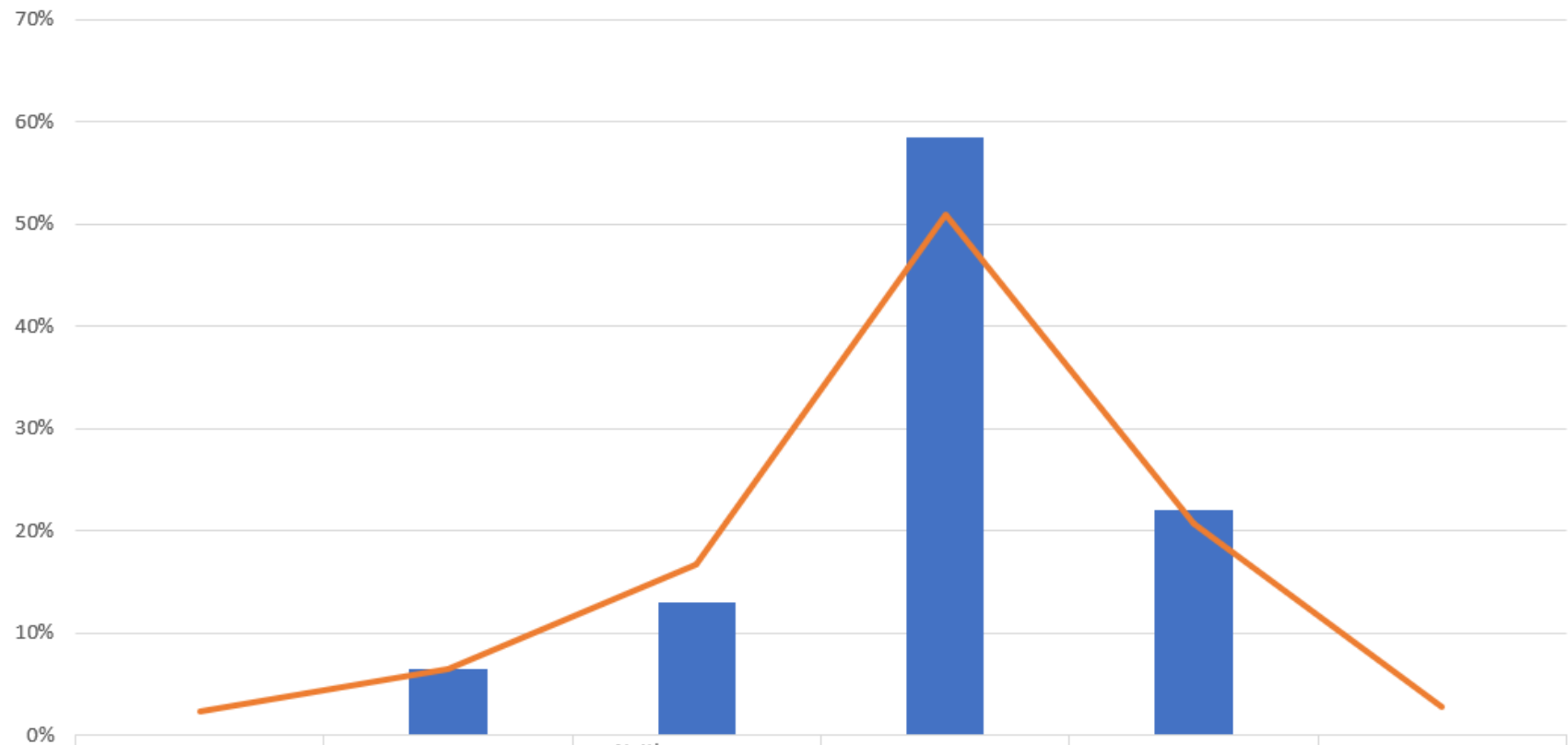


There is a positive culture within my organisation in relation to employees from varied cultural backgrounds

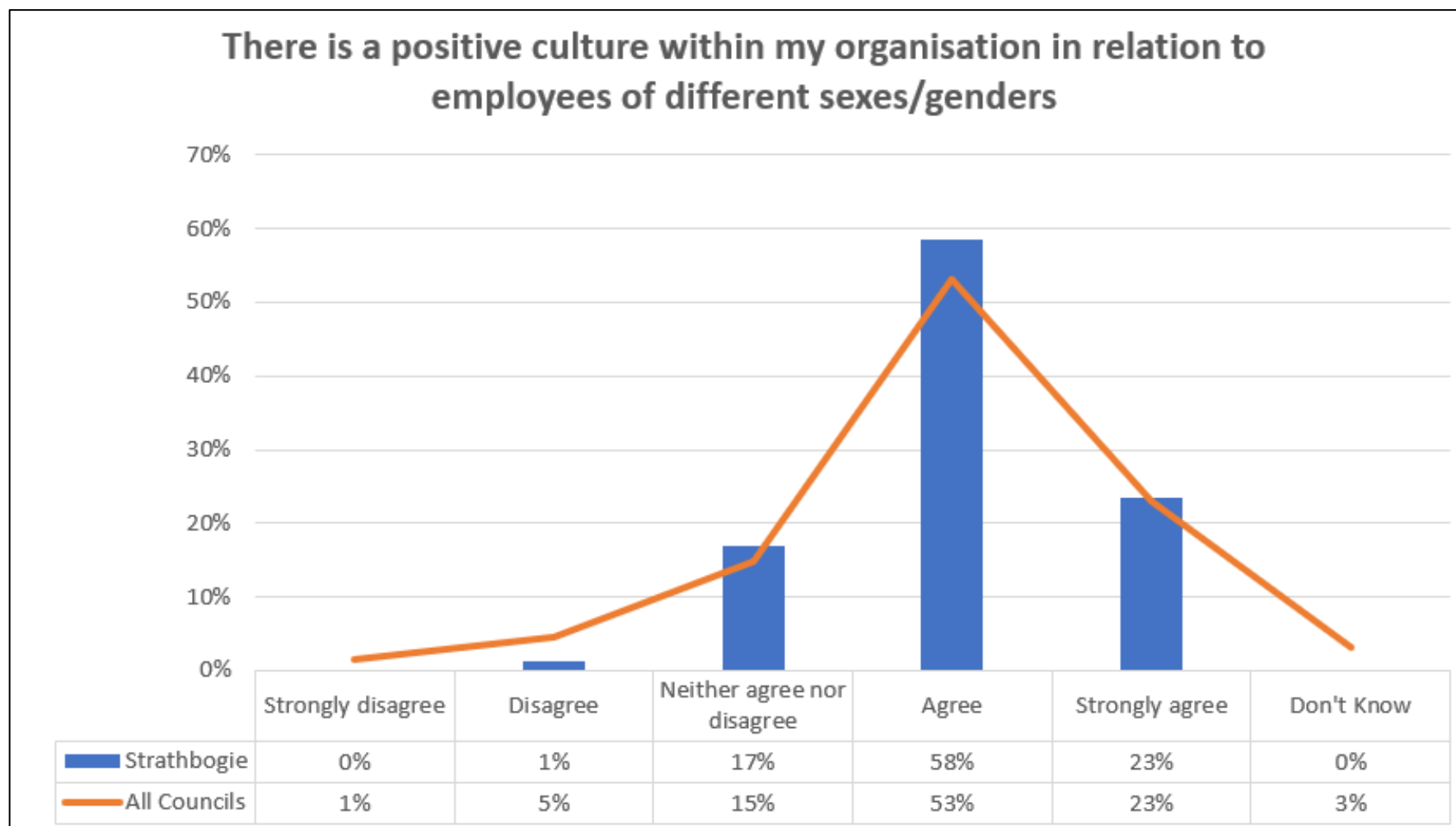


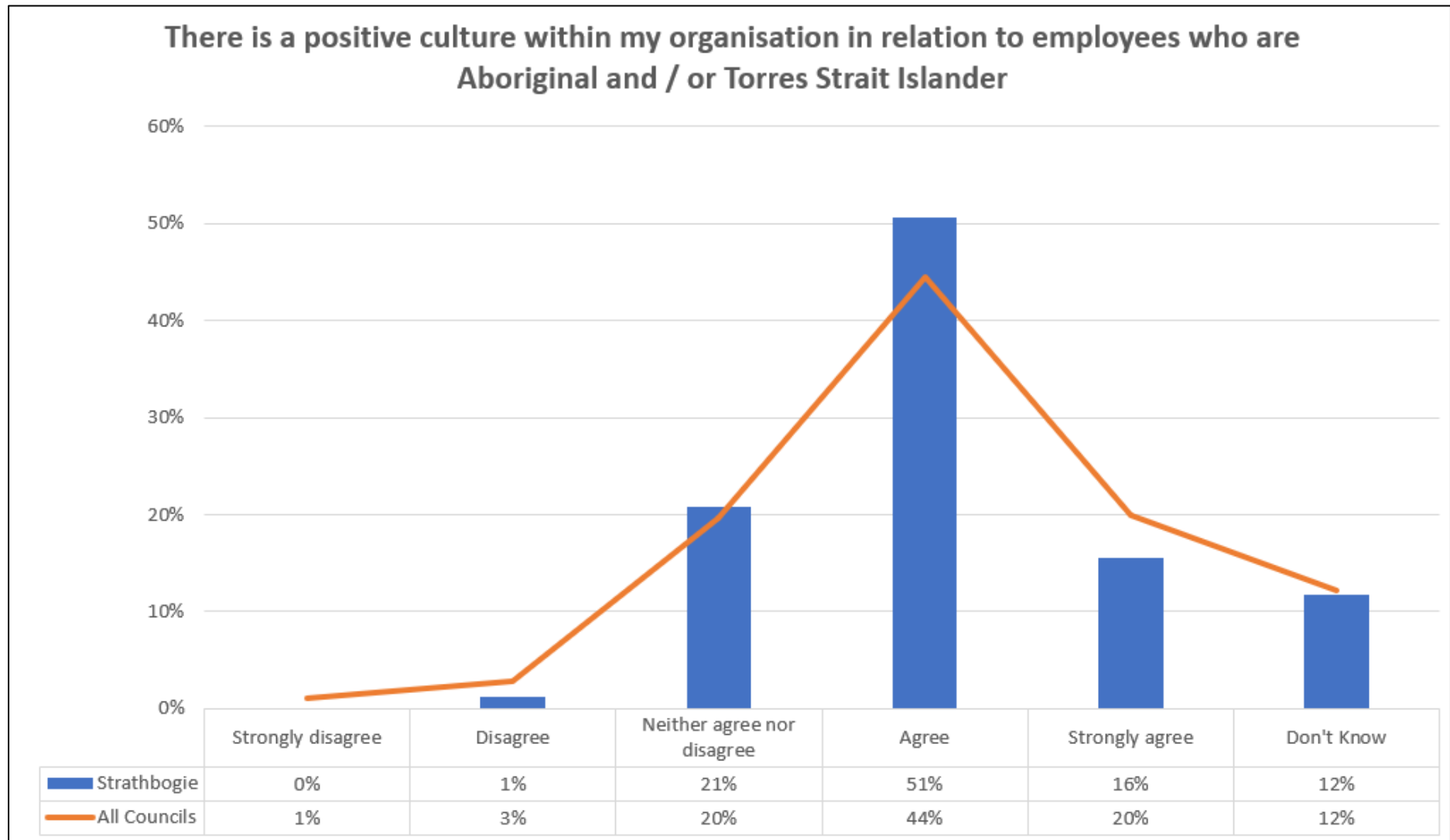


There is a positive culture within my organisation in relation to employees of different age groups



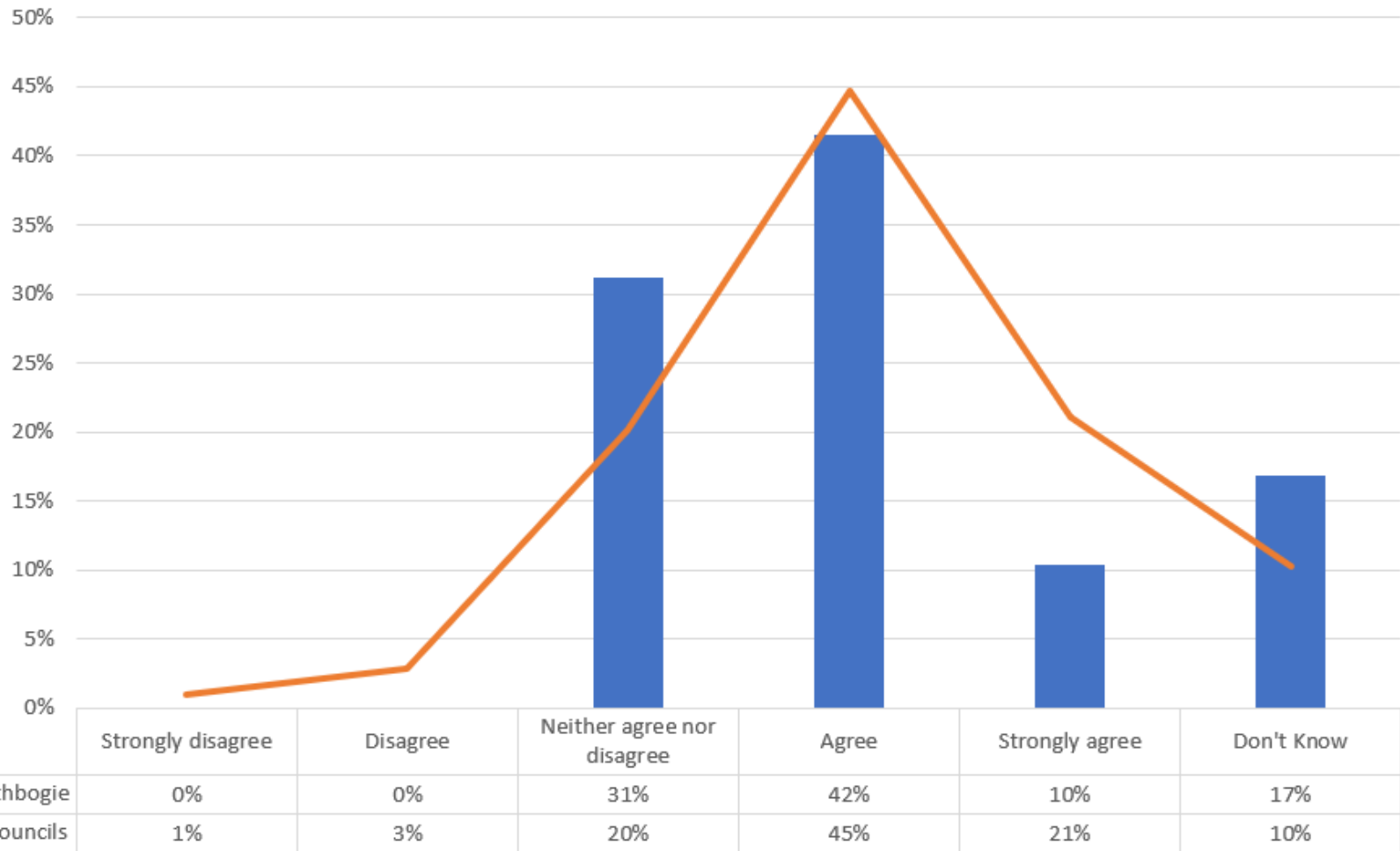
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't Know
Strathbogie	0%	6%	13%	58%	22%	0%
All Councils	2%	7%	17%	51%	21%	3%





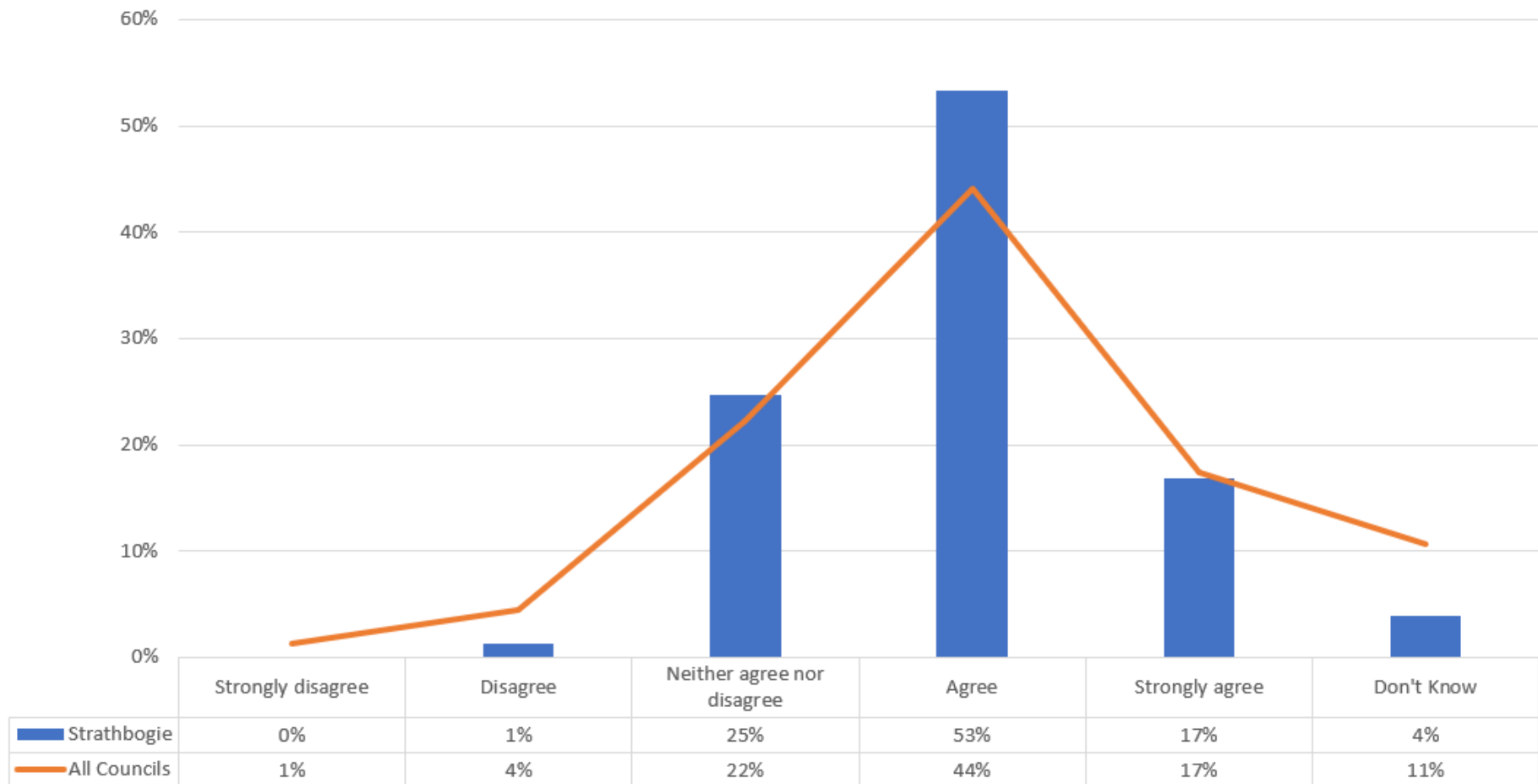


There is a positive culture within my organisation in relation to employees who identify as LGBTIQ+



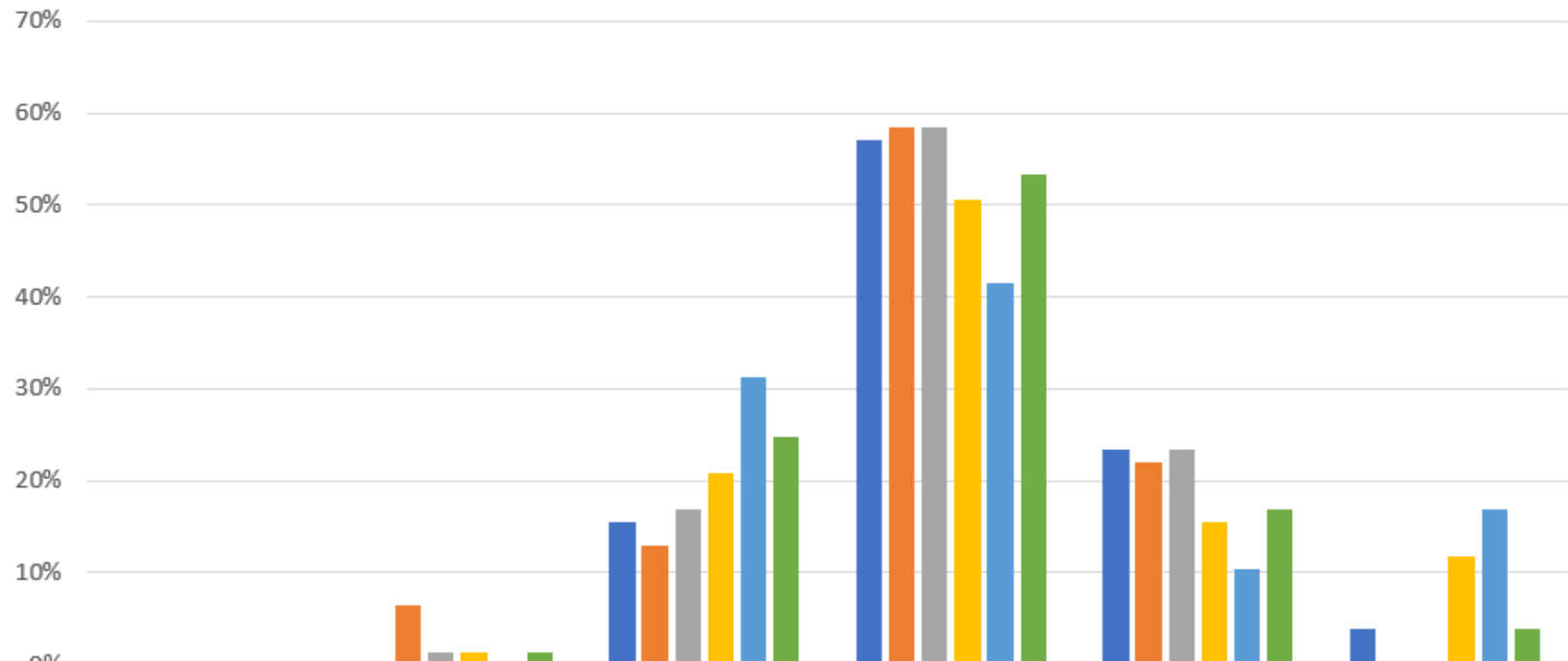


There is a positive culture within my organisation in relation to employees with disability

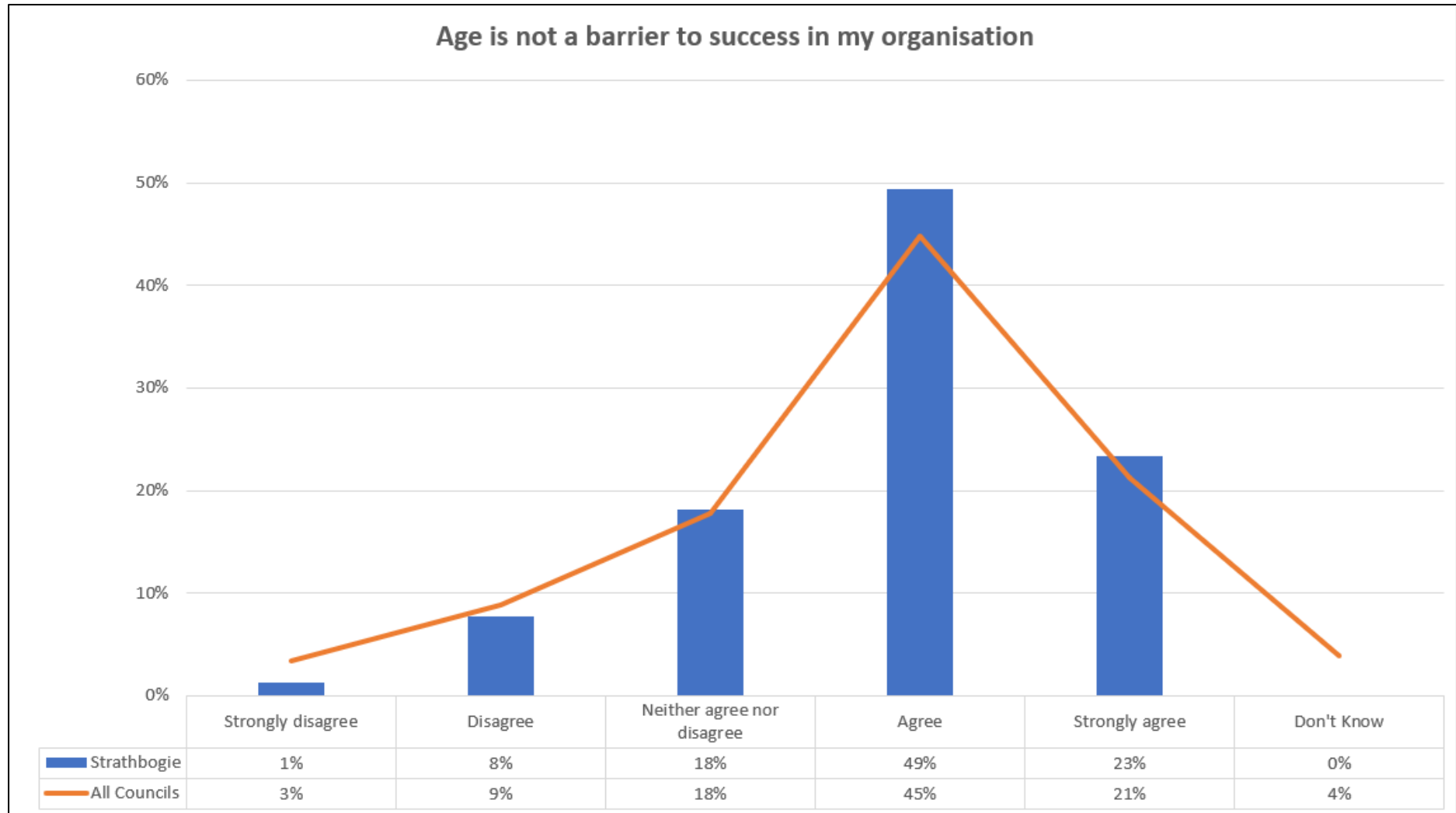


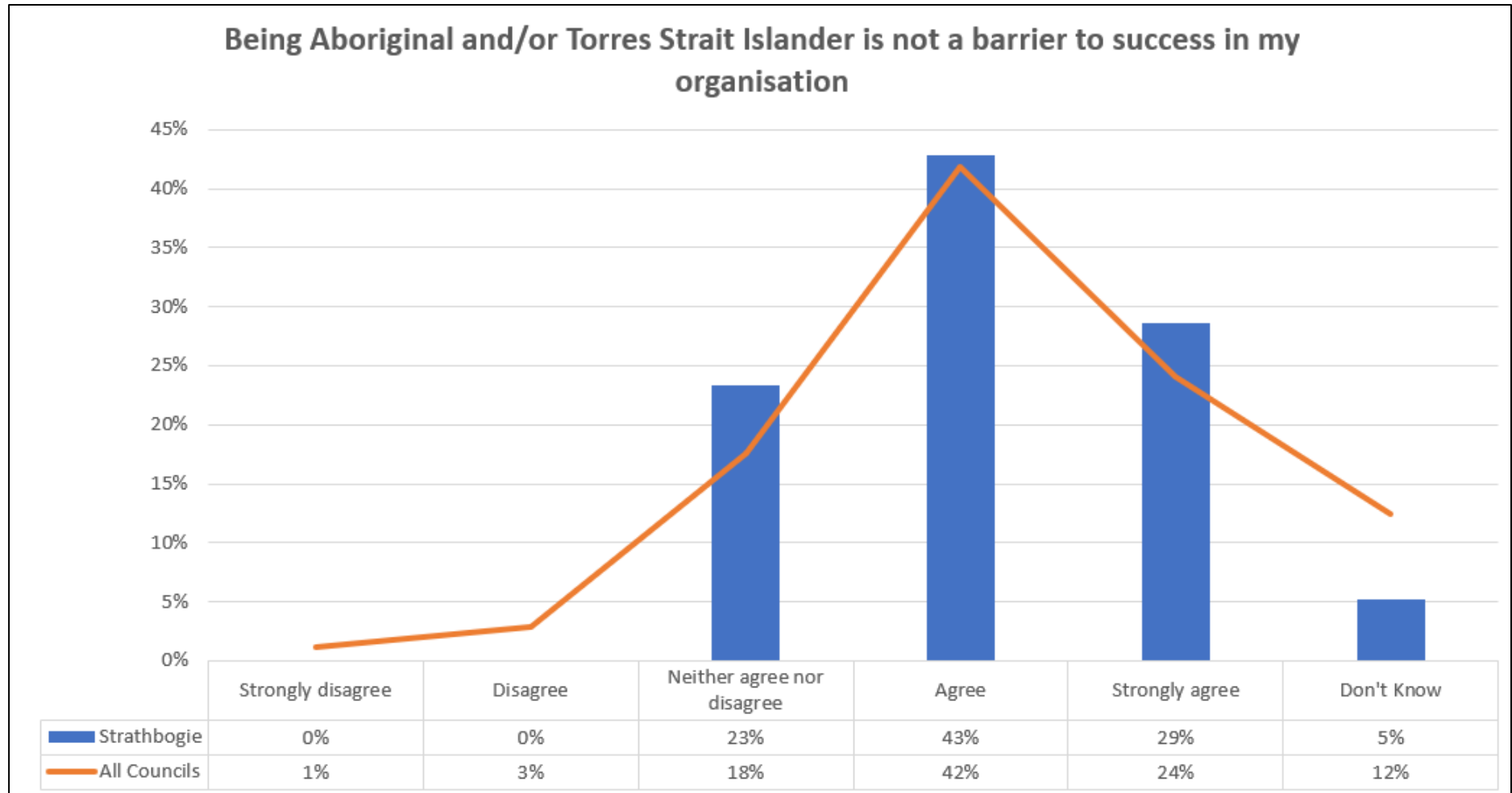


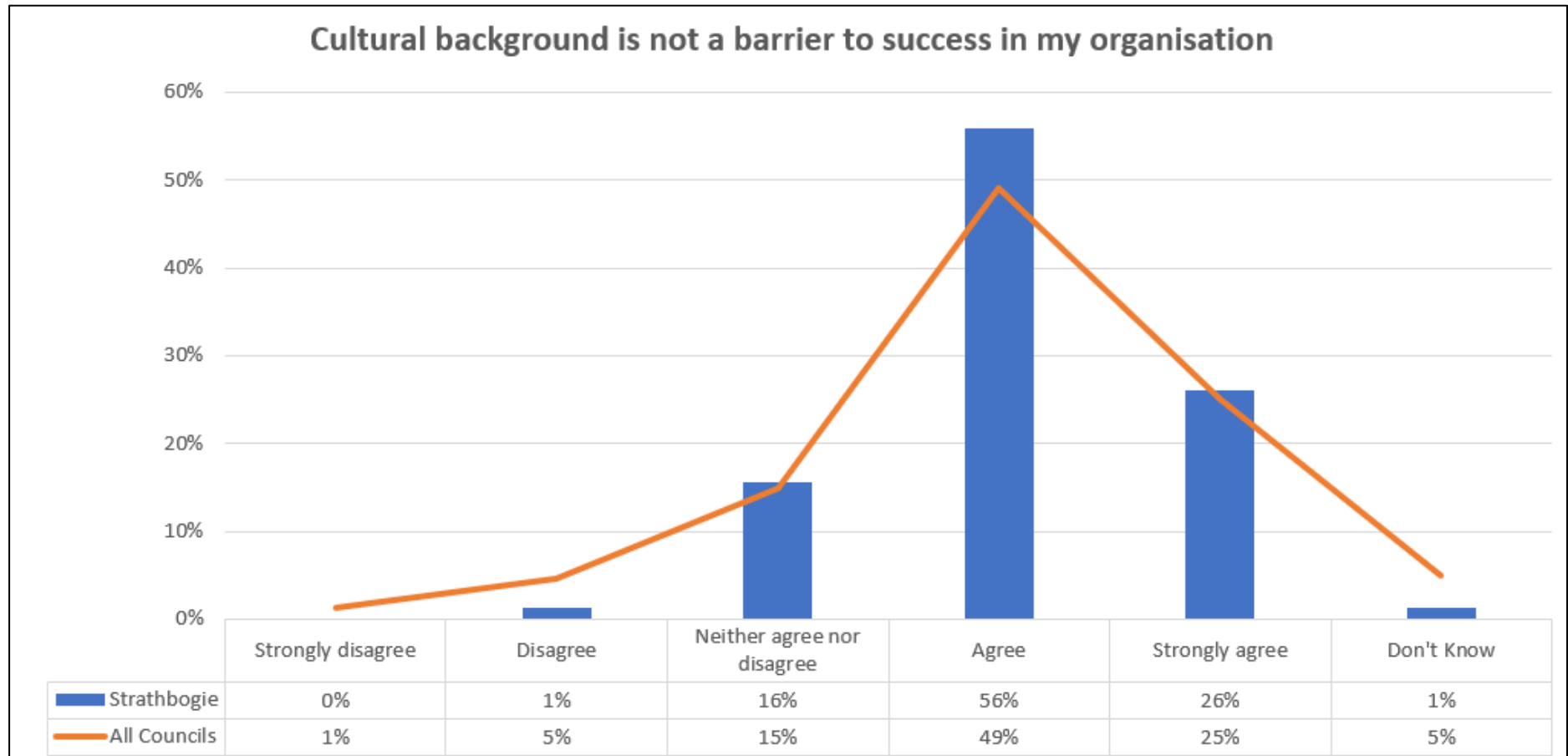
Responses across Diversity and Inclusiveness areas



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't Know
Cultural Backgrounds	0%	0%	16%	57%	23%	4%
Age	0%	6%	13%	58%	22%	0%
Gender	0%	1%	17%	58%	23%	0%
Aboriginality	0%	1%	21%	51%	16%	12%
LGBTIQ+	0%	0%	31%	42%	10%	17%
Disability	0%	1%	25%	53%	17%	4%

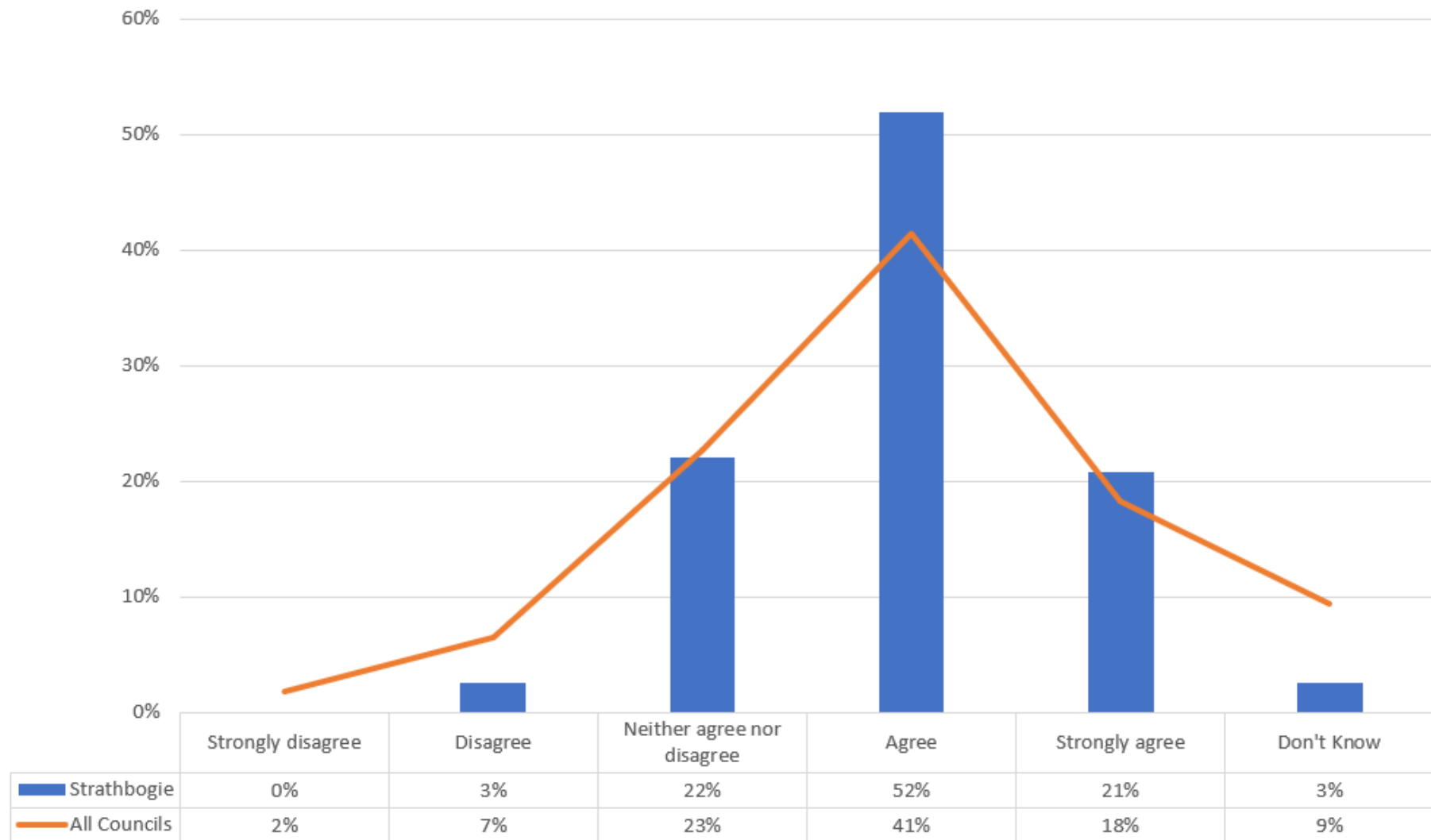


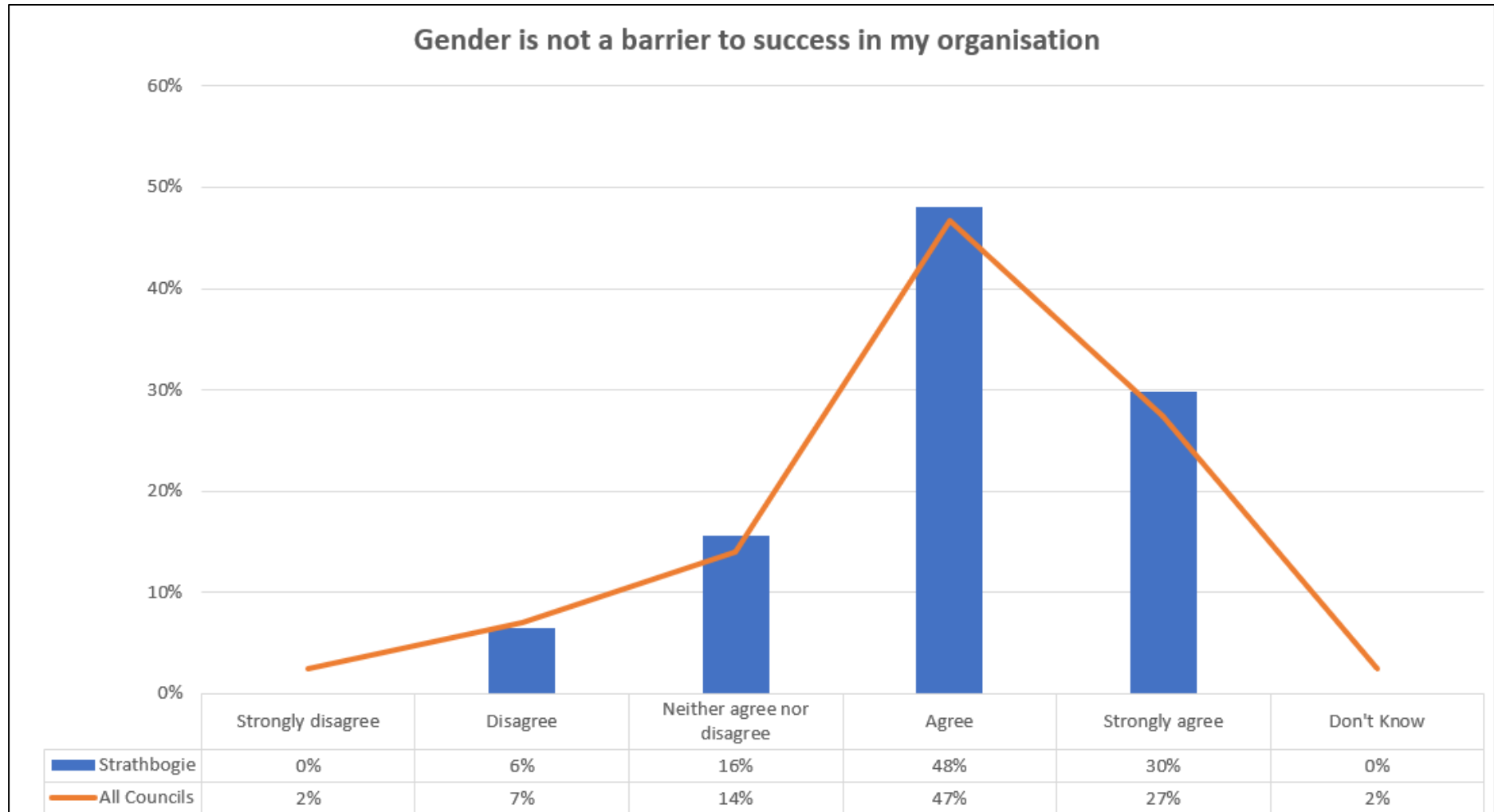


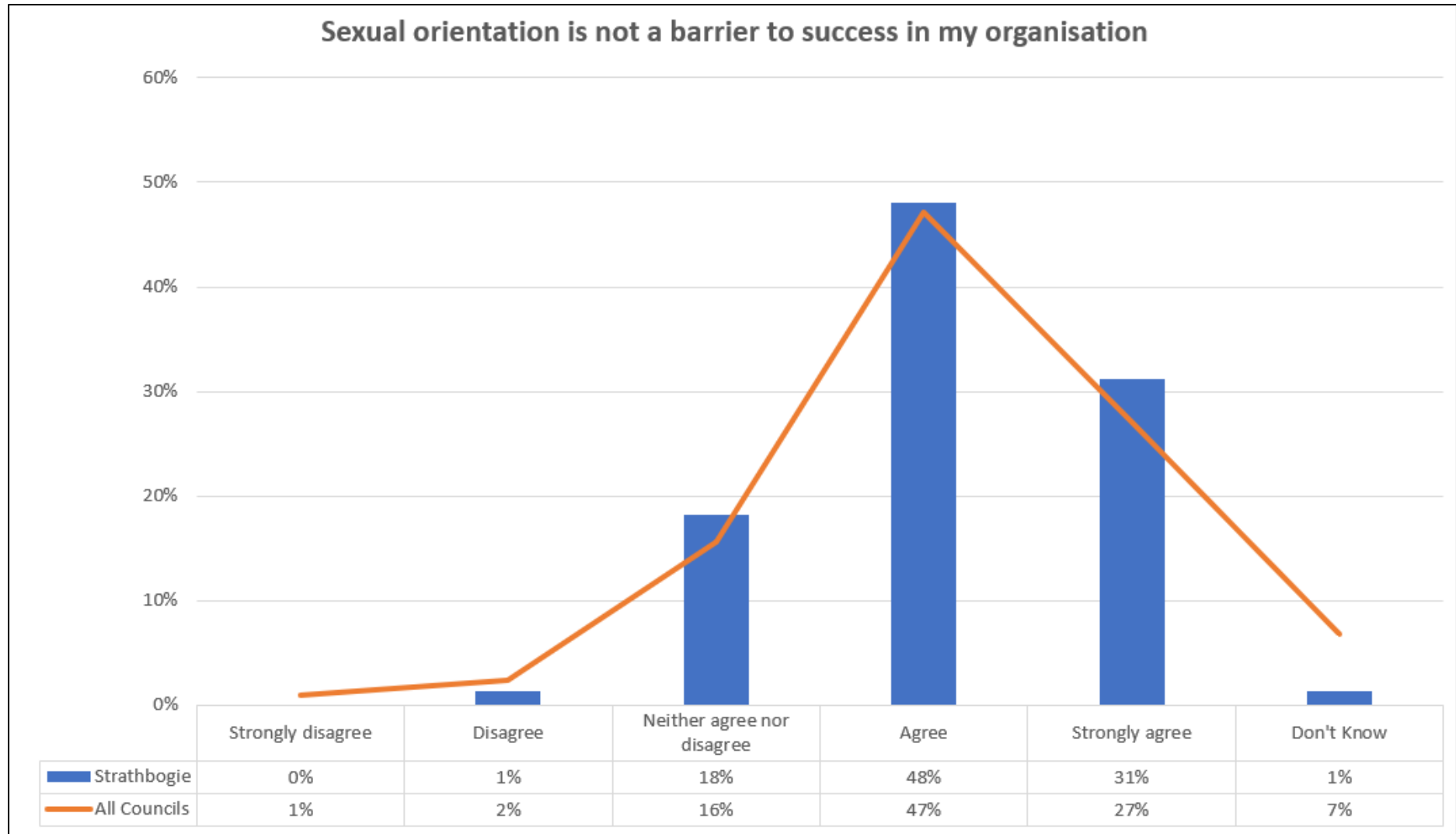




Disability is not a barrier to success in my organisation

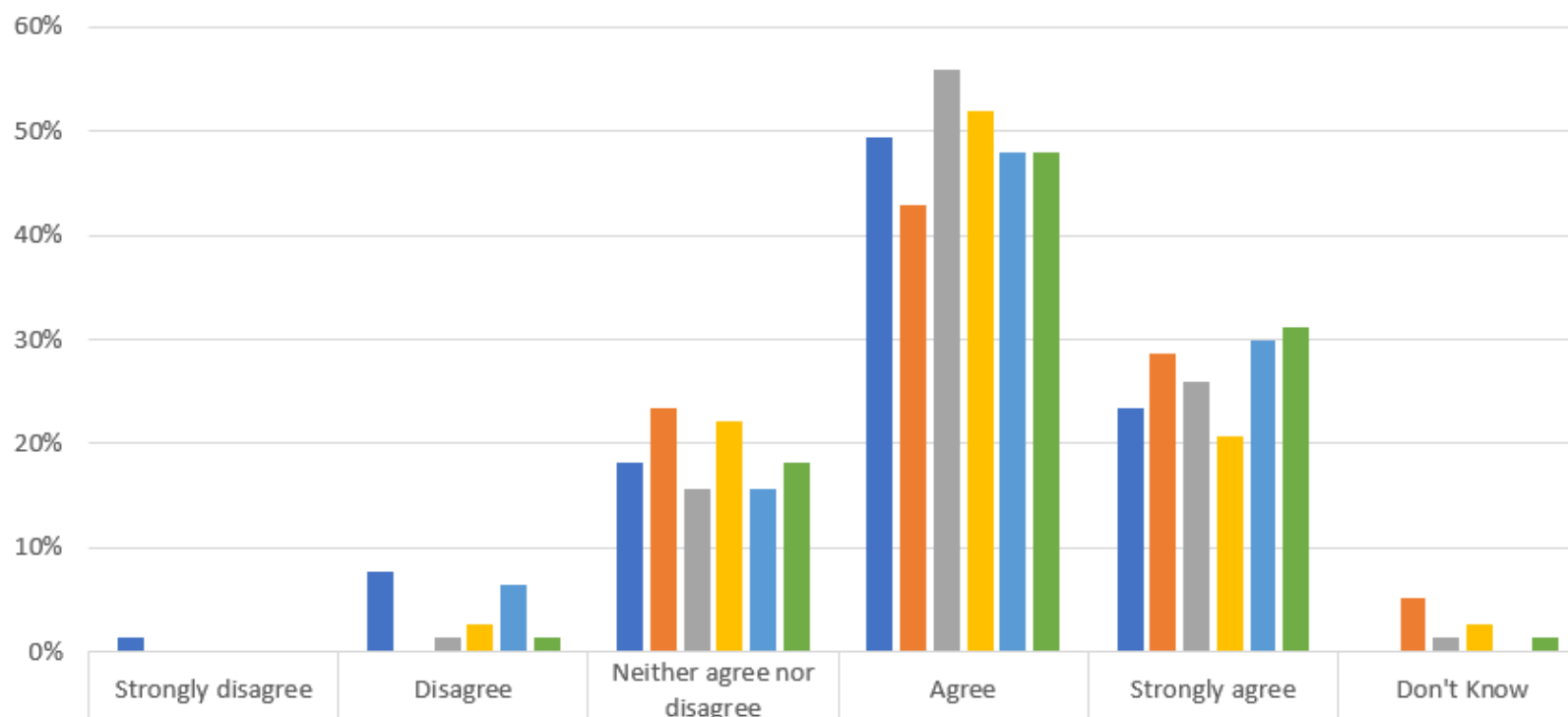








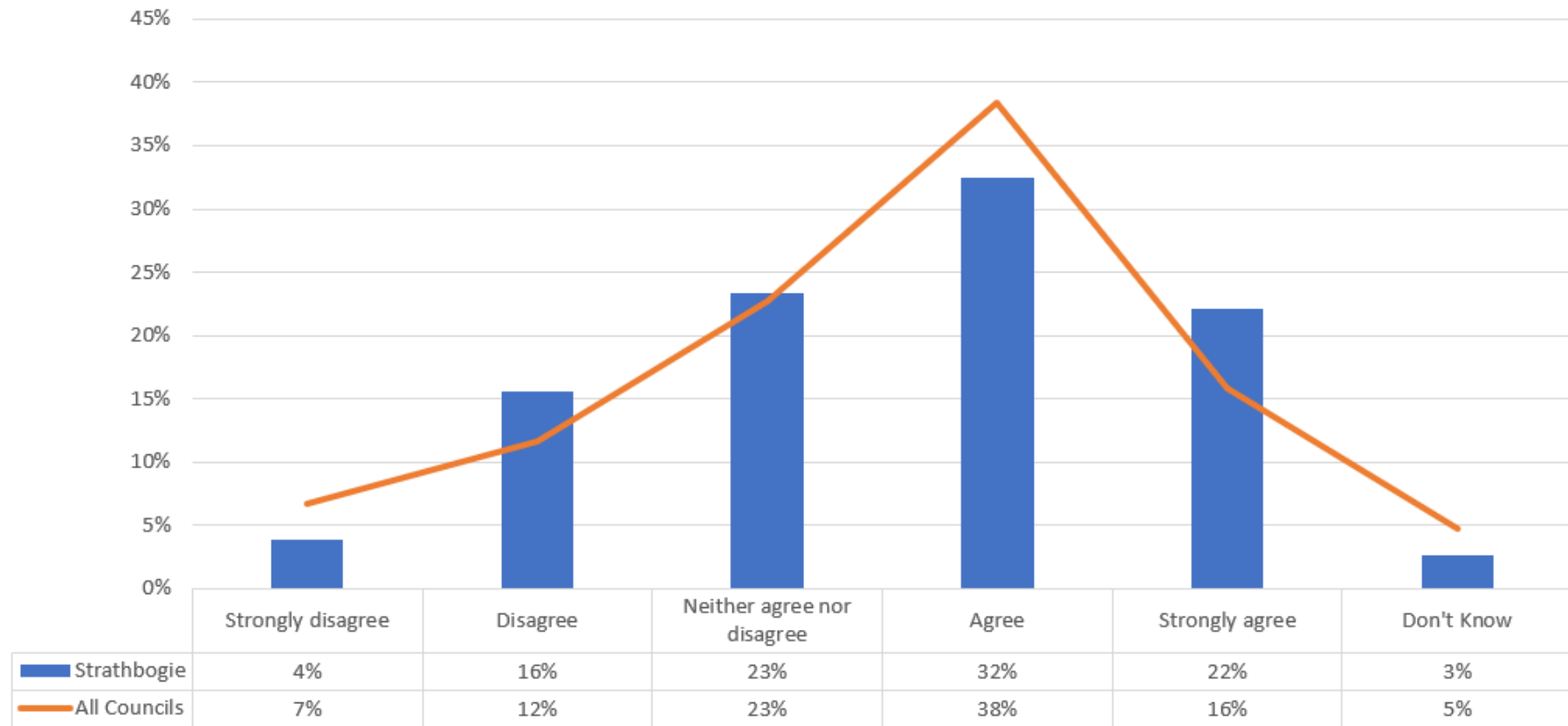
Responses across Equal Employment Opportunity areas



Age	1%	8%	18%	49%	23%	0%
Aboriginality	0%	0%	23%	43%	29%	5%
Cultural Background	0%	1%	16%	56%	26%	1%
Disability	0%	3%	22%	52%	21%	3%
Gender	0%	6%	16%	48%	30%	0%
Sexual Orentation	0%	1%	18%	48%	31%	1%

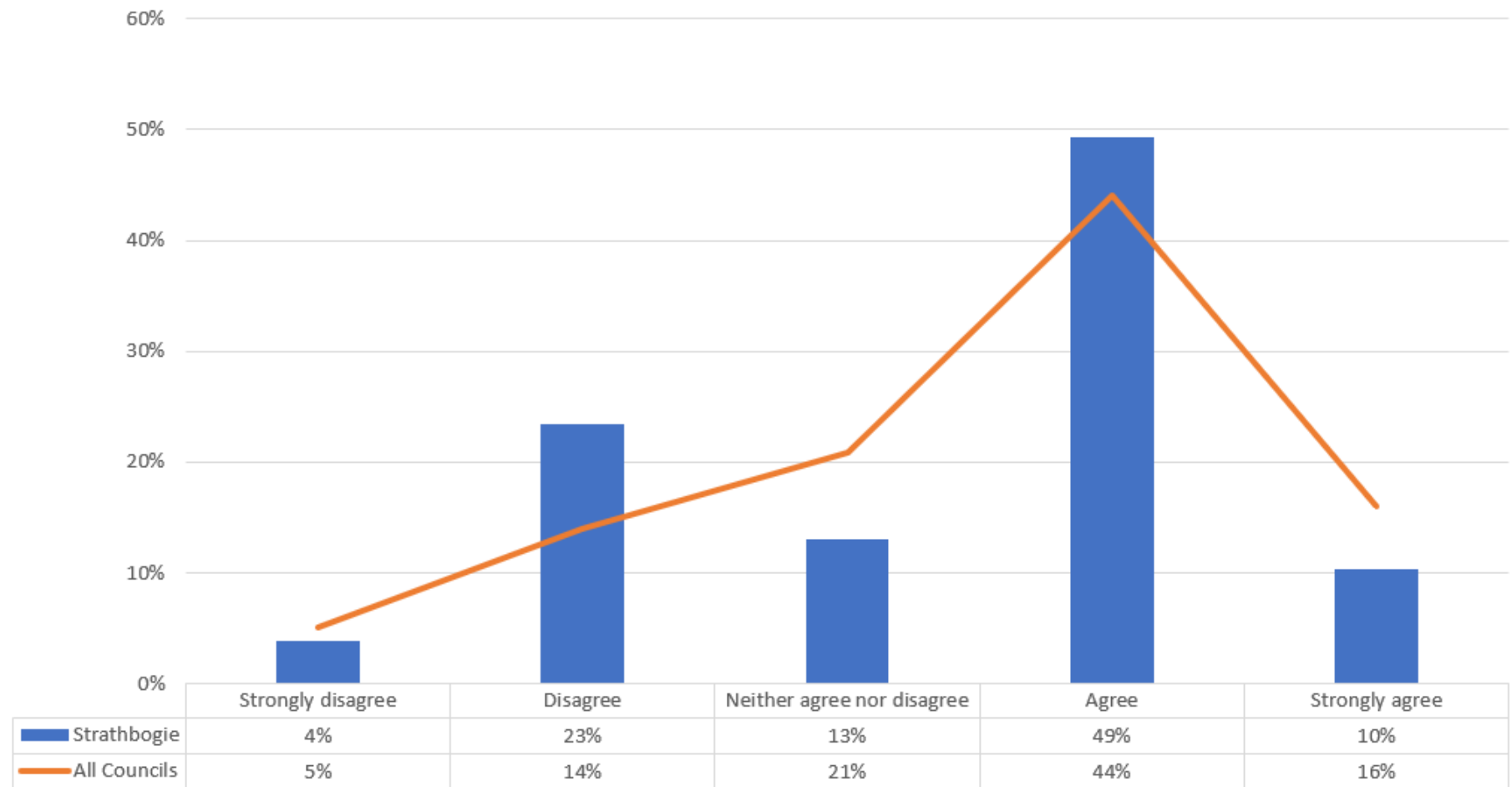


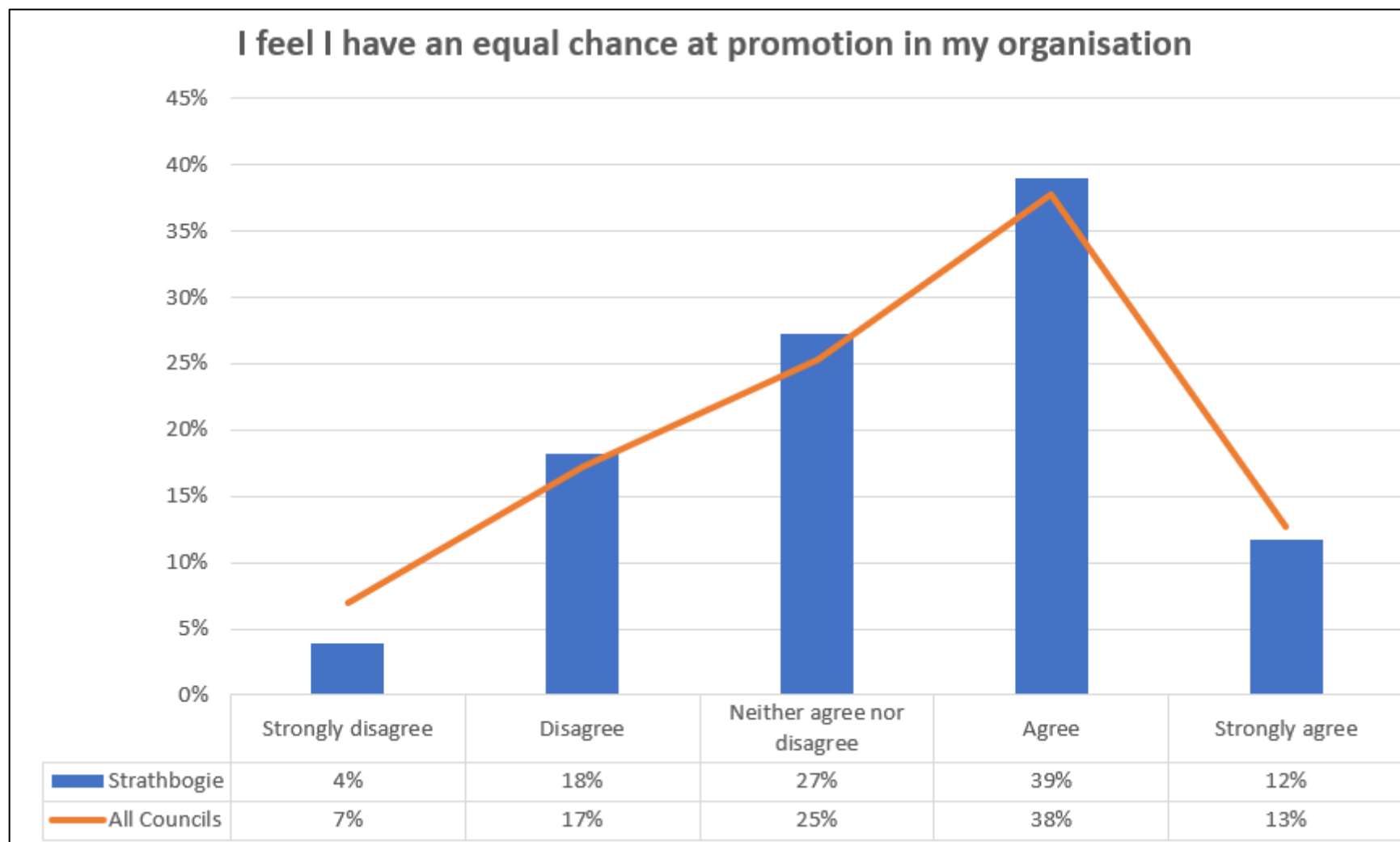
My organisation makes fair recruitment and promotion decisions, based on merit

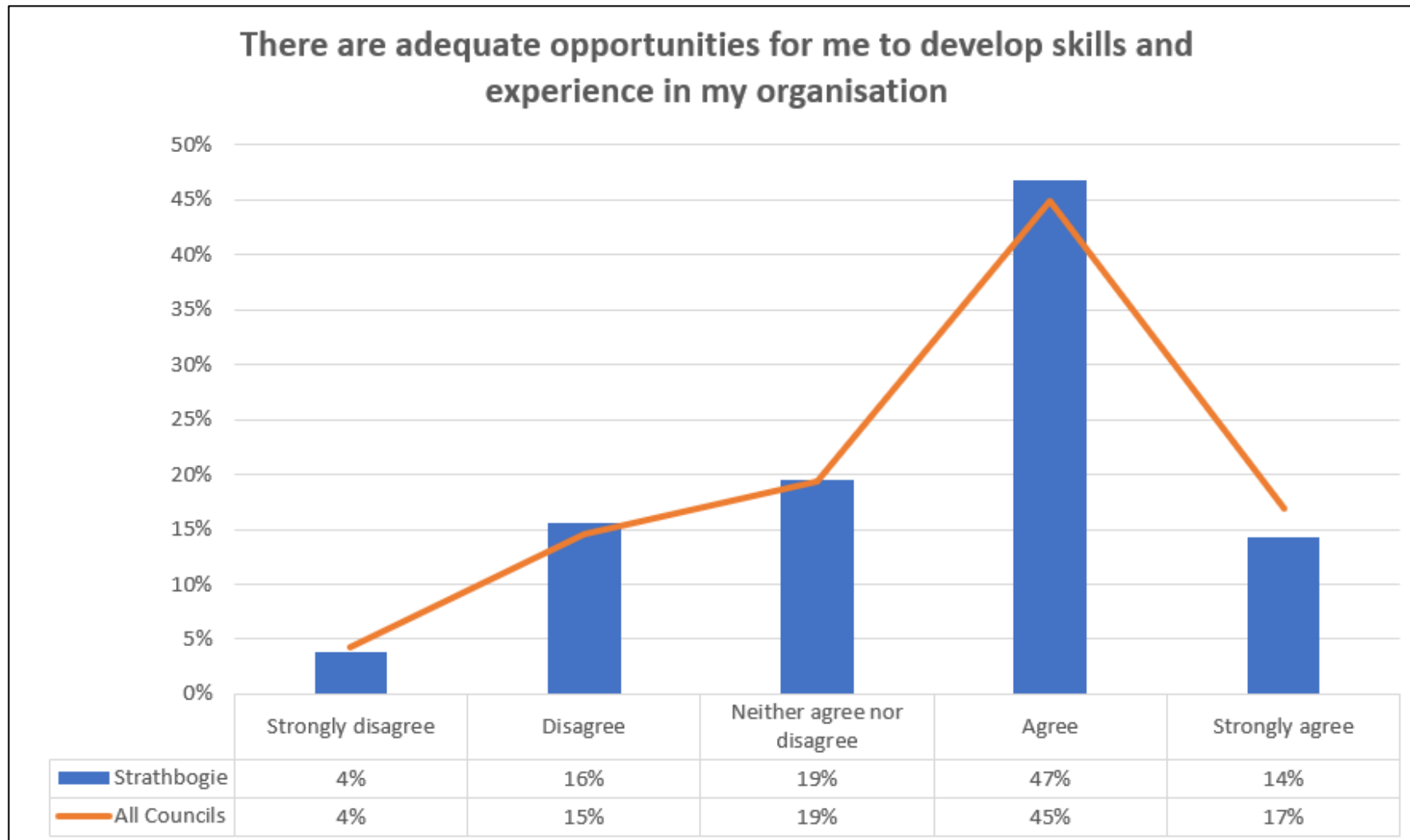


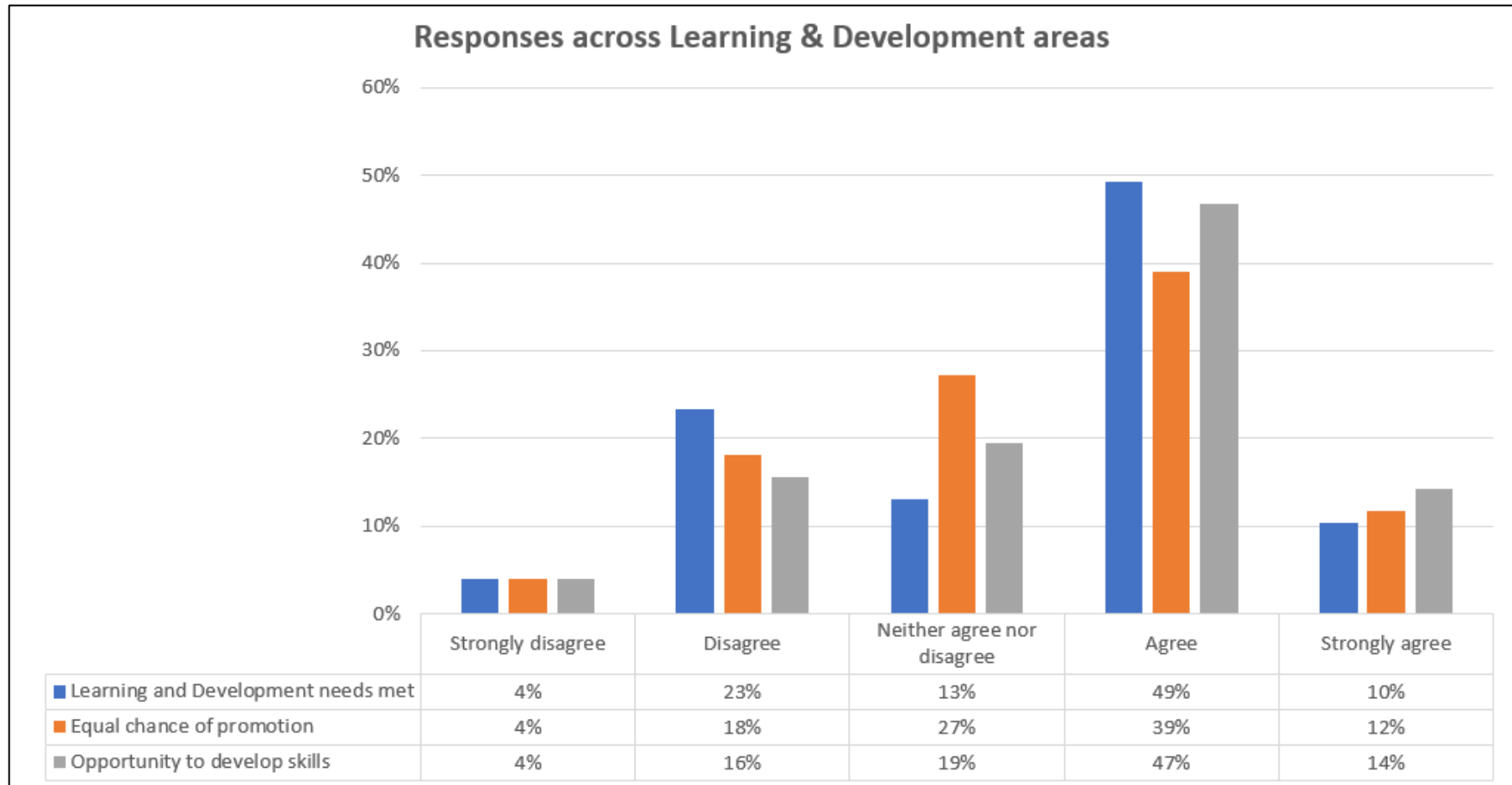


I am satisfied with the way my learning and development needs have been addressed in the last 12 months



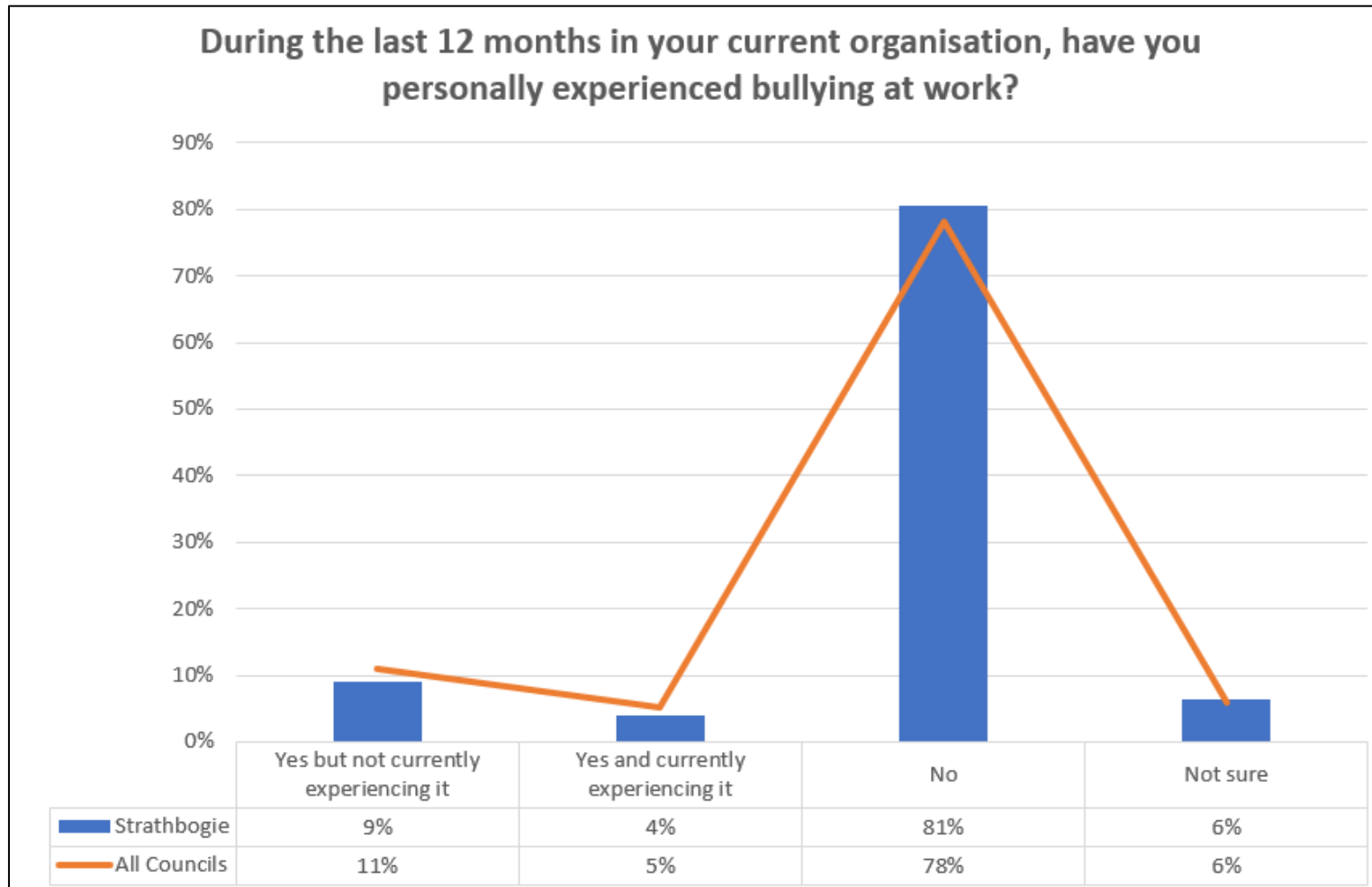






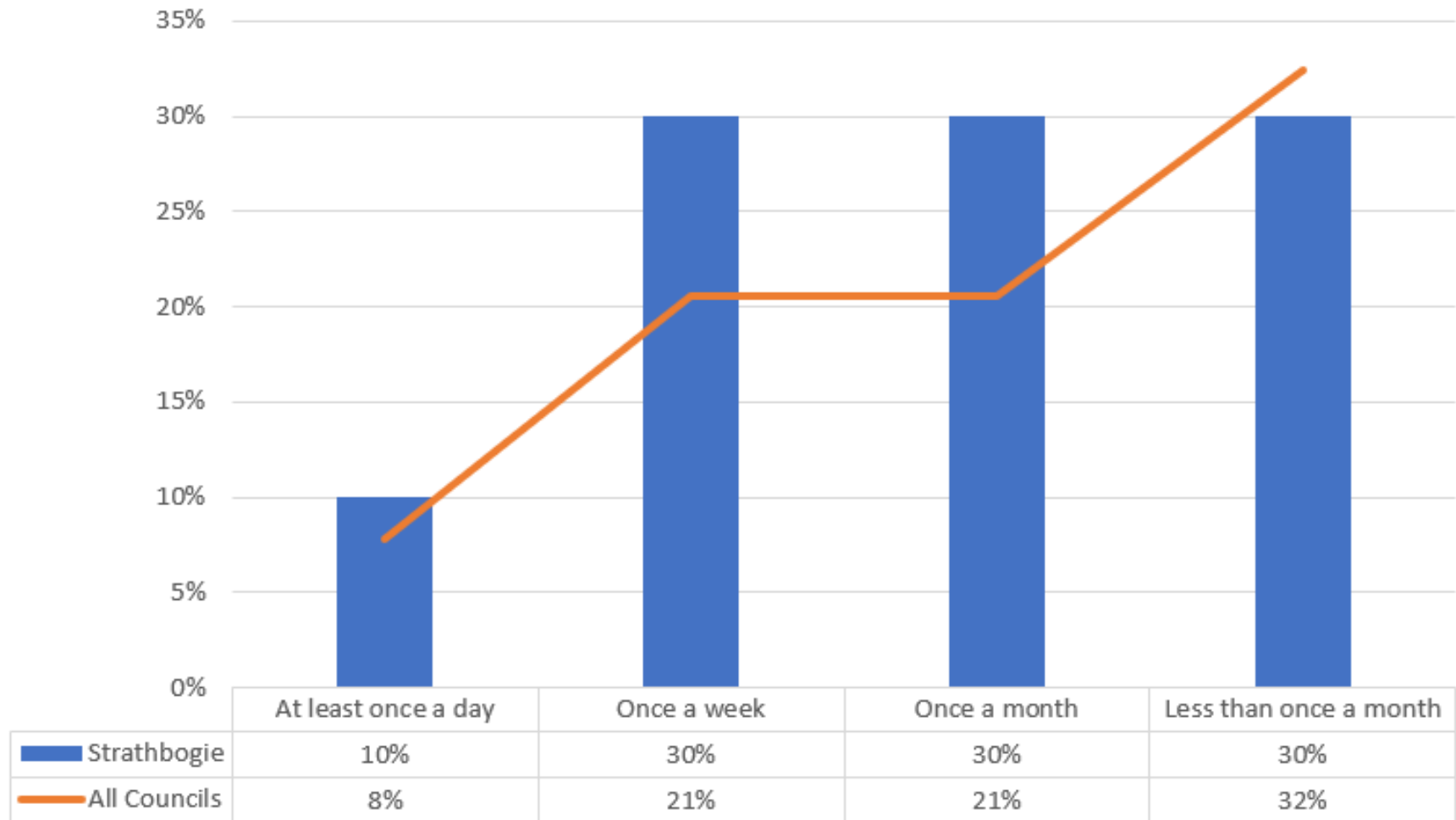


13% of respondents experienced bullying within the last 12 months. The state average across local government was 16%.



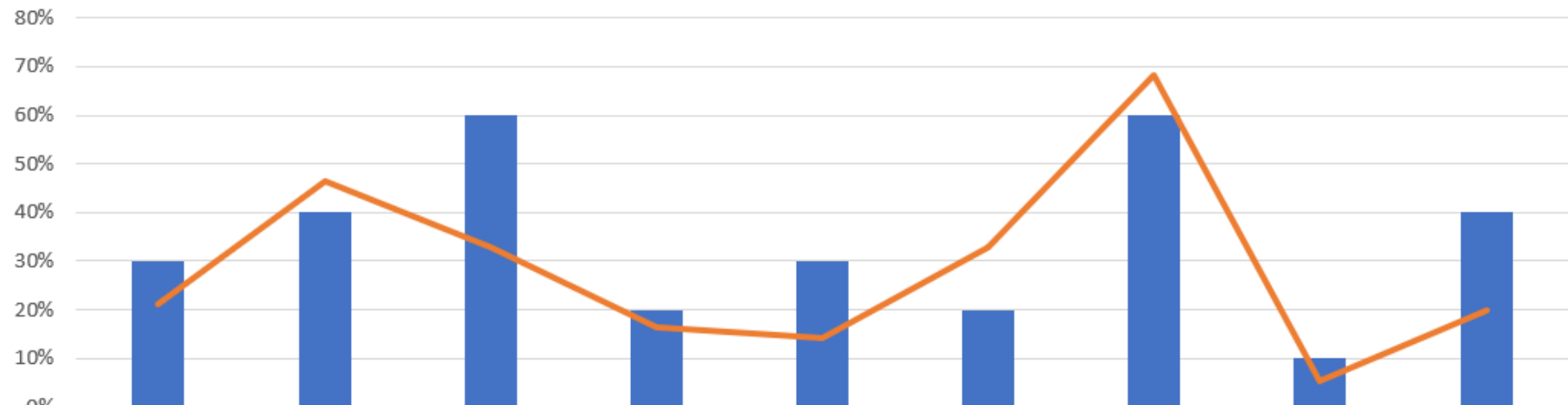


How often have you experienced bullying?

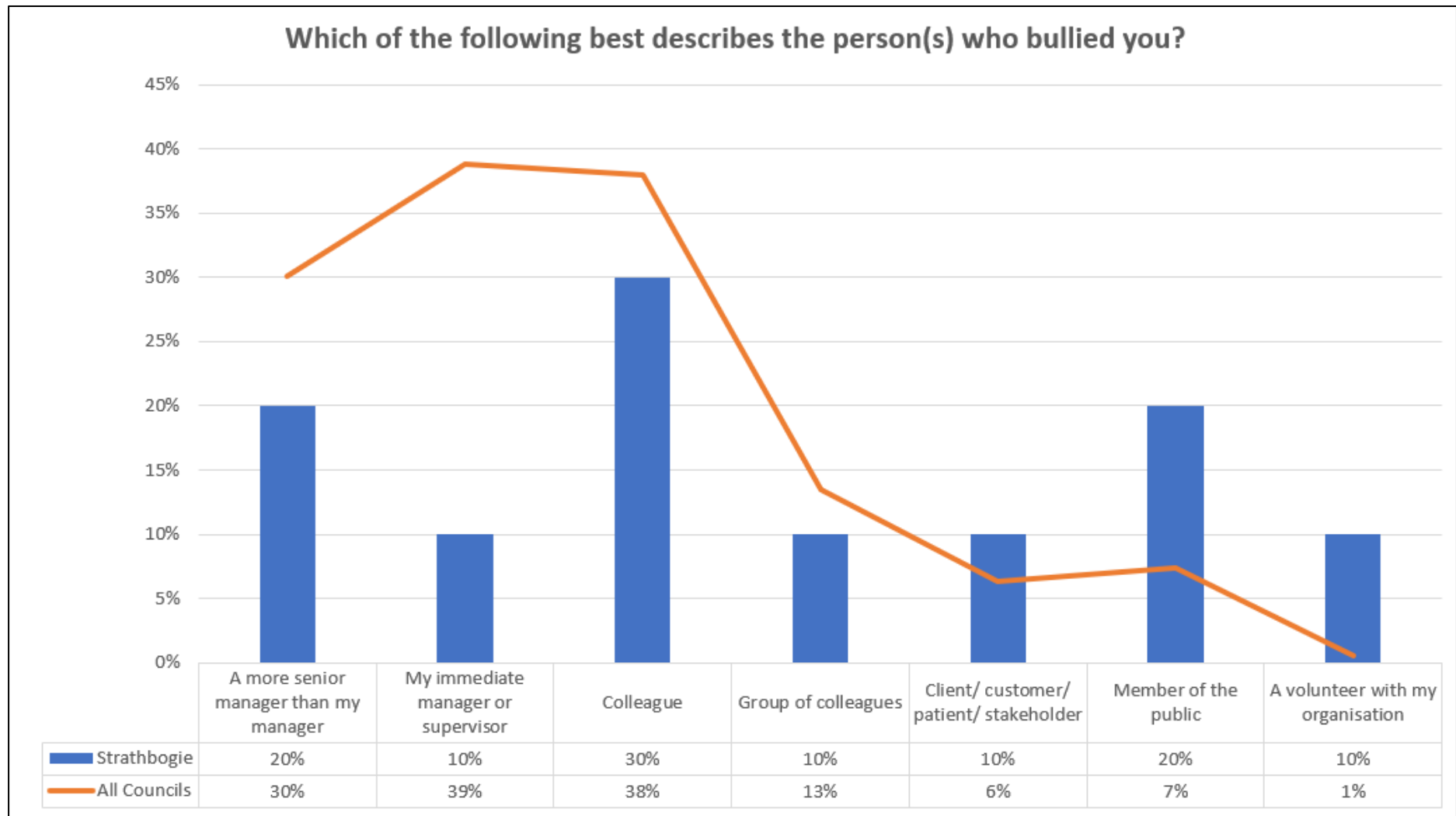




What type of bullying did you experience?

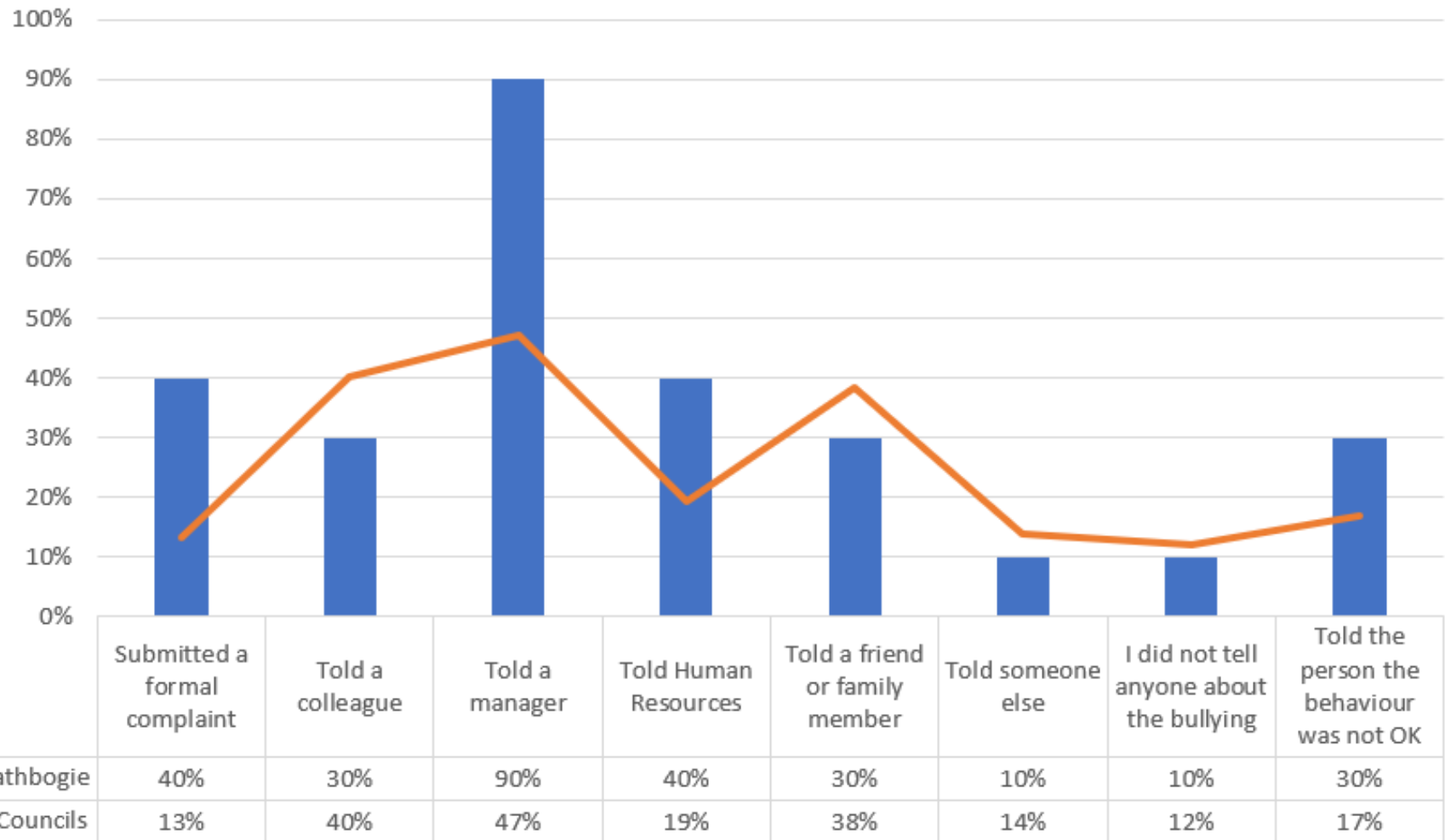


Strathbogie	30%	40%	60%	20%	30%	20%	60%	10%	40%
All Councils	21%	46%	33%	16%	14%	33%	68%	5%	20%



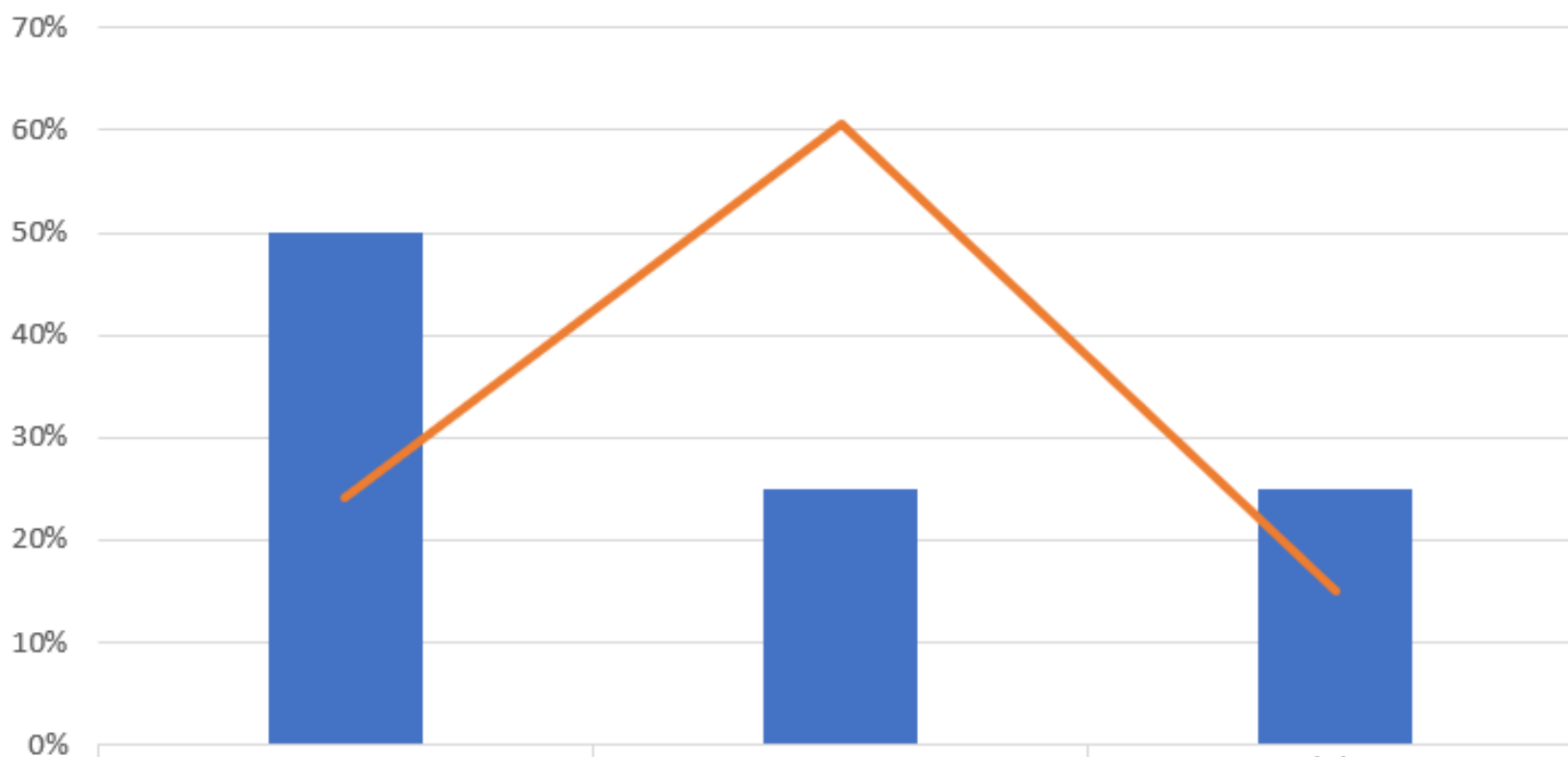


Did you tell anyone about the bullying?

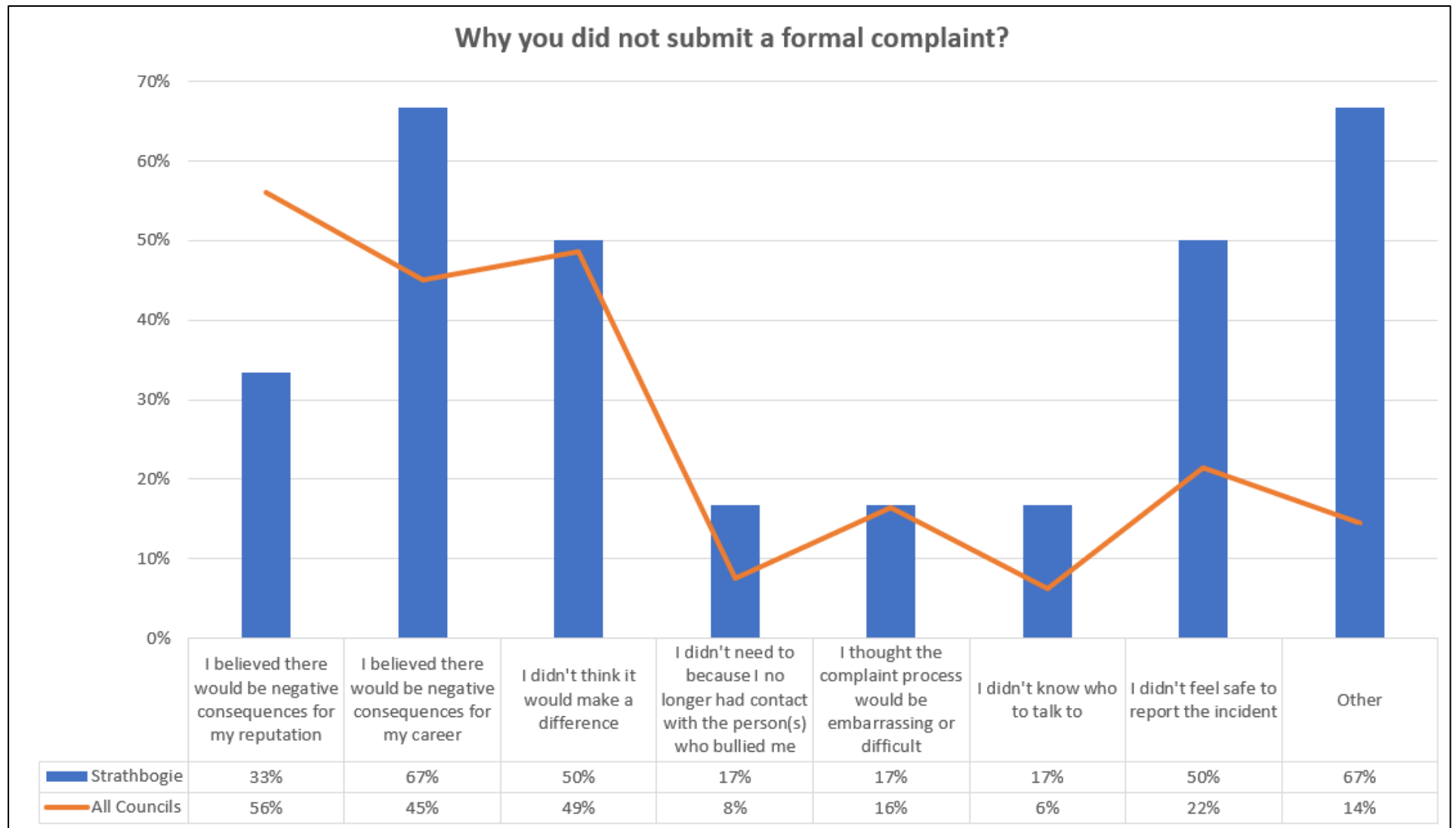




Were you satisfied with the way your formal complaint was handled?

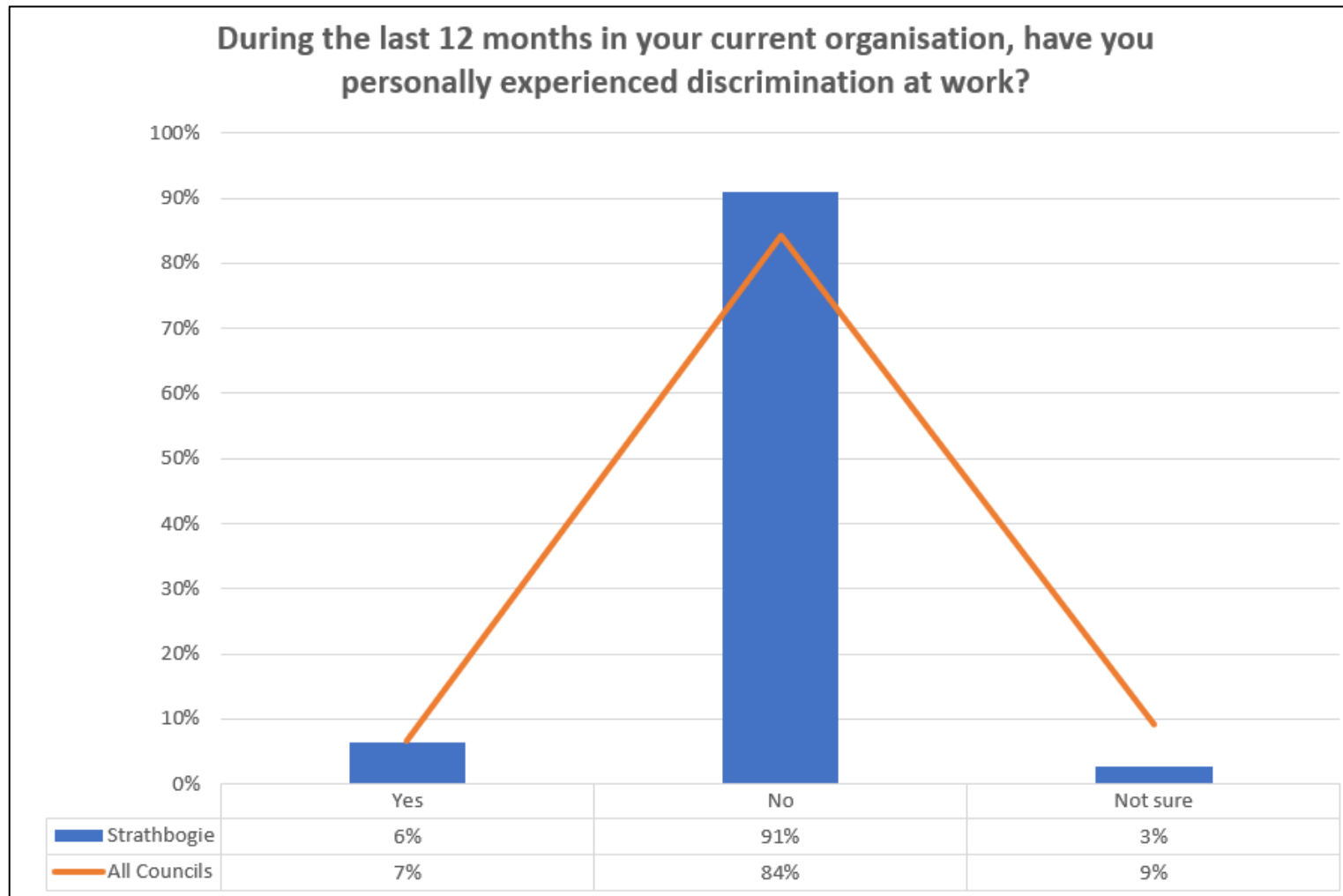


Strathbogie	50%	25%	25%
All Councils	24%	61%	15%



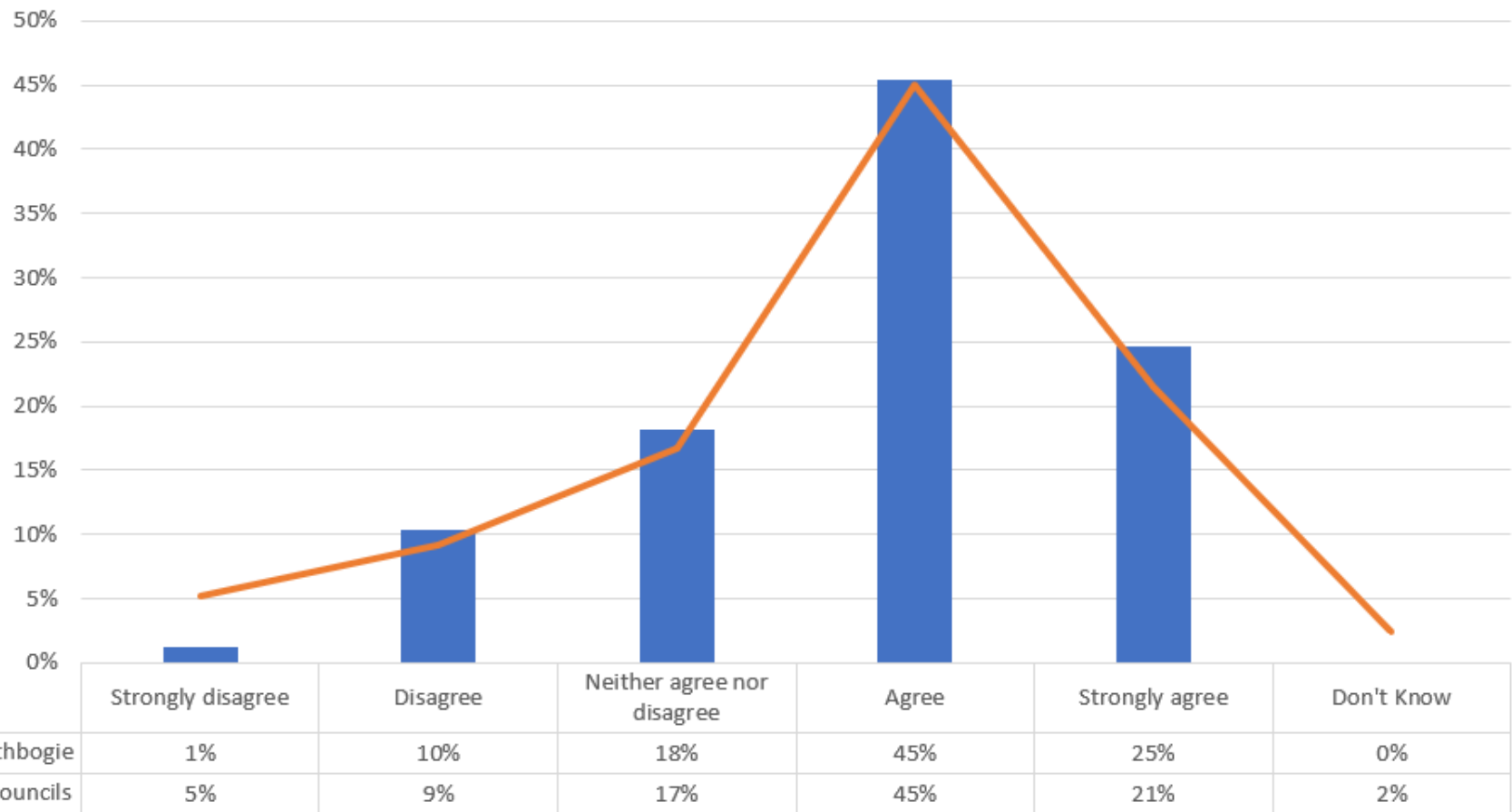


6% of respondents experienced discrimination within the last 12 months. The state average across local government was 7%.

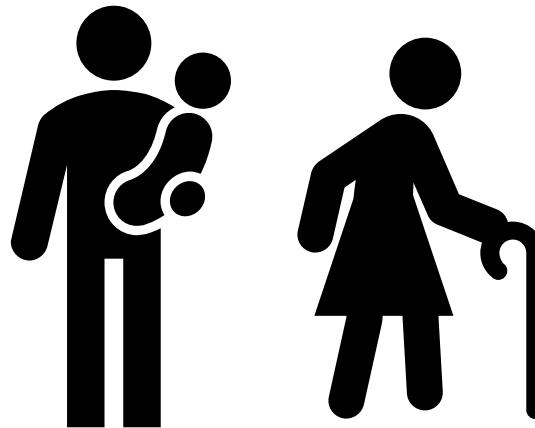




My organisation takes steps to eliminate bullying, harassment and discrimination



Indicator 6: Availability and utilisation of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities

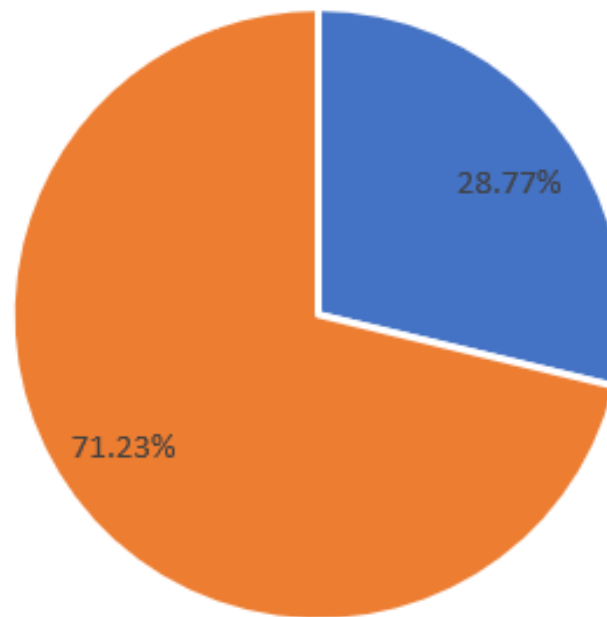


Flexible working arrangements and leave entitlements including parental leave help Victorians of all genders balance paid work with other responsibilities. But structural and cultural factors mean women are far more likely than men to work flexibly, especially by working part time, and taking longer parental leave. On average women do nearly twice as much unpaid work as men.

It's important that defined entities collect clear data on who is accessing flexible work so they can see what extra support might be needed. By encouraging more men to work flexibly and take leave to care for children or others, organisations can contribute to a more equal gender balance in unpaid work.

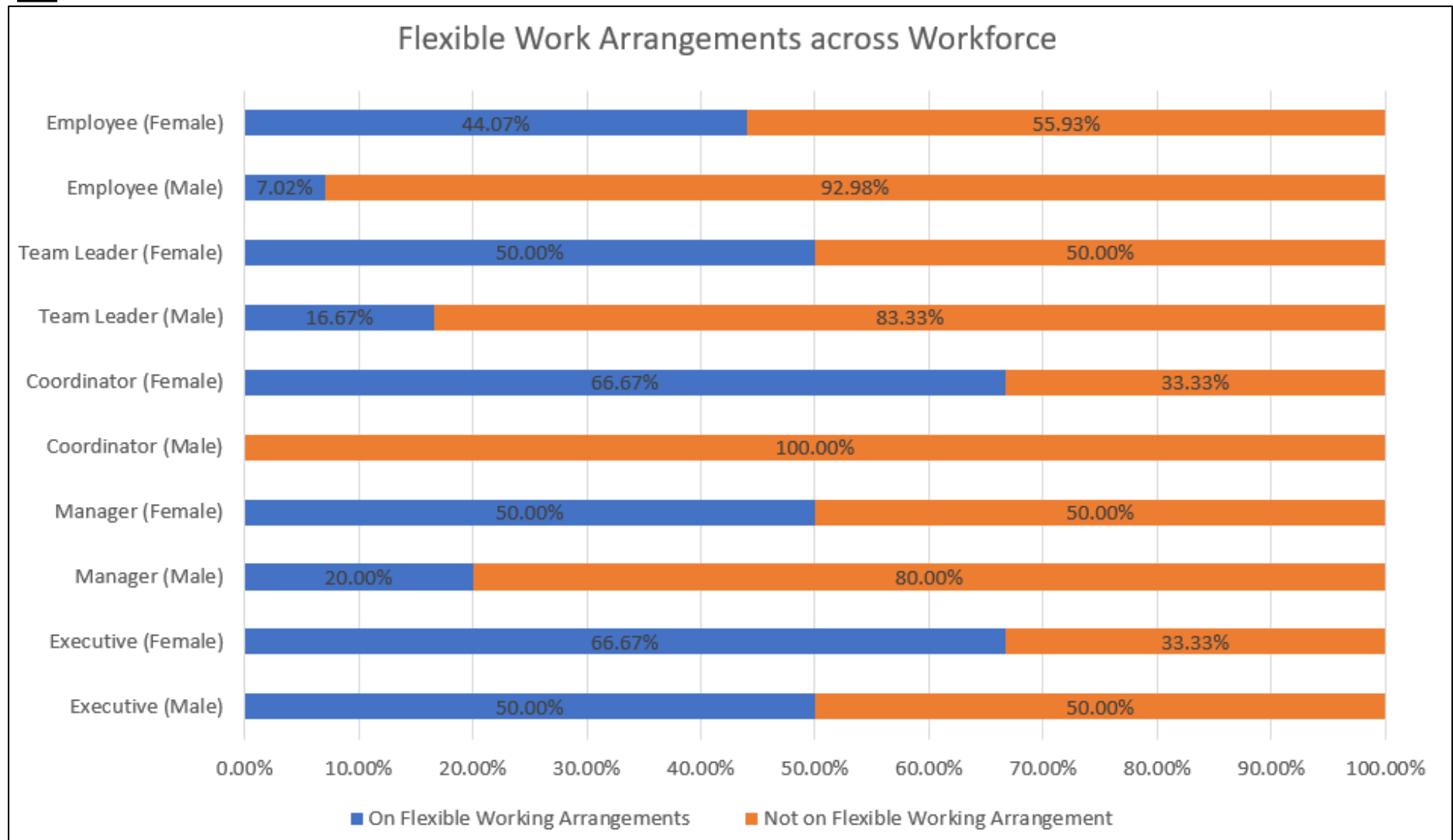


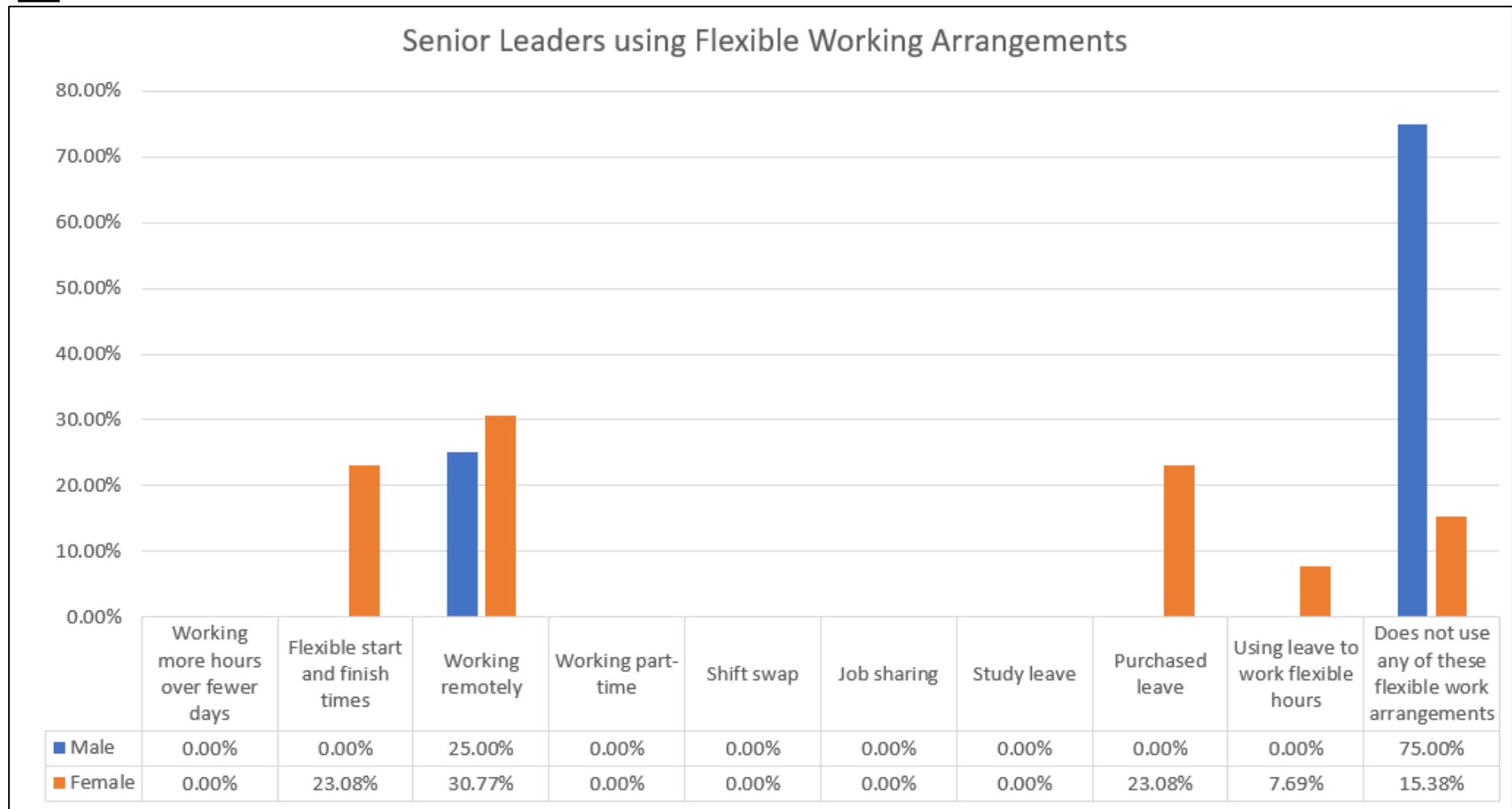
Workforce on Flexible Working Arrangements



■ On Flexible Working Arrangements

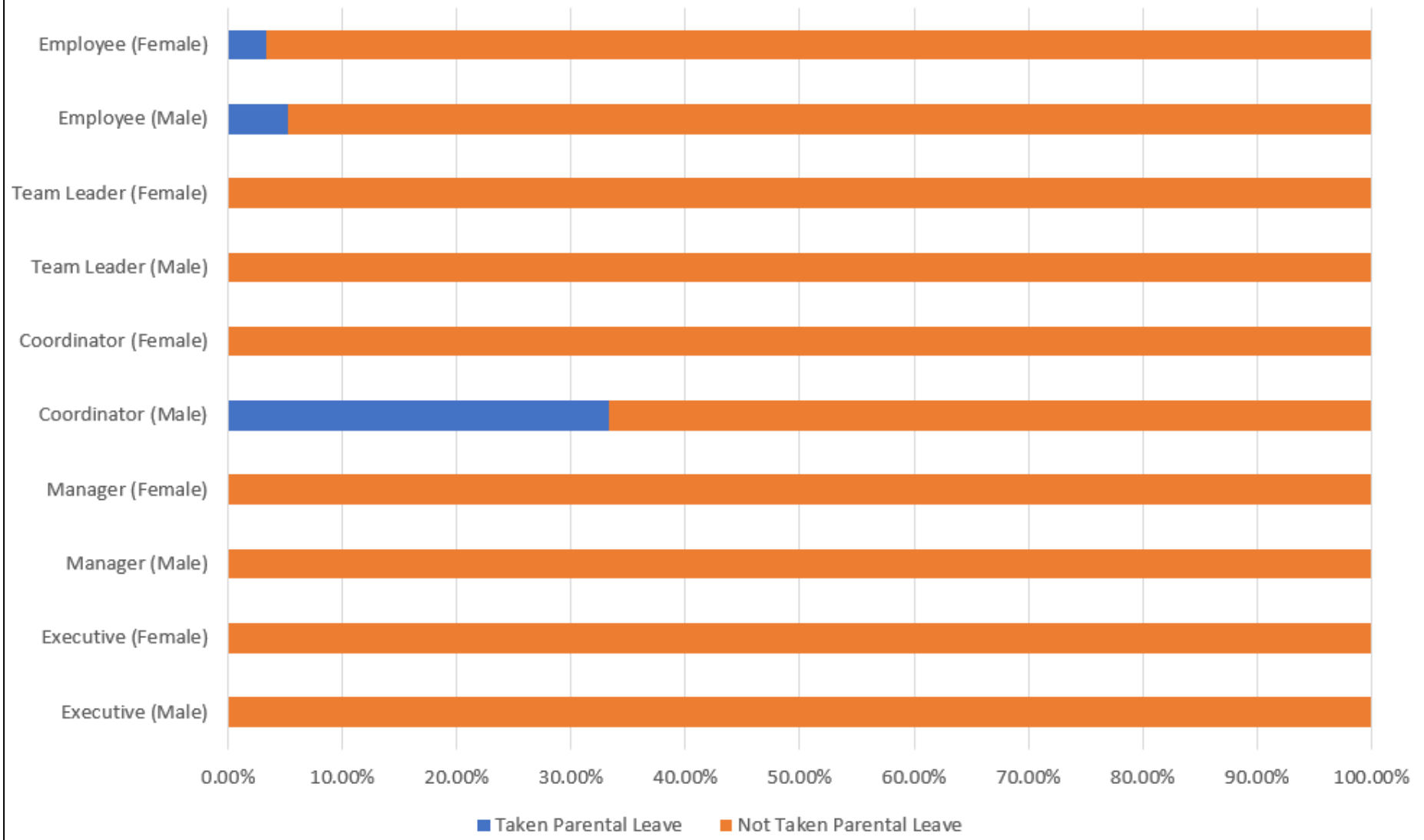
■ Not on Flexible Working Arrangement

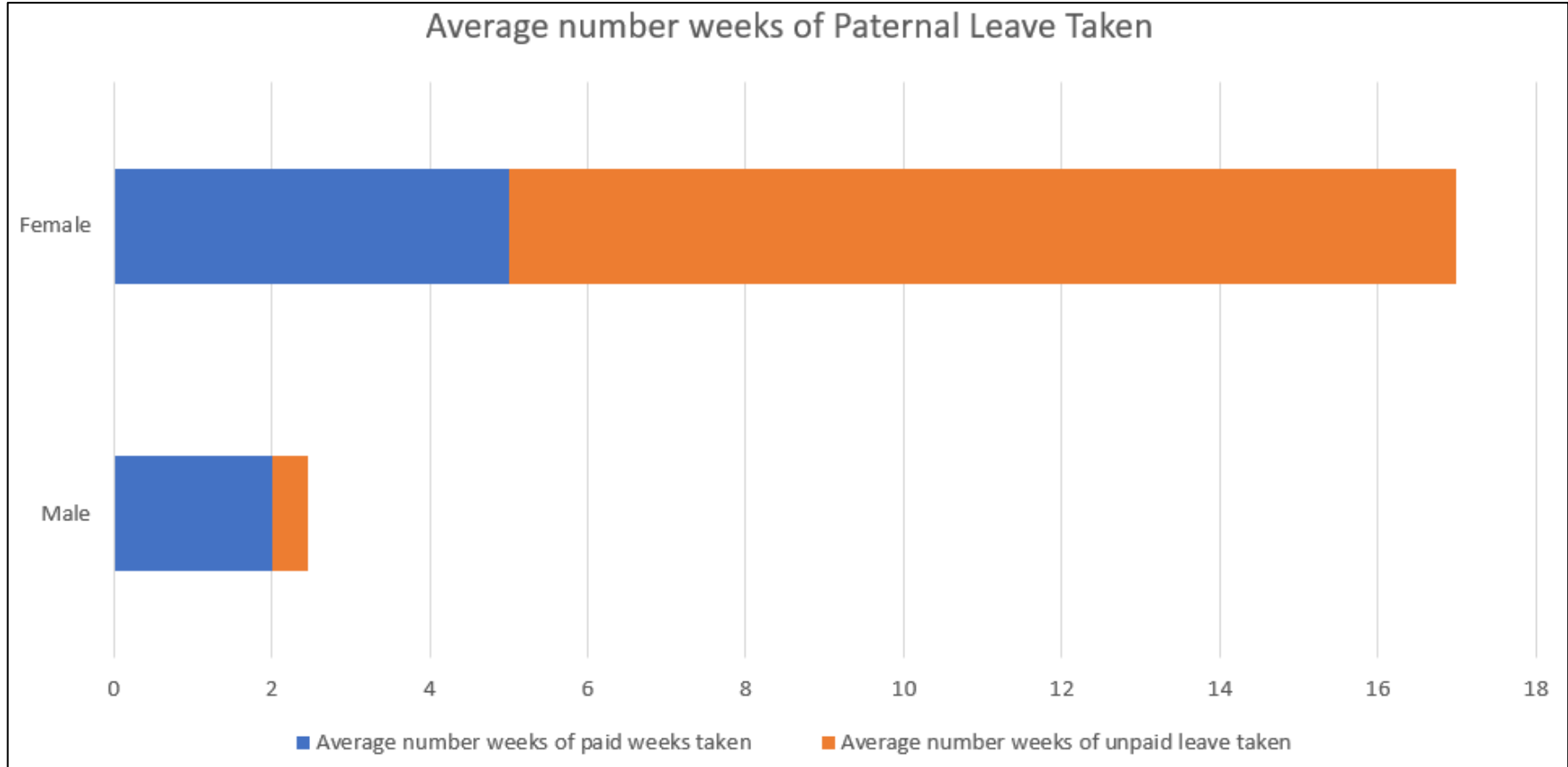




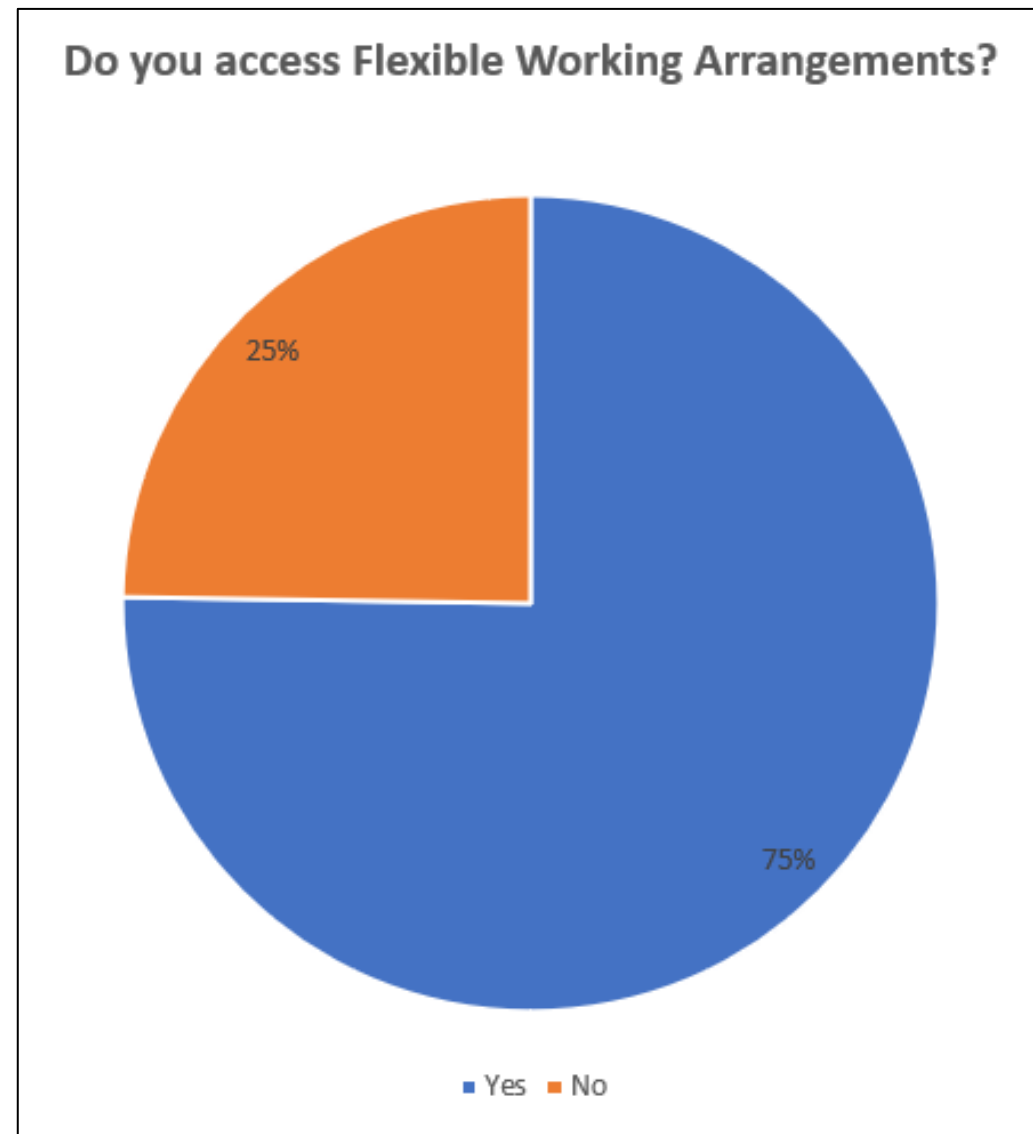


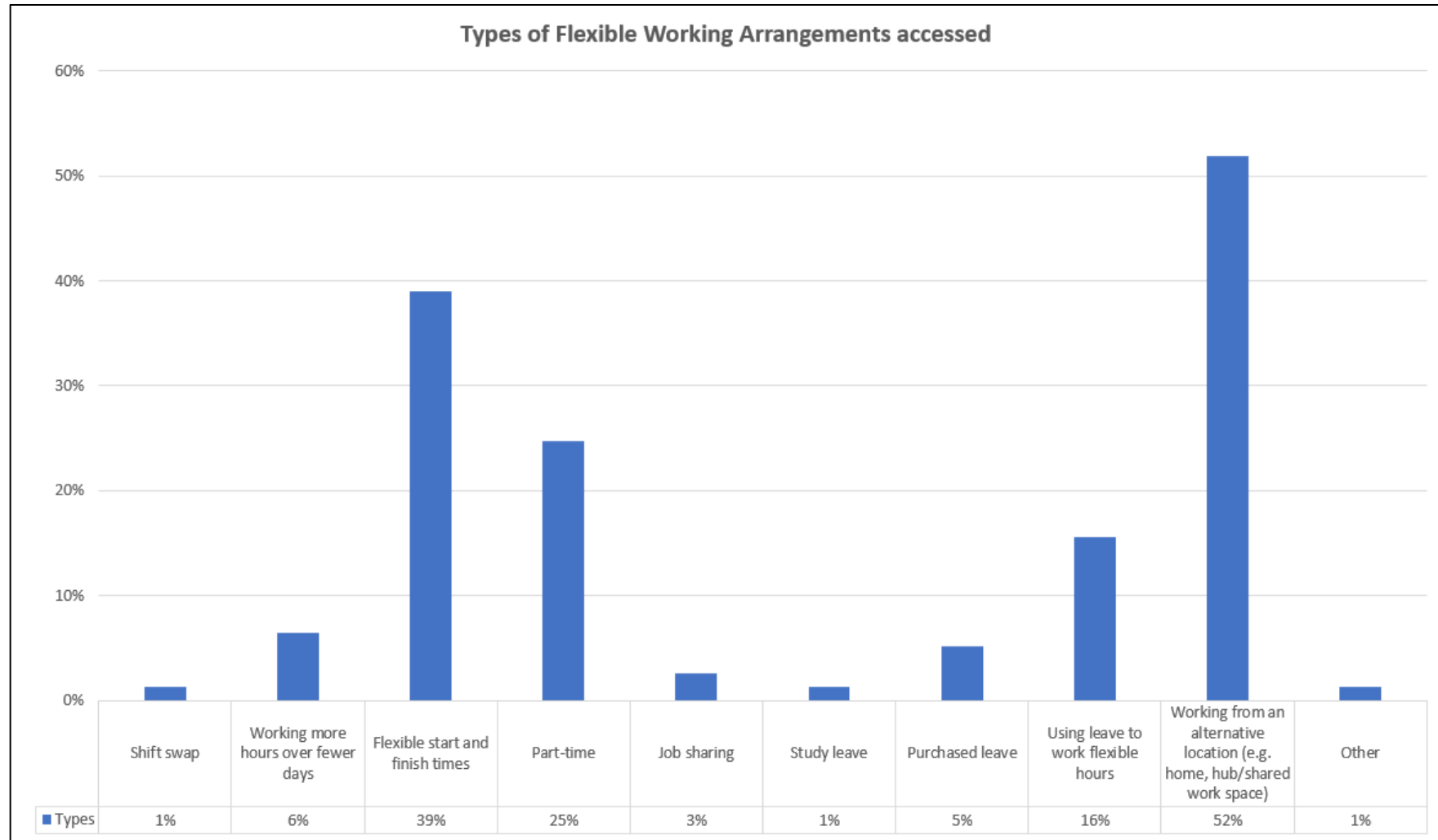
Parental Leave Across the Workforce

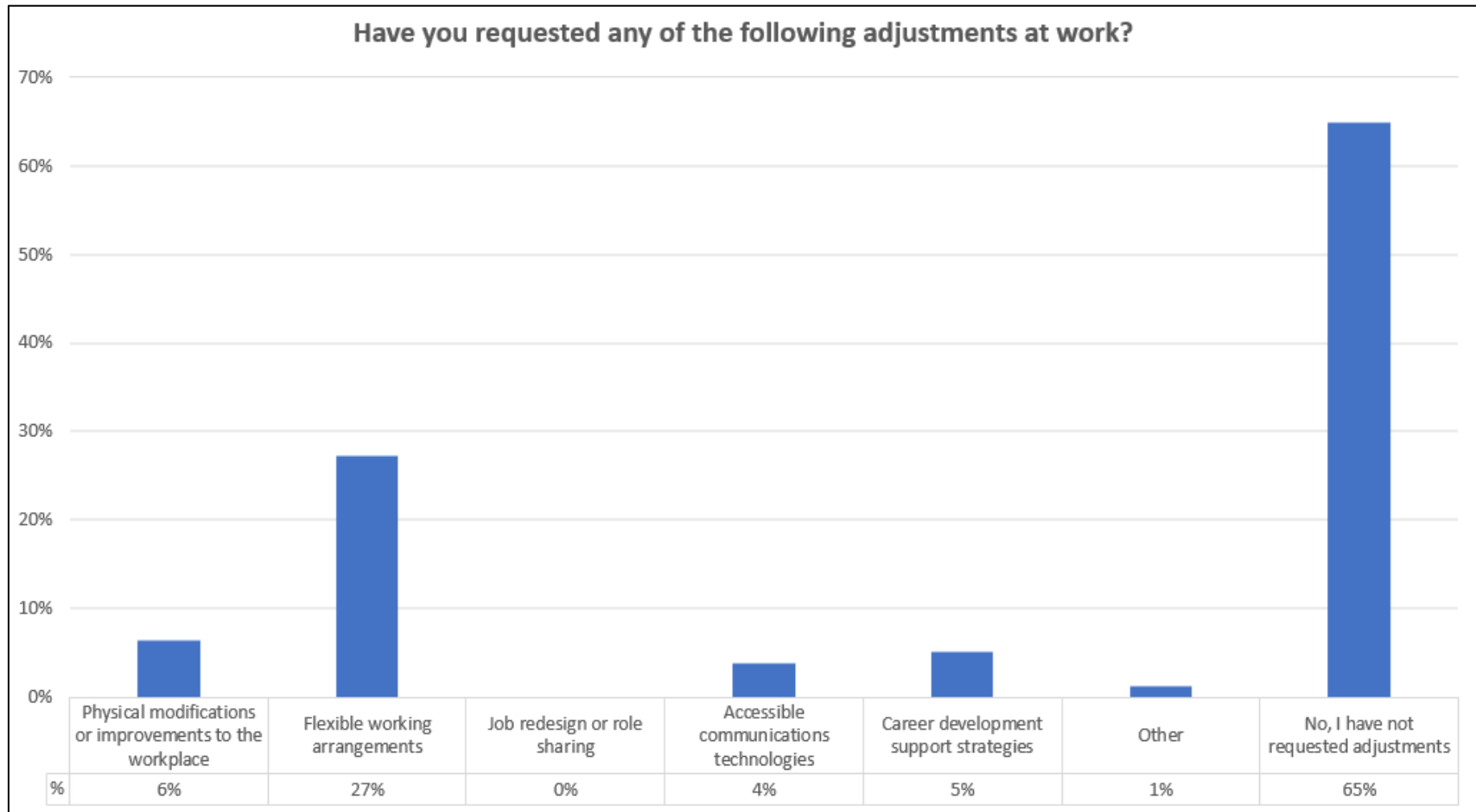


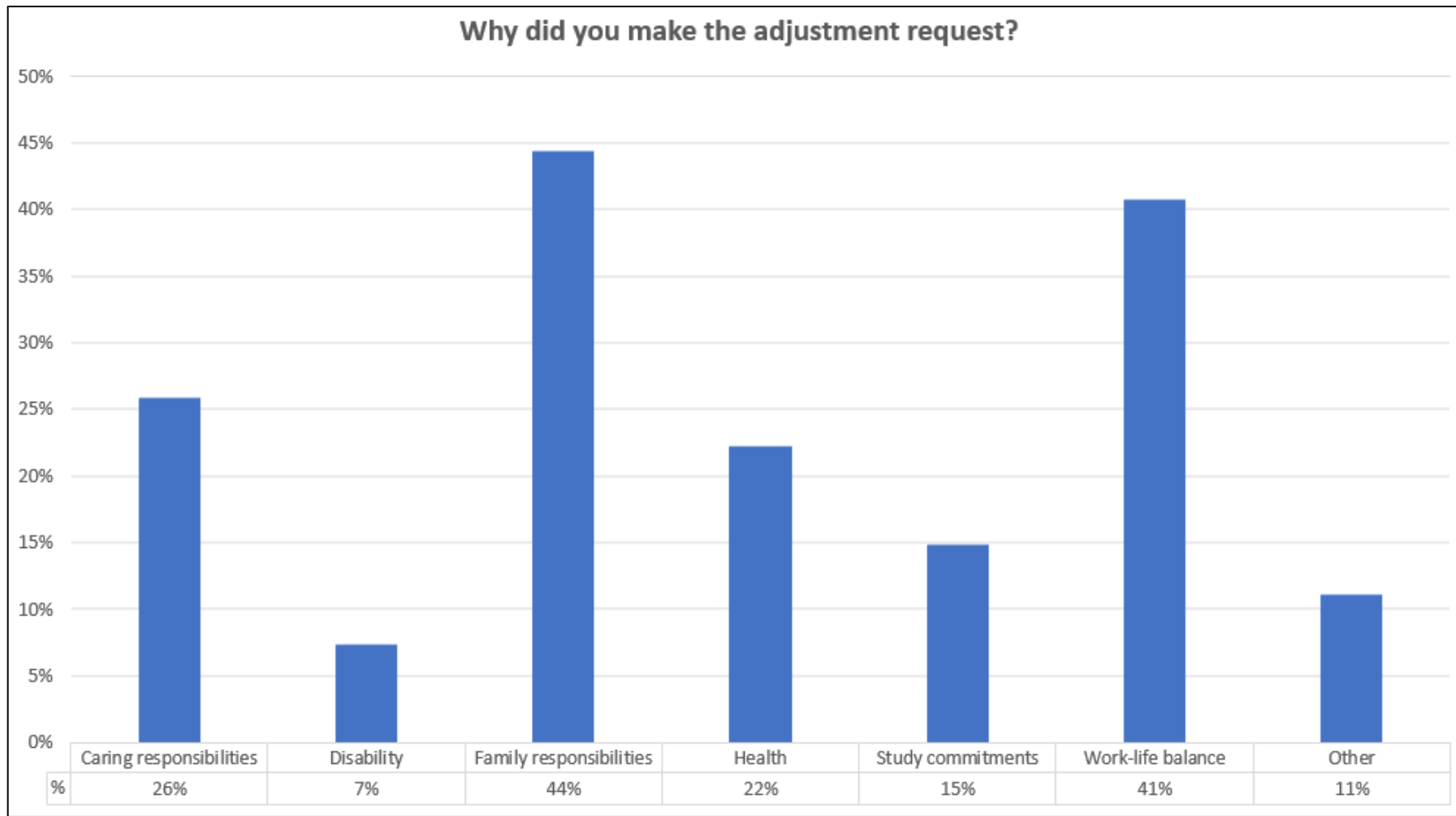


There were no exits recorded during Parental Leave



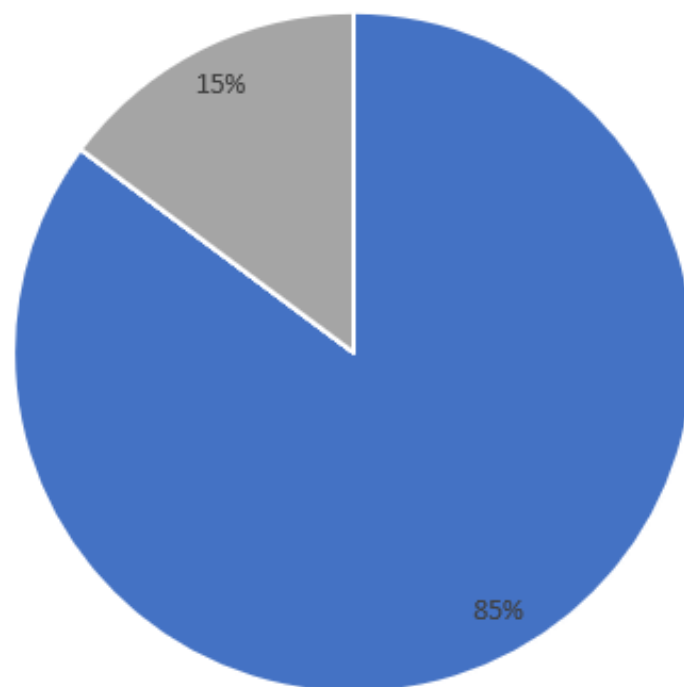








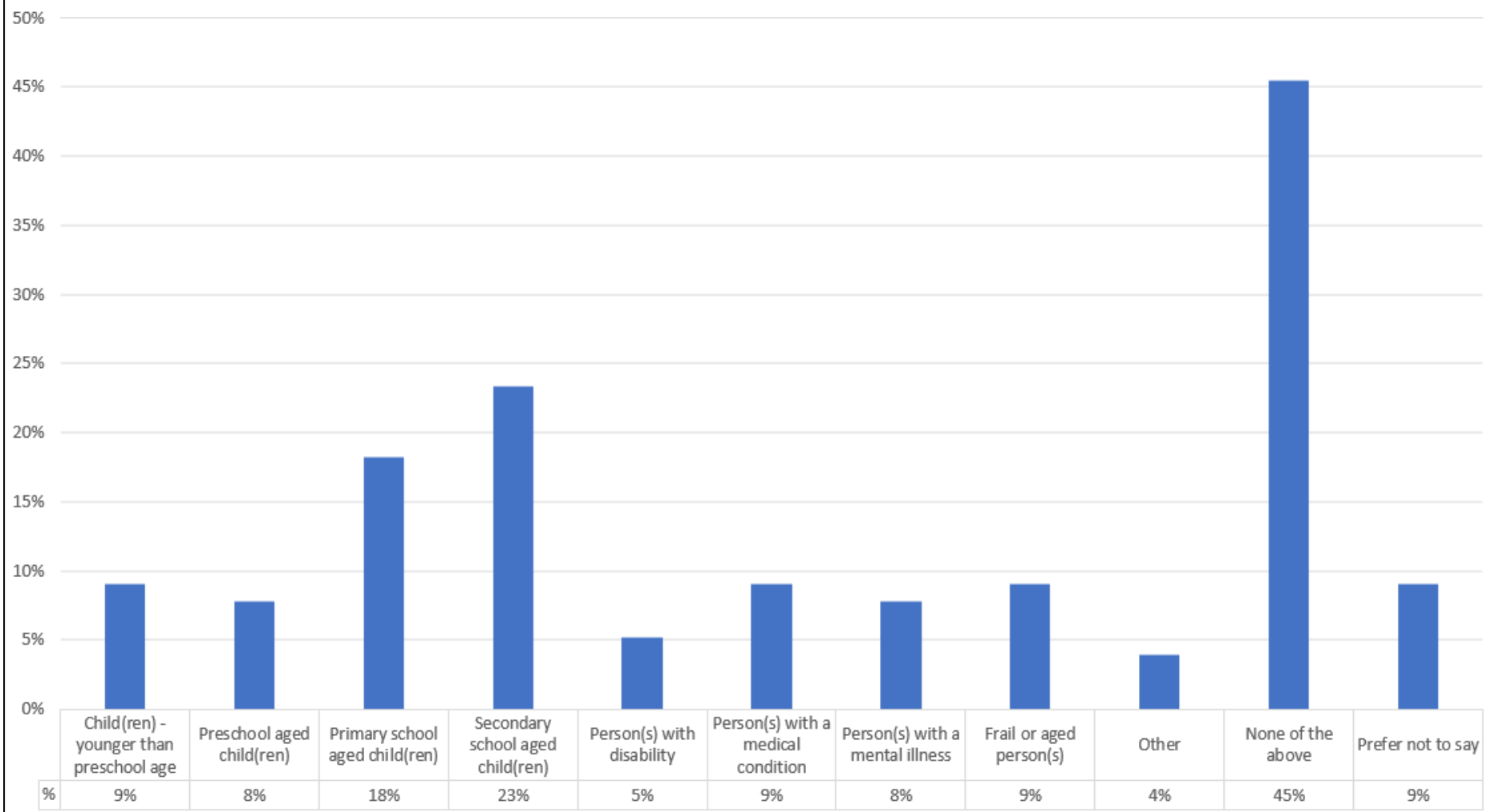
What was your experience with making the request?

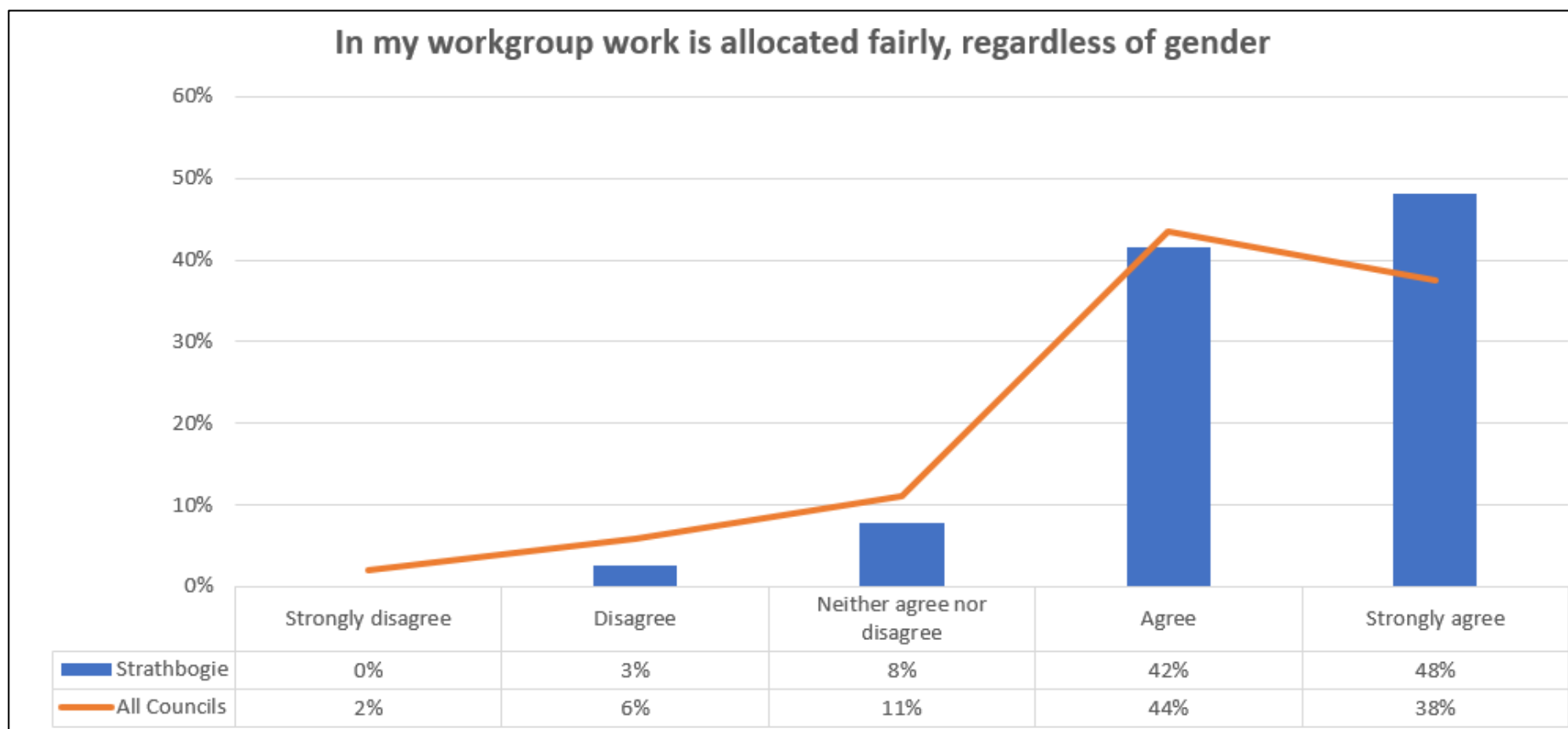


- The adjustments I needed were made and the process was satisfactory
- The adjustments I needed were made but the process was unsatisfactory
- The adjustments I needed were not made



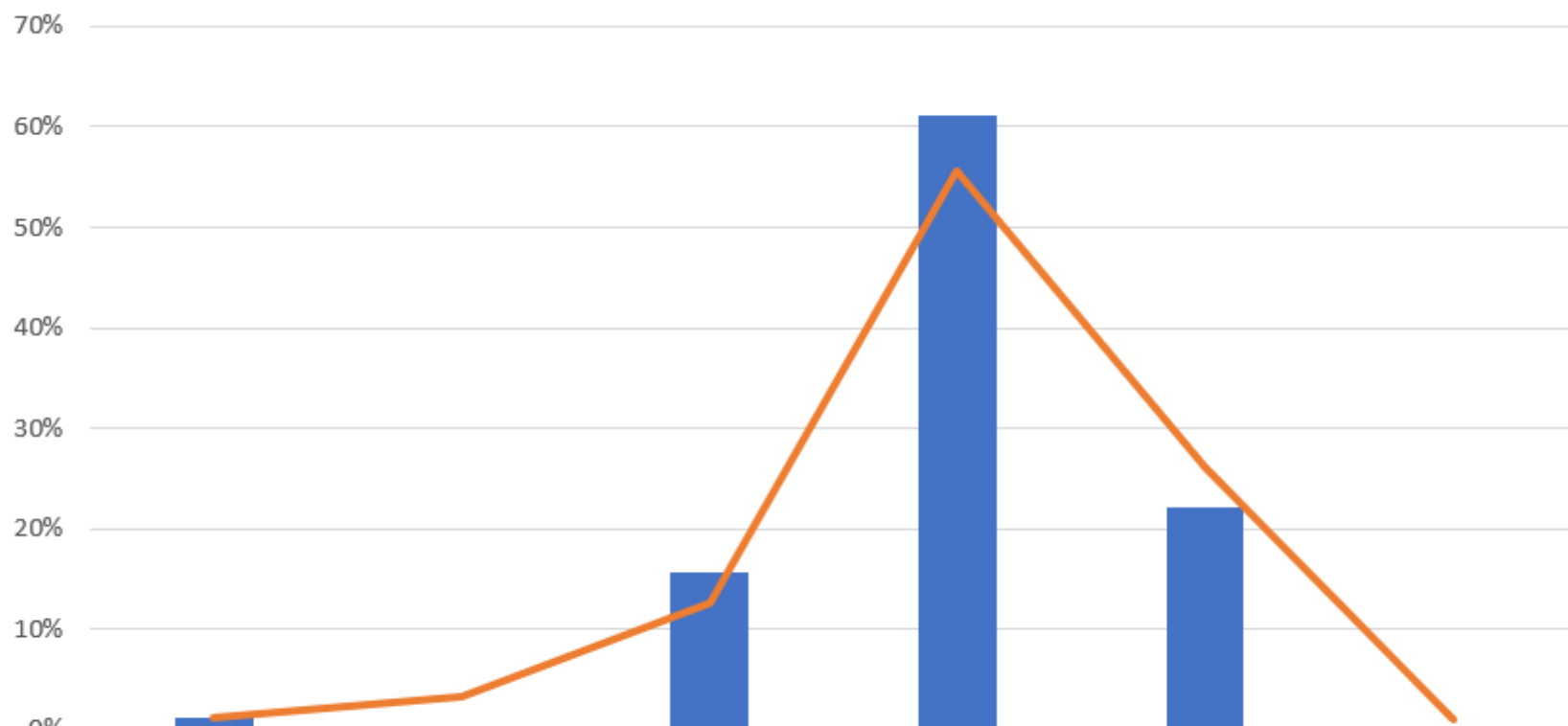
Do you have responsibility for caring for any of the following people?







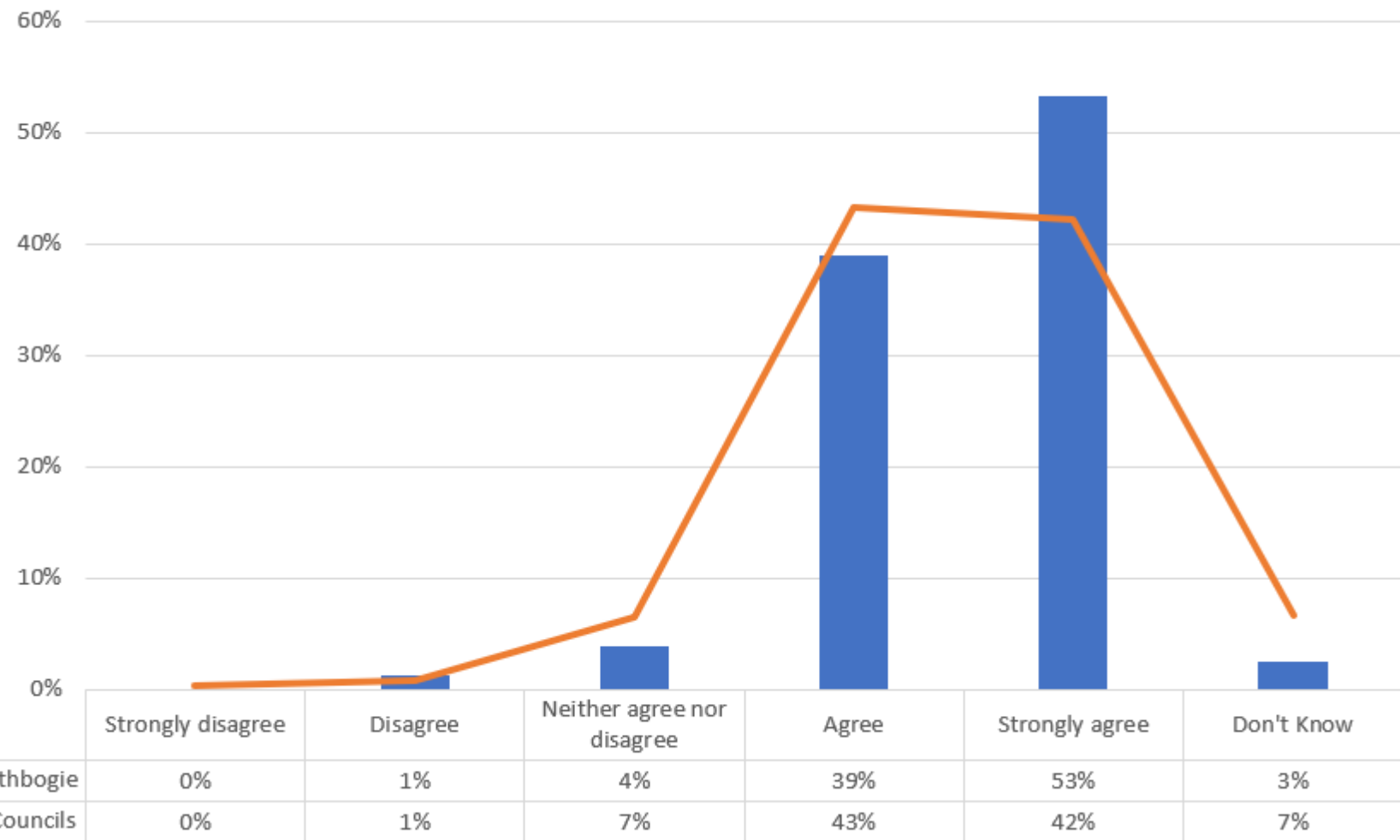
My organisation uses inclusive and respectful images and language



	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't Know
Strathbogie	1%	0%	16%	61%	22%	0%
All Councils	1%	3%	13%	56%	26%	1%

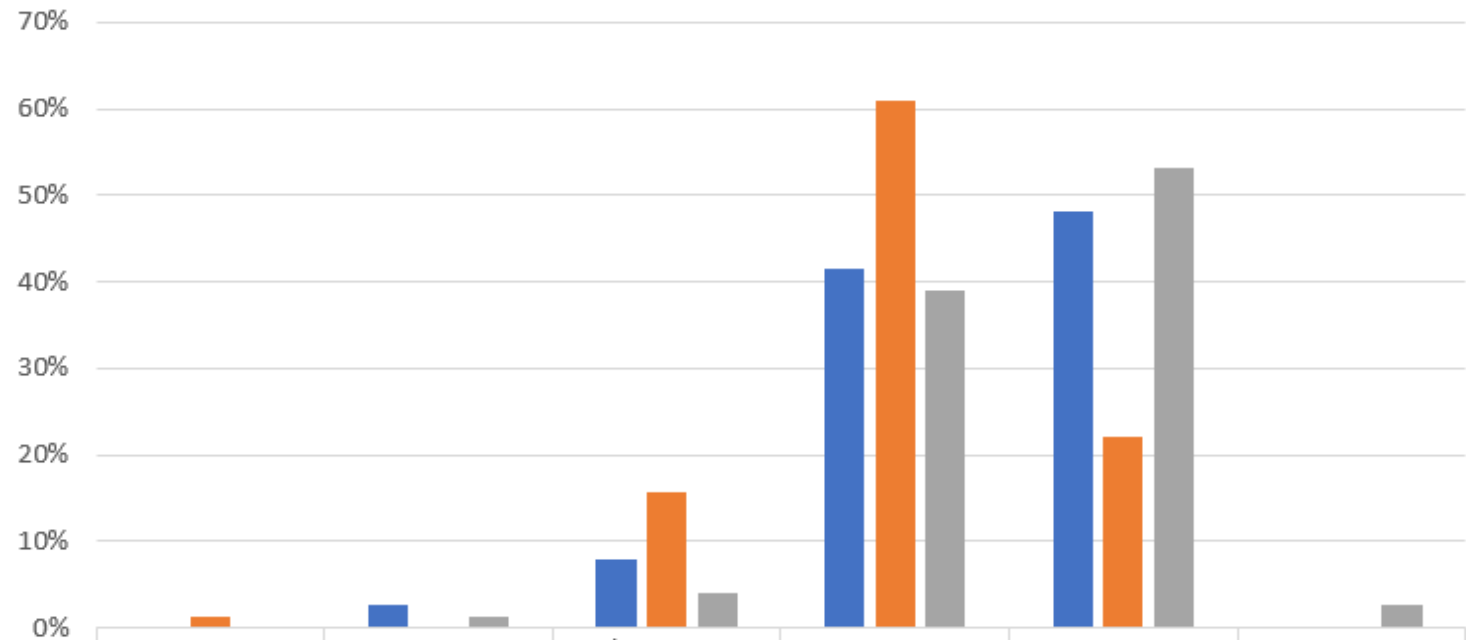


My organisation would support me if I needed to take family violence leave

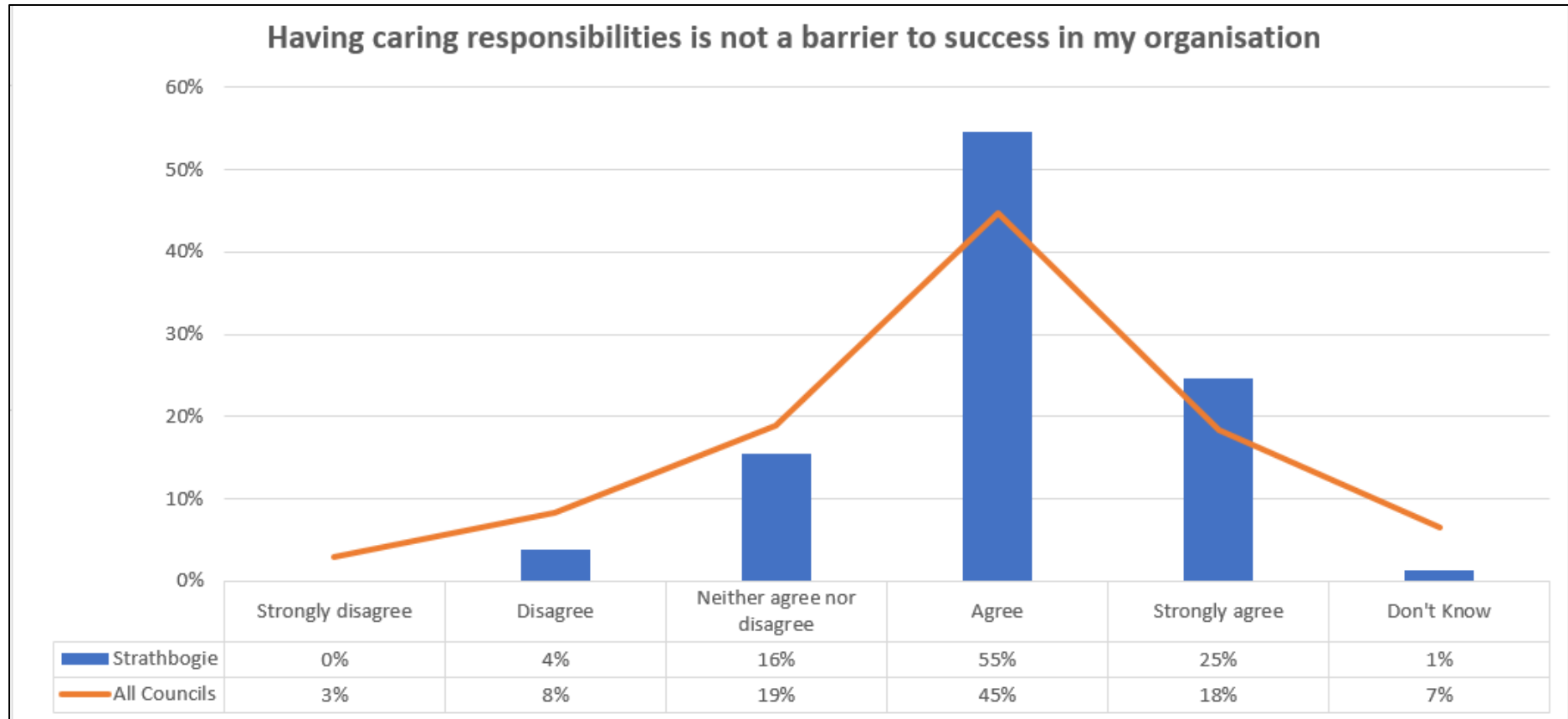


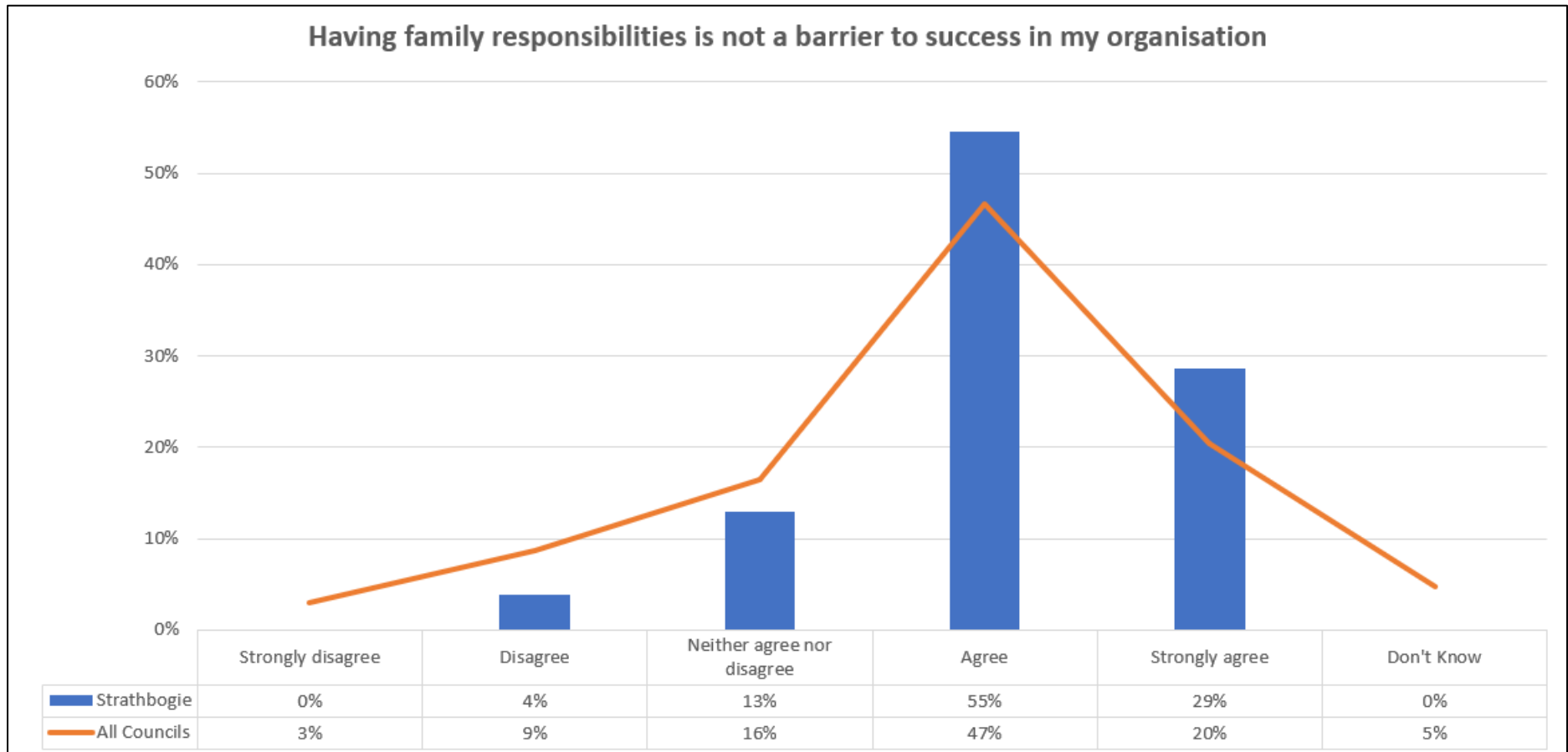


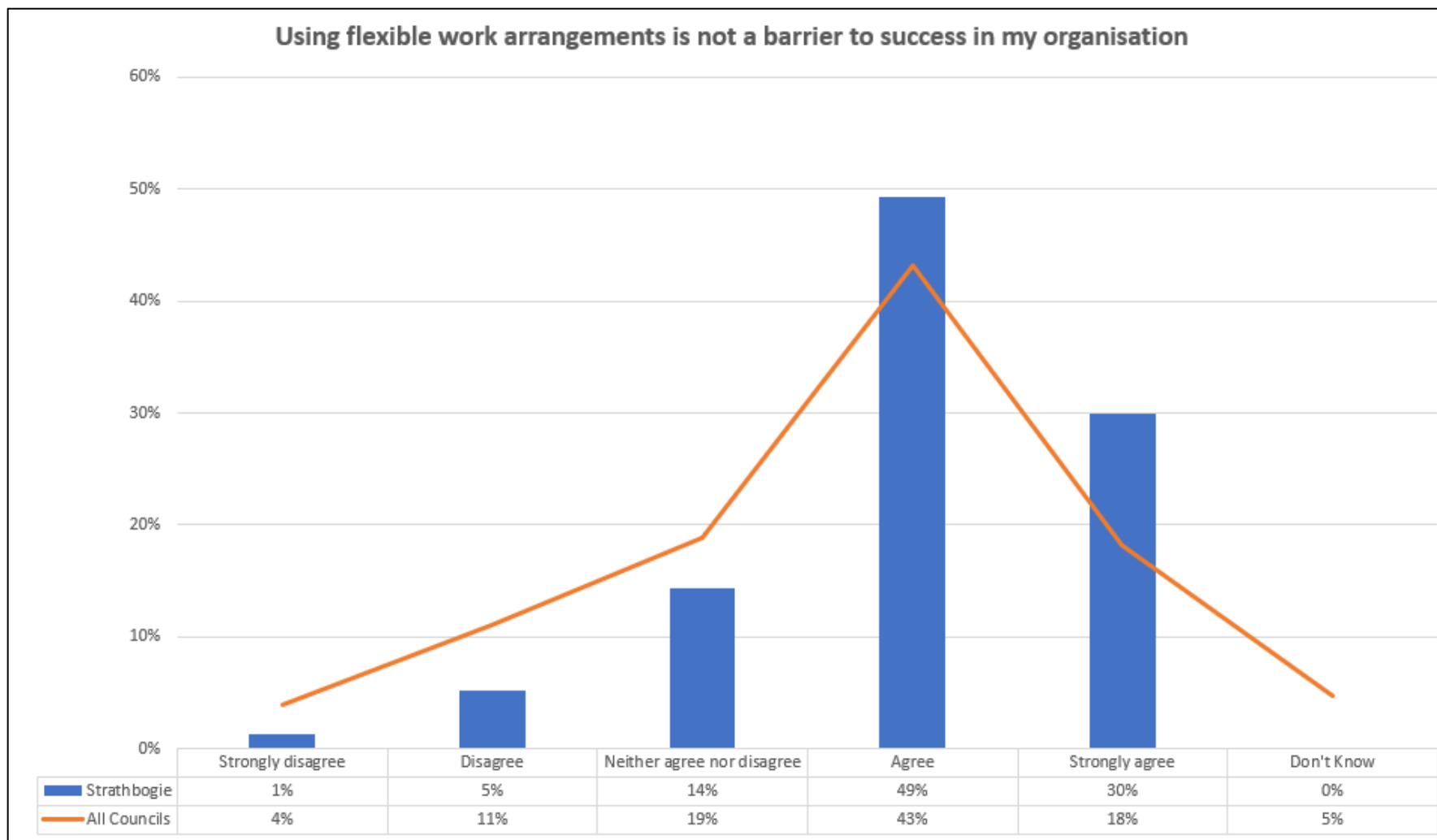
Responses across Gender Equality Support Measures

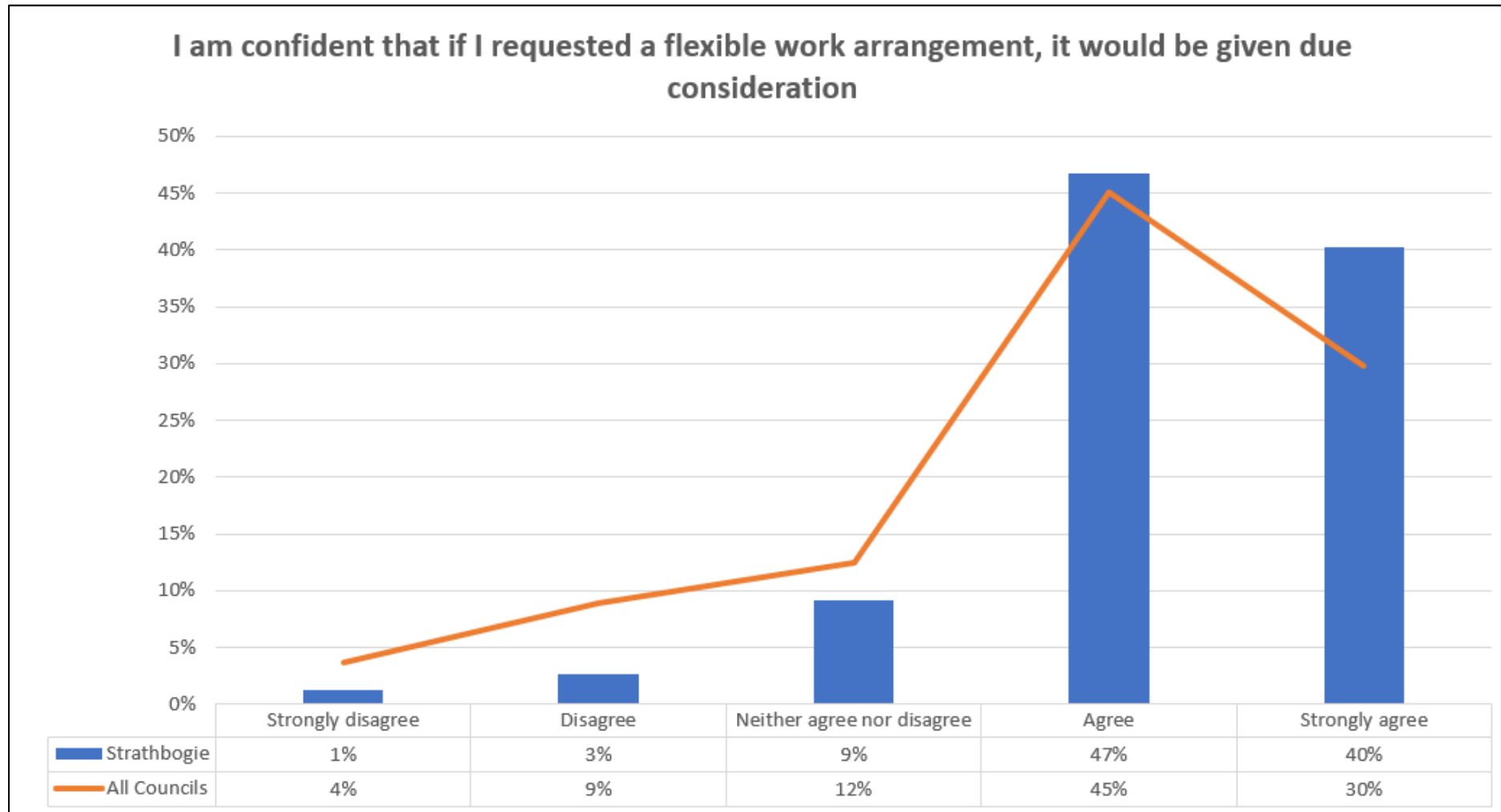


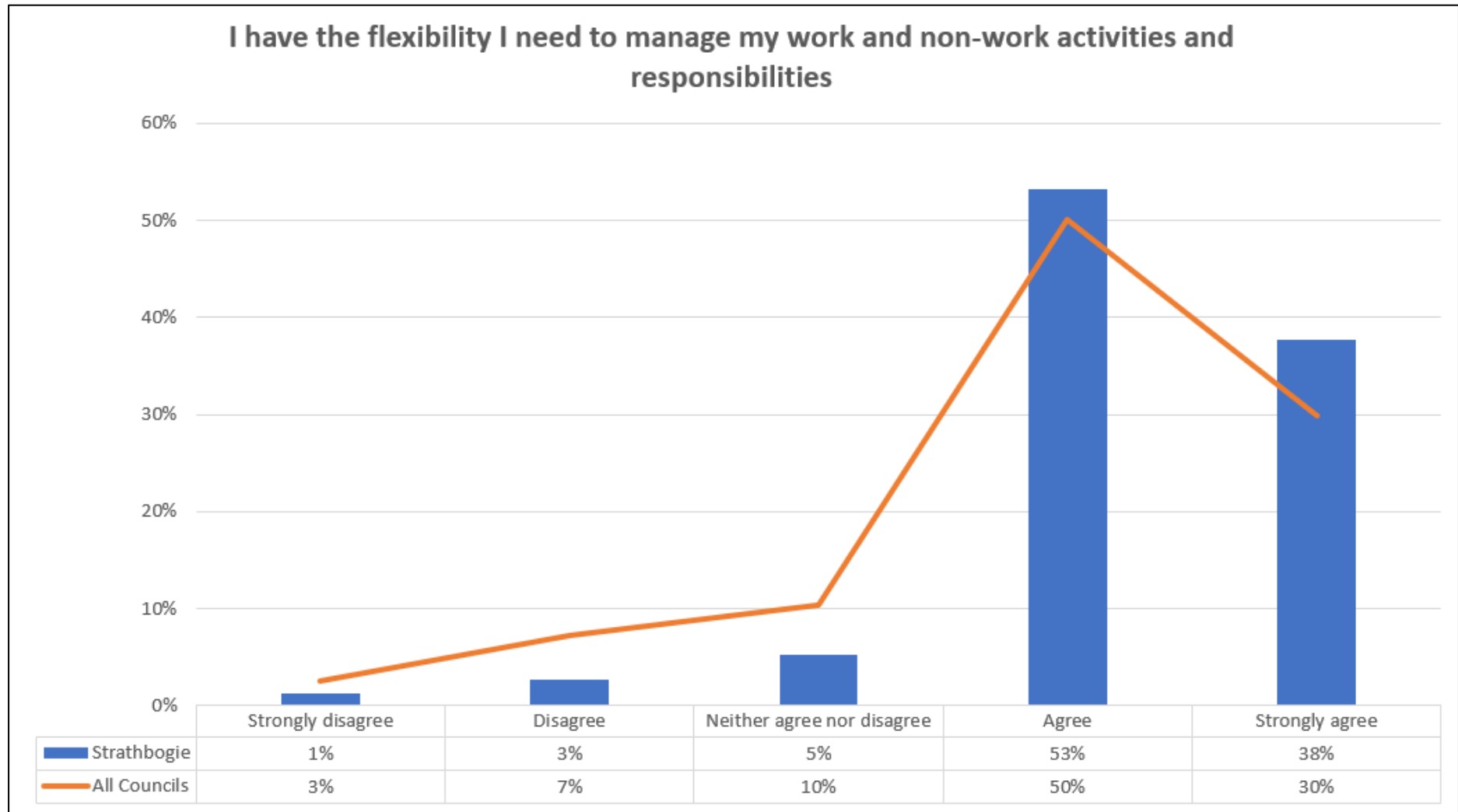
	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree	Don't Know
■ Workload allocation	0%	3%	8%	42%	48%	0%
■ Respectful language and images	1%	0%	16%	61%	22%	0%
■ Family Violence Leave	0%	1%	4%	39%	53%	3%





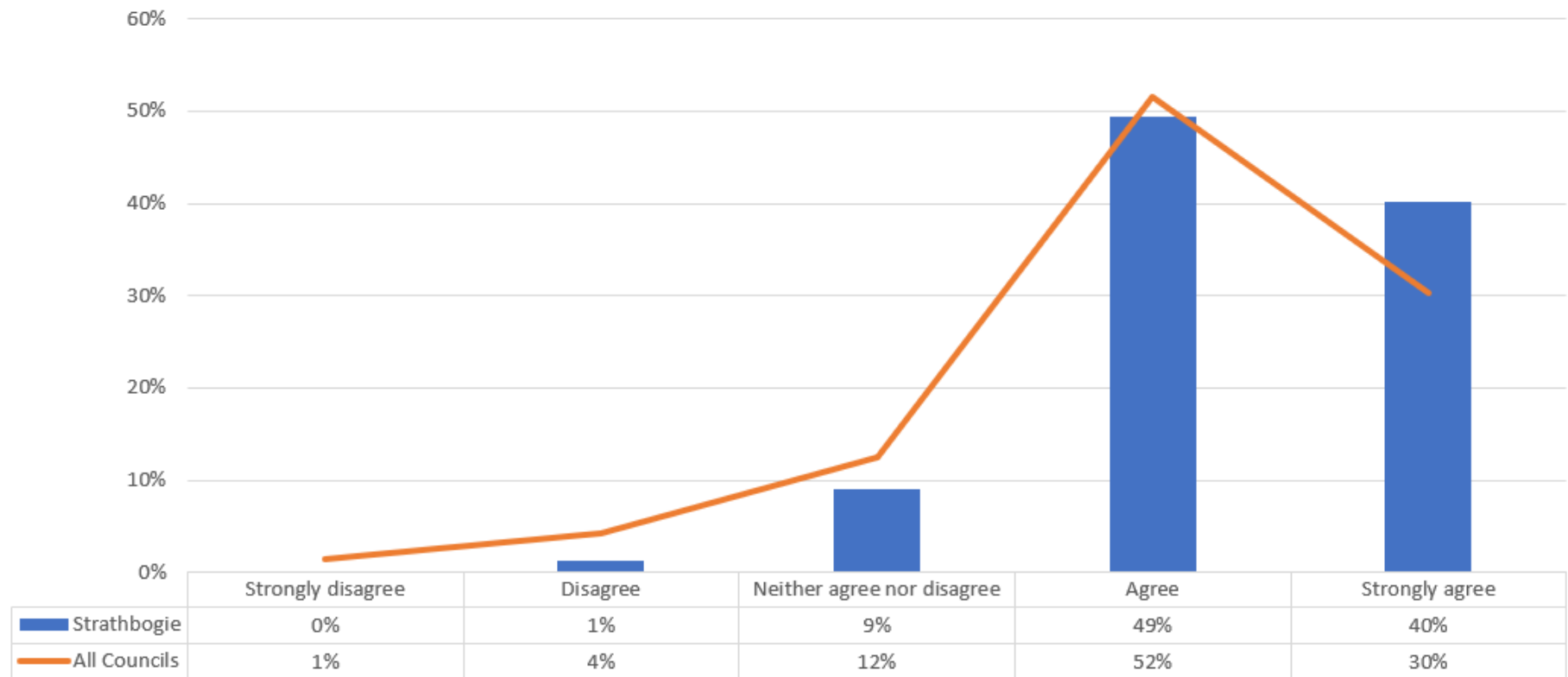






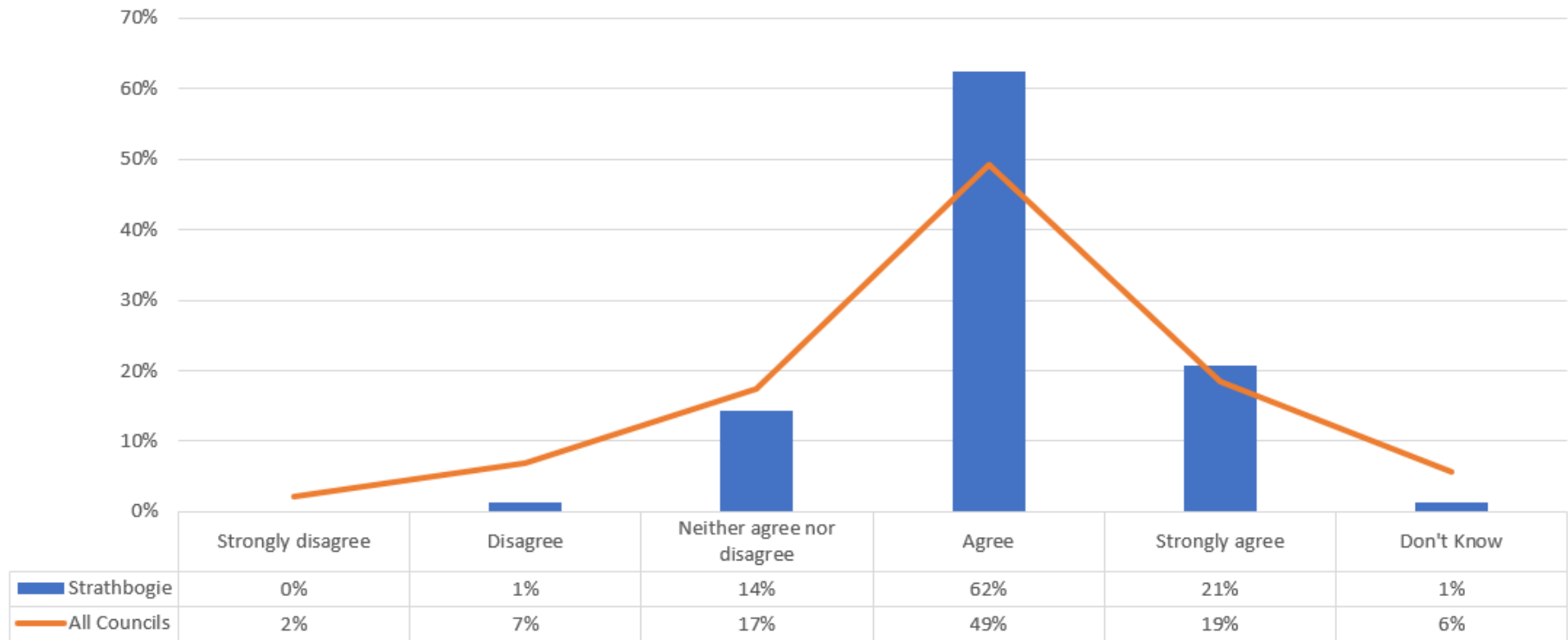


My organisation supports employees with family or other caring responsibilities, regardless of gender





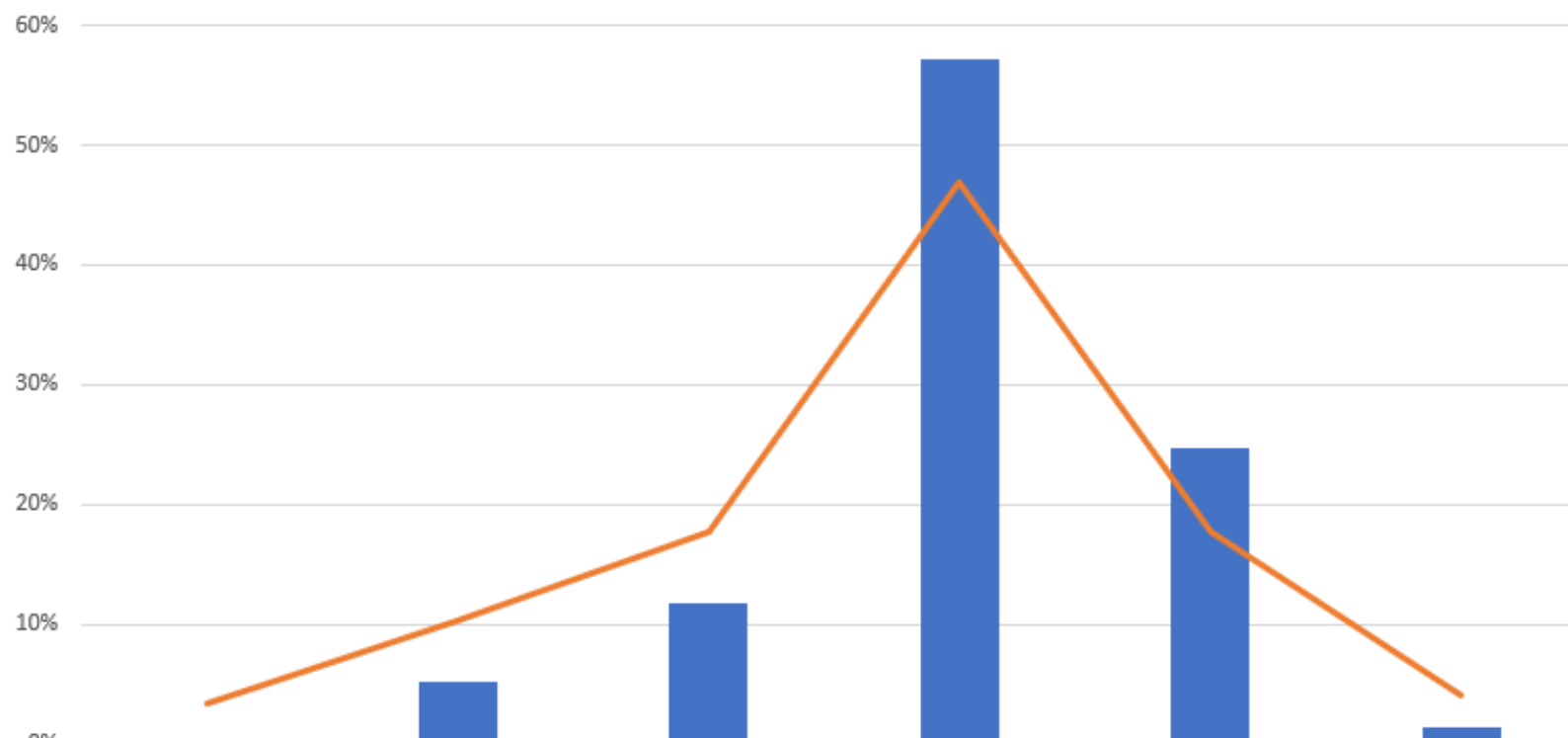
There is a positive culture within my organisation in relation to employees who have caring responsibilities







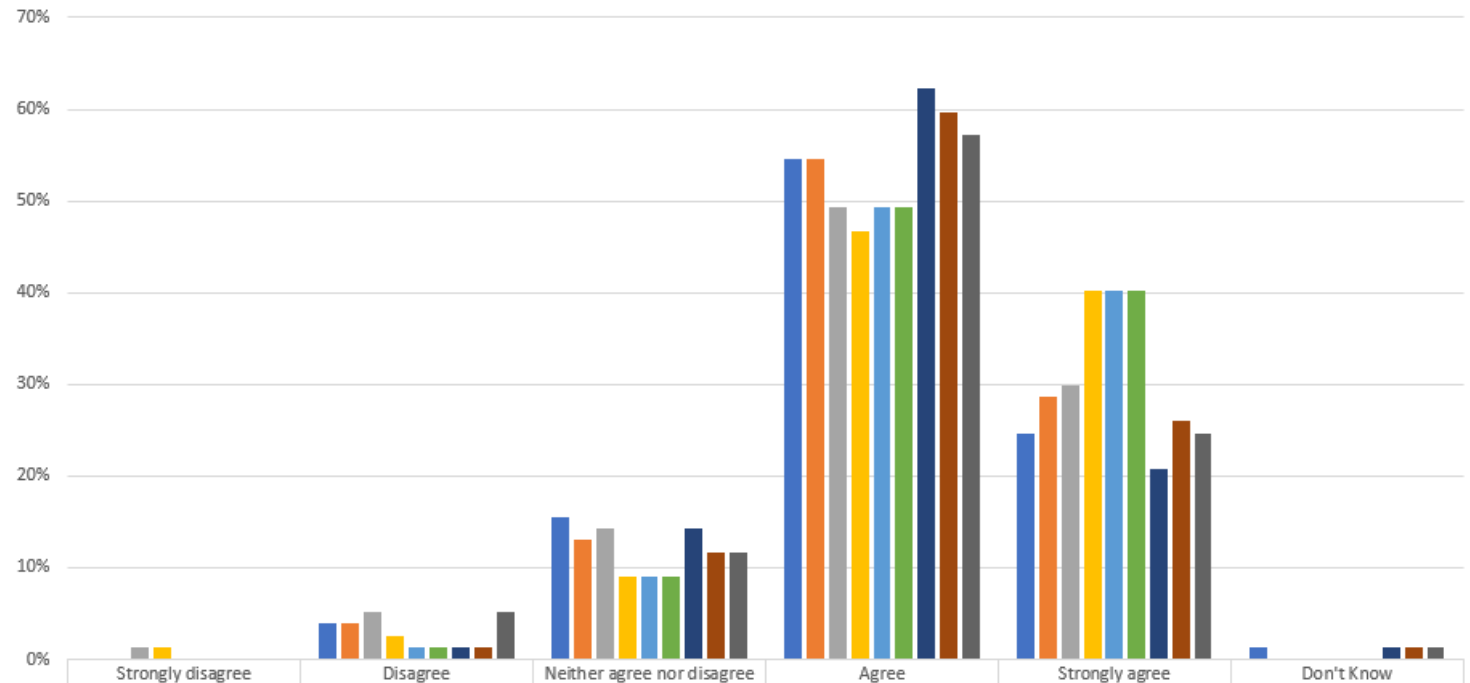
There is a positive culture within my organisation in relation to employees who use flexible work arrangements



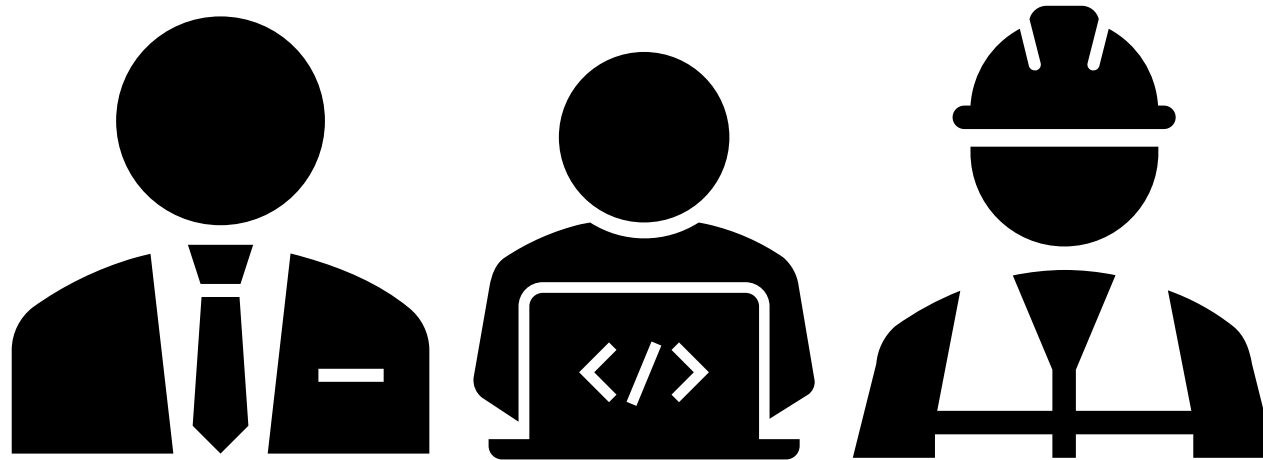
Strathbogie	0%	5%	12%	57%	25%	1%
All Councils	3%	10%	18%	47%	18%	4%



Responses across Workplace Flexibility areas



Indicator 7: Gendered work segregation in the workplace



Women make up a higher proportion of certain occupations and industries, while men are more represented in others. This gendered segregation is driven by gendered norms and stereotypes about what work is appropriate for men and women, as well as structural factors including access to flexible working arrangements. Gendered workforce segregation reinforces gender inequality and widens the pay gap, as the average pay is lower in industries and occupations dominated by women.

Organisations can use data on their workforce composition to see which roles and areas have more women or more men, and consider how to achieve better gender diversity.

