

# Australian Local Government Women's Association: Research

Written by the

UTS Centre for Local Government

For the

Australian Local Government Women's Association

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Women's Leadership and Development Program 2006–2007



The aim of the Australian Local Government Women's Association is to:-

- Assist in furthering women's knowledge and understanding of the functions of Local Government
- Encourage women to participate in Local Government
- Encourage women to make a career from Local Government
- Protect the interests and rights of women in Local Government
- Take action in relation to any subject or activity affecting Local Government and Local Government legislation
- Act in an advisory capacity to intending women candidates for Local Government elections



The UTS Centre for Local Government is an independent, cross-faculty centre within the University of Technology, Sydney. It began operations in 1991.

The Centre's goal is to support advancement of Australian Local Government through continuing education and training, research and specialty consultancy services.

The Centre conducts research projects and consultancies for a wide range of local, state and federal government organizations. These provide a cost-effective and best practice approach for clients, capitalizing on the specialist skills of the Centre's staff and associates. They are also important in ensuring that the Centre maintains a practical involvement with current developments in Australian government, in order to underpin its educational programs.

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## 1. Introduction

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In 2001 the Australian Local Government Women's Association (ALGWA) adopted the National Framework for Women in Local Government. This framework was a key statement advocating the need to achieve greater representation of women elected members and senior managers in Councils, and many councils and state and territory governments adopted the Framework as a basis for action.

One of the ongoing needs in furthering this work was for comprehensive and informed research into the realities of women elected and employed in local government, and the purpose of this report is to present the results of these two initiatives. Firstly ALGWA commissioned an internet survey canvassing the experience and opinions of women elected and working in local government. ALGWA also commissioned a review of the 2006 census data relating to the realities of work and life for women employed in local government.

These efforts to collect and collate available data will greatly improve the industry knowledge of the issues facing women in local government, and are essential to provide a sound basis for further action. ALGWA will continue to press to ensure that data gathering and analysis receives the priority it deserves.

## 2. What Women are Saying – The Web Survey

The 2006 review of the National Framework included a web-based survey of women in local government to determine current issues of concern. It attracted 602 completed responses. Of those, around 19% were from elected representatives, 77% were from council officers and 4% were from women who had been an unsuccessful candidate in a local government election.

As a basis for the further steps now being taken, a repeat survey was conducted in February–March 2009. This proved highly successful, with 3,336 respondents:

<b>2009 Survey</b>	<b>Number</b>	<b>%</b>
Elected Representatives	389	12
Staff	2,882	86
Unsuccessful Candidates	65	2
<b>Total</b>	<b>3,336</b>	

Table 1 – Web Survey 2009 Respondents

For the most part, the results of the 2006 survey were confirmed, although there were some significant departures. Overall, there appears to have been a modest improvement in the status and treatment of women in local government.

<b>Are gender matters an issue?</b>			
	<b>2006 (%)</b>	<b>2009 (%)</b>	<b>Change (%)</b>
Elected Members	44	39	-5
Staff	35	24	-12

Table 2 – “Some women experience difficulties due to gender being used against them. Are gender matters an issue for you?”

The survey was structured into three parts: Elected Members, Staff and Unsuccessful Candidates. This report outlines the issues described by each of the three groups. Note that the percentages which are included in the report describe the results achieved within each question, however quite a large number of respondents skipped questions. The complete results are included in this report in Appendix One.

## ISSUES FOR ELECTED WOMEN

There were a total of 389 elected women throughout Australia who completed the survey. At least 30 people from each state responded, with over 60 respondents from NSW, Victoria and Western Australia. The majority of respondents were between 40–70, and 48% were in the 55–69 age bracket. Note that around 52 respondents did not answer this question:

Which State or Territory do you live in?				What is your age group?			
(a)	QLD	43	13%	(a)	18–25	4	1%
(b)	NSW	84	25%	(b)	26–40	25	7%
(c)	NT/ACT	12	4%	(c)	41–55	137	41%
(d)	SA	41	12%	(d)	55–69	162	48%
(e)	TAS	31	9%	(e)	70+	9	3%
(f)	VIC	65	19%				
(g)	WA	61	18%				
Total respondents:				337	Total respondents: 337		

**Table 3 – Profile of survey respondents who were Elected Members**

The survey required respondents to identify whether certain aspects of elected life were an issue to them due to their gender. Elected members found the following issues to be difficult:

Are these an issue for you? Answering yes...	Number	%
1. Time demands	268	80
2. Training and confidence building	204	61
3. Financial considerations	184	55
4. CEO and Senior Staff support	130	39
5. Information and support about elections	80	24

**Table 4 – Identifying Issues for Elected Members**

The following quote is a description of a range of issues experienced by one of the survey respondents in fulfilling her role as a Councillor:

*“My experience as a Councillor relates to women being in the minority – during my current term I am the sole woman on Council. Sometimes I wonder if it is just a perception that I am treated differently, however I am fortunate in having a Mayor*

*who is fantastically supportive. The men on Council are involved in "men's activities" outside of Council, and through this they have formed bonds and networks – they naturally bring these into Council both formally and informally. At times I feel I am a lone voice, in particular regarding social issues – e.g. aged care. Speaking broadly, I find that women view matters differently, have a different decision-making process. I accept and acknowledge that there are gender differences, whereas few of my fellow male Councillors in my view have the capacity to acknowledge that I may bring value to the Council in my role."*

#### **Time Demands**

80% of Elected Members responding to this question identified time demands as an issue in fulfilling their roles. 70% of elected members responded that it was difficult to balance public life with family life:

*"Owning my own business, running a family and being an ACTIVE elected member for my community – it's usually family that miss out."*

57% of elected members identified committee meetings as a significant time demand, and 50% identified reading requirements as difficult:

*"Lack of understanding by staff of time pressures on elected members, particularly little notice of significant issues coming to a special council meeting or other. No research time available before considering issues."*

#### **Training and Confidence Building**

Survey respondents were asked whether they needed any of a number a range of training options, and the highest level of demand was for media training (49%), financial management (48%), meeting procedures (47%) and governance matters (45%).

In addition to the menu of options within the survey, respondents were also given the opportunity to suggest any other training needs they might have. Of the 51 respondents who made other suggestions, 11 of these related to training on coping with a male-dominated culture:

*“Dealing effectively with bullying/harassment and similar issues;”*

*“How to work with and around “the boys club” culture;” and*

*“How to be a confident woman in an older male dominated assertive environment.”*

#### **Financial Considerations**

The survey asked respondents about a number of financial considerations, and the most significant issue identified was the inadequate level of remuneration (66%):

*“I believe that we will not be getting the best possible people for an increasingly complex role if remuneration remains at... almost volunteer levels.”*

Other issues which respondents agreed were significant included the taxation status as an employee with no superannuation (37%), the need for travel allowances in regional and rural areas (37%), and the lack of provision for child care allowances (11%).

#### **CEO and Senior Staff Support**

The lack of CEO and Senior Staff support was an issue for 40% of respondents, with the need for better training of councillors on matters of protocol an issue for 53%. Of the options provided in the survey, the other significant issues for respondents were briefings outside meeting times (37%), and the management of staff attitudes (35%).

In the open-ended responses, the working relationship between councillors and staff was identified as a problem for some councillors:

*“Preventing the CEO from calling female elected members “girls” and writing reports favoring keeping males in a dominant role and supporting the “boys club”. I hate hearing statements that things are done to “Keep the women out” and references to female elected members being “Nutters!”. (There are) patronising attitudes, withholding information as a means to control female elected members”.*

However they were also several positive comments, with the CEO and Senior Staff described as a source of support for others:

*“My CEO and directors are easy to work with which I appreciate very much. My CEO and my President are both female. Also our strategic planning director is female. However our three male directors are good to work with also.”*

#### **Information and Support about Elections**

Survey respondents expressed a desire for more support and information about the cost of running elections (56%), dealing with preferences (47%) and how to run an election campaign (45%).

*“To run an effective election campaign with no support and to continue as an elected Metropolitan Councillor is hard work and very expensive. There is no “Party” to support and no help available. For me, I have a fantastic and very supportive husband, but I wonder how others manage.”*

#### **Gender Matters Overall**

While many of the problems described by the survey respondents seemed to have slightly lessened since the last survey, there are still significant numbers of women who have experienced informal decision making outside meetings (66%):


*“One of the biggest issues is the decisions outside of meetings with the boys.”*

harassment and bullying (43%):

*“There is an assumption that my opinions are less important. There is a problem with noise in the council chamber and I don't have a very loud voice. I am regularly criticised for this. In fact I believe that some of the men who do this suffer from industrial deafness, but I would not be rude enough to criticise them. I need a more masculine voice to be heard.”*

and sexist remarks in meetings (43%).

*“All of the above. One councillor even said “I don't mind having women on Council as long as they act like a man”. The Mayor does not pull up Councillors for bullying and harassment, and*



*suggested that I "just be strong"... Called a "socialist" at a Council meeting and Mayor did not pull male Councillor up. No other name calling is let slide."*

## ISSUES FOR UNSUCCESSFUL CANDIDATES

There were 33 unsuccessful candidates who completed this survey. The survey explored the kinds of information and support they would need to nominate for future elections, and respondents chose the following from a menu of options of information and support needs:

- How to run an election campaign – 21 “yes” responses
- Dealing with preferences – 21 “yes” responses
- The cost of the election campaign – 16 “yes” responses
- Use of networks – 15 “yes” responses

The following were other ideas put forward for information and support which would be useful in nominating for future elections:

*“Processes, if any, to deal with rude constituents and other candidates who say things which are untrue. Also how to get local media to give you a chance to up your profile by being prepared to print press releases.”*

*“We need some direction on sponsorship for running for elections given we cannot compete with larger political parties and corporations.”*

*“Information Seminar on all facets of the procedure.”*

*“Speak to prior candidates on running a campaign and funding support.”*

*“Increase the amount claimed under the taxation system (\$500) for election expenses. It is increasingly expensive to run even a small campaign.”*

## ISSUES FOR EMPLOYED WOMEN

There were over 2,800 women employed in local government who responded to this survey. Women responded from each of the states and territories across Australia, with particularly high rates of response in NSW, Queensland and Victoria. This group were on average younger than the elected members, with the majority of respondents aged between 26–55. Note that around 800 respondents skipped the profile questions:

Which State or Territory do you live in?				What is your age group?		
(a)	QLD	389	19%	(a)	18–25	163 8%
(b)	NSW	681	34%	(b)	26–40	820 41%
(c)	NT/ACT	45	2%	(c)	41–55	819 41%
(d)	SA	227	11%	(d)	55–69	197 10%
(e)	TAS	78	4%	(e)	70+	0 0
(f)	VIC	362	18%			
(g)	WA	217	11%			
Total respondents: 1,999				Total respondents: 1,999		

**Table 5 – Profile of survey respondents who were employed in Local Government**

The survey required respondents to identify whether certain aspects of working life were an issue to them due to their gender. Staff found the following issues to be difficult:

Are these an issue for you? Answering yes...	Number	%
1. Workplace Culture	1,014	51
2. Adequate training and confidence	860	42
3. Job Selection processes	847	43
4. Lack of Family Friendly policies	508	26
5. Distance	419	36

**Table 6 – Identifying Issues for Staff**

### Workplace Culture

63% of staff responding to this question reported that decision-making styles within their councils were problematic:

*“Lack of respect for women and the experience you bring to any decision making when asked for your comment or opinion if it disagrees with what they believe the answer should be. Often*

*talked down to, negated or disregarded in a pseudo joking manner which is puerile, annoying, unprofessional and unacceptable.”*

Being undervalued in the workplace was seen as an issue for 57% of staff respondents:

*“As Executive Assistant, and engaged on various working committees, I find my input is not wanted outside of that committee, and I am told I am too authoritative. If I am given responsibility for a project, why am I not allowed to pass that on?”*

Exclusion from the decision-making arena was also a problem for 50% of staff responding:

*“As the organisation is male dominated this is reflected in the management style and therefore the organisational culture where the executive makes the decisions and it goes on down the line. Staff are asked to provide feedback but there are no mechanisms really and middle managers – including women – are not asked for their opinion. Men are not really consultative in their decision making naturally and so it tends to be what I would call “father knows best.” While women are treated nicely in my workplace we are certainly not represented in decision making and I would think it would be difficult to break into more responsible roles.”*

### **Training and Confidence**

In the survey a range of training options were offered to staff in dealing with gender issues. The most popular were managing conflict (40%), assertiveness (38%), public speaking (30%) and financial management (29%). When asked to identify other training needs, many people wrote about their difficulties in accessing available training:

*“Training that I can attend – I’m attempting to undertake a Negotiations Skills course but must try to gain childcare for extra day as held on day I do not attend.”*

*“I have worked for a local council for 10 years and in that time have little or no training due to time constraints.”*

There were also several responses outlining the value of mentors within the workplace:

*“We need better career pathways for women. We need mentors who help guide us to better jobs that we are unaware we are capable of doing.”*

#### **Job Selection Processes**

Many respondents given an opportunity to reflect on job selection processes commented on an overall lack of faith in female candidates and the operation of the “boys’ club”:

*“Having been in local government for a short time I have seen biases against women for some of the above reasons to a certain extent. There are negative attitudes (some overt, others subtle) to many women particularly in higher level positions and they are not given credit in the same way as men. There is pretty much a boys club so you have to be strong to succeed and there is not support provided to up and coming women in the same way that young men with potential are groomed for higher level positions.”*

One important issue identified in job selection processes was the lack of opportunity to work from home (45%):

*“Opportunity to work from home exists (ie. policy & procedures exist) but actually applying for it and implementing it in this Council is poor.”*

Another issue which women are finding difficult is the lack of career structures (43%):

*“Lost opportunities to take higher level temporary positions within the organisation due to Maternity leave. No logical step up from one position to the other. No opportunities to gain budgeting experience etc required for management positions.”*

39% of respondents agreed that there is a lack of opportunity to work part time in senior positions:

*“Since returning to work part-time after maternity leave, all opportunities for advancement within the organisation have*

*ceased to exist as management does not allow appointment of part time officers to senior positions. This includes non-supervisory roles such as project/specialist positions (in some cases, the women were appointed to these senior positions prior to taking maternity leave). This is very disheartening for a woman who takes her career seriously but would also like to have a family. Are women who choose to have a family expected to accept roles that are less challenging, have less responsibility, and have little career advancement opportunity?"*

### **Family Friendly Policies**

Similar results were achieved in this question as reported in the previous section, with the most popular measure being the ability to work from home (63%):

*"Provision for working from home is at its infancy – needs to be explored further but is really position specific."*

The need for more flexible arrangements such as reduced working hours (35%) or job-sharing arrangements (34%) at more senior levels was also rated highly.

When offered the opportunity to suggest any other family friendly provisions, survey respondents mentioned the following:

- Leave to care for aged parents;
- Child care provision for outside-hours meetings;
- More leave for school holidays;
- Flexible working hours;
- Access to unpaid leave;
- Opportunity to job share;
- Opportunity to reduce from full time;
- Teenage care options;
- Grandparents' leave;
- Overtime paid for meetings outside hours; and
- Assistance with childcare when attending conferences.

Several of the open-ended comments also related to the fact that existing policies were only paid "lip service", and that their application was minimal or inconsistent:

*“There are policies available to those employees who have the managers who are willing to fight for them. There are a lot of lip service policies available but basically if the GM does not want it to happen it wont or it will only happen for the chosen few.”*

*“We have a policy HOWEVER it is implemented at the MANAGER’S DISCRETION!!!! Which means it looks great from the outside, but if your manager doesn’t like the idea, then forget it!”*

#### **Distance**

36% of staff survey respondents answered “yes” to the question “Is distance an issue for you?”

*“Travel costs and the time have a large bearing on my studies and my career. My local council is too small to offer other possibilities for career progression so I have to travel an extra 10 hours per week to go to a council where there are better opportunities.”*

Strategies which were identified with potential to assist with this issue included training and networking at the regional level, joint council mentoring schemes, and neighbouring councils to provide acting positions:

*“Inter-council focus groups are very good at making use of email for communication but could go further and make more use of technology such as video conferencing for meetings as often I can't get to them due to distance and other commitments.*

*We have also been keen to undergo training that is expensive and a more cost-effective way to hold the training would be to share the sessions with neighbouring councils but unfortunately no other council was interested so we could not proceed.”*

Several respondents suggested that opportunities for distance learning and better use of technology would be of benefit:

*“Professional development and meetings using innovative communication technologies, including e-learning, online meetings, video conferencing.”*

### **Additional Support Needs**

Staff were asked in the survey whether they aspired to a more senior position, with 68% agreeing with the question. They were also asked what they would need to progress within their Councils, and 796 respondents described what they would need to achieve their goals. Many of these comments mirrored the issues discussed throughout the rest of the survey:

*“Greater confidence in decision making activities, value and respect from colleagues, more family friendly policies that allow for less than fulltime positions at a manager level.”*

*“Be more assertive, more realistic and more strategic when faced with a boys club mentality. This is a big growth area for me and I do struggle with it. My weakness is that I vacillate from being perceived as 'too friendly' to being perceived as 'too aggressive'. I need so much more peer support from other women in senior positions to mature in this area.”*

*“Be able to balance work and family life – cannot possibly spend the long hours at work that some Managers are known to do.”*

*“A balanced, unbiased working environment, free of bullying and harassment where staff are valued and promoted on knowledge/experience & qualifications rather than on the personal views of the manager!”*

## THE GOOD NEWS – IMPROVEMENTS OVER TIME

The above sections describe in detail the many issues faced by women in local government due to their gender. Overall there were 39% of elected members and 24% of staff who felt that gender matters were used against them. However these survey results provide some evidence that the situation is improving, suggesting that these issues are slightly less common and experienced by fewer women than three years ago when the survey was run in 2006.

The following tables compare the responses over time, and since the change is mostly between 3–10% in magnitude it would be possible to say that the results are quite comparable. With only one exception, all of these issues are an issue for a slightly smaller proportion of survey respondents than before.

For elected members, there has been a marked improvement in the number of people struggling with financial considerations, however this issue is still difficult for over half the survey respondents. There has been a very slight deterioration in the area of training and confidence, with 61% of respondents identifying a problem – up 3% from 2006.

			2006	2009	%	
	Councillors answering Yes...	2006	2009	(%)	(%)	
					% change	
Are financial considerations an issue for you?		82	184	76%	55%	<b>-21%</b>
Time demands can be an issue for all Councillors in local government – Are time demands an issue for you?		93	268	86%	79%	<b>-7%</b>
Information and support about election process are important – Is a lack of information and support an election issue for you?		29	80	27%	24%	<b>-3%</b>
Adequate training and confidence to do the job are essential to be an effective councillor – Is training and confidence building an issue for you?		62	204	57%	61%	<b>3%</b>
Adequate support from the CEO and senior staff is important to be an effective councillor. Is CEO and senior staff support an issue for you?		46	130	43%	39%	<b>-4%</b>

Some women experience difficulties due to gender being used against them. Are gender matters an issue for you?	48	132	44%	39%	<b>-5%</b>
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**Table 7 – Issues for Elected Members: 2006–2009**

Similarly there has been an improvement since 2006 in all areas for staff, with 12% more respondents with family friendly policies in their workplace and 10% less of the respondents reporting issues with training and confidence:

<b>Staff answering Yes...</b>	<b>2006</b>	<b>2009</b>	<b>2006 (%)</b>	<b>2009 (%)</b>	<b>% change</b>
It is important that job selection processes are fair for all candidates. Is job selection an issue for you?	175	847	46%	43%	<b>-3%</b>
Family friendly policies are important for women to participate in the workforce. Are family friendly policies implemented at your work place?	250	1519	66%	78%	<b>12%</b>
Adequate training and confidence to do the job are essential to be an effective staff member. Is training and confidence building an issue for you?	194	860	52%	42%	<b>-10%</b>
The culture of local government is said to be male dominated. Does the workplace culture of your council need to change to be more inclusive of women?	236	1014	65%	51%	<b>-14%</b>
Some women experience difficulties due to gender being used against them. Are gender matters an issue for you?	133	476	35%	24%	<b>-11%</b>
Is distance an issue for you?	81	419	42%	36%	<b>-6%</b>

**Table 8 – Issues for Staff: 2006–2009**

And finally some of the survey respondents describe positive experiences in working for their Councils:

*“I have had these problems in the past, but there has been a considerable improvement in recent years.”*

*“I do not find gender to be an issue in my role/workplace. I feel I am treated well by staff and management, respected for my skills, appreciated and rewarded for the work I do and value I add, and that I add a balance that which may be otherwise*

*lacking in a traditionally male-dominated area of Council (Assets)."*

*"For the most part, I have really enjoyed working in Local Government. Our particular Council has a culture of equality for women and family friendly policies."*

*"I feel highly respected by my male colleagues. We have had extensive compulsory in-house training to bring the issues of workplace bullying and sexist behaviour out into the open. We have a culture of openness and feel free to discuss anything that bothers us."*

*"I've always felt supported and know that I am responsible for how people respond to me and work with me... a lot of this comes down to knowing how to play the game. The game is open to men and women – it's not a male dominated workplace for me."*

*"I am fortunate enough to work for a Council that is generally very supportive of women in the workplace and hence I have not experienced any of the issues raised in this survey."*

### 3. Lifestyle Factors – The ABS Data

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As well as conducting the new web survey, ALGWA commissioned an analysis of the 2006 Census to provide supplementary data on women in the local government workforce and how their qualifications, status and earnings compare with those of men.

In collecting information about employers and employment, the ABS Census for 2006 included an indicator which they named *GNGP – Government/Non-Government Indicator*. The 2006 Census asked all Australians whether they worked for government, and if so, which level of government:

	Males	Females	Persons
Commonwealth Government	189,965	178,052	368,017
State/Territory Government	308,967	501,427	810,394
<b>Local Government</b>	<b>77,321</b>	<b>58,520</b>	<b>135,841</b>
Private Sector	4,267,682	3,400,528	7,668,210
Not stated	67,195	54,527	121,722
<b>Total</b>	<b>4,911,130</b>	<b>4,193,054</b>	<b>9,104,184</b>

In considering issues relating to the employment of women in local government, the census data can be used to compare the position of men and women by their income, levels of educational attainment, hours worked, profession, occupation, age and labour force status. In summary, the data shows that:

- Overall, income levels in local government are lower than federal and state governments or the private sector;
- Women earn on average less than men, but the gap is considerably smaller in local government than in the other spheres;
- Women in local government are now typically better qualified than men, more so than in federal or state governments;

- 
- Women constitute a majority of those with TAFE diplomas, bachelor's degree and postgraduate qualifications – but not postgraduate degrees;
  - Women are thus in the majority amongst local government professionals – but not managers; and
  - A much higher proportion of women than men work part-time, and this perhaps explains a number of other findings.

A full tabulation of the data is provided in Appendix Two.

## 4. Summary of Findings

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The Australian Local Government Women's Association have commissioned these two pieces of research in order to describe and outline issues for women working in local government across all of the states and territories. ALGWA is engaged in working at a number of levels to ensure that good information forms the basis of future work at both national and state levels to address gender matters within local government.


The internet survey is a valuable source of information regarding the key issues experienced by women in local government as a result of their gender. The results of the survey are similar to the results gained in 2006, with a small shift towards improvement evident in comparing recent results.

The survey results reflect the wide variations in experiences of women in Australian local government. Many common themes and stories of hardship were described by the respondents, however there were also some good news stories – of hurdles cleared and of good policies, cultures and behaviours.

Many survey respondents however described cultural attitudes and practices relating to gender which are discriminatory, damaging and belittling. Phrases like the “old boys’ club”, the “glass ceiling” and “father knows best” were used repeatedly to describe the work practices and experiences of survey respondents. The following quote describes problematic attitudes for elected members and staff:

*“Lack of respect for women and the experience you bring to any decision making when asked for your comment or opinion if it disagrees with what they believe the answer should be. Often talked down to, negated or disregarded in a pseudo joking manner which is puerile, annoying, unprofessional and unacceptable.”*

In the opinion of many of the survey respondents these attitudes influenced the ability of these women to contribute to the workings of their Councils. For elected members the key issues were the time



demands and efforts to balance family life, access to training and confidence building, financial considerations, adequate support from the CEO and Senior Staff, and accessing better information and support about elections. For staff the key issues were a negative workplace culture, training and confidence building, bias in job selection processes, and inconsistent application of family-friendly policies. Better information and support was also seen as an issue for unsuccessful candidates.

The ABS data quantifies to some extent the situation of women working in local government. While women working in Councils are often more highly educated, they are more likely to work part time. Average full time weekly wages of women in local government are around 10% lower than those of their male counterparts.

The aim of this research was to provide good information relating to the issues and realities of women in local government. ALGWA will continue to work at a national and state level with a range of partners to promote further research, analysis and action to achieve equity for women in Australian local government.

## Appendix One – Web Survey Results

### Introduction

<b>1. Are you a woman in local government who is:</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) An elected representative?	112	389	19%	12%	-7%
(b) A council officer?	464	2,882	77%	86%	9%
(c) An unsuccessful candidate in a local government election	26	65	4%	2%	-2%
Total respondents:	602	3,336			
Skipped this question:	0	0			

### Elected Representatives

<b>2. Are financial considerations an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Yes	82	184	76%	55%	-21%
(b) No	26	153	24%	45%	21%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>3. Which financial considerations are an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Inadequate remuneration	70	145	79%	66%	-13%
(b) Taxation status as employees with no super	44	81	49%	37%	-13%
(c) Need for travel allowances in rural/regional areas	26	82	29%	37%	8%
(d) Provision of child care allowances	15	25	17%	11%	-6%
(e) Other	21	51	24%	23%	-1%
Total respondents:	89	221			
Skipped this question:	513	3,115			

<b>4. Time demands can be an issue for all Councillors in local government - Are time demands an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Yes	93	268	86%	80%	-7%
(b) No	15	69	14%	20%	7%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>5. Which time demands are an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Balancing public life with family life	67	207	69%	70%	1%
(b) Reading requirements	53	162	55%	55%	0%
(c) Committee requirements	59	168	61%	57%	-4%
(d) Inflexible meeting times	40	118	41%	40%	-1%
(e) Demands to be available to the community	30	69	31%	23%	-8%
(f) No administrative support	41	128	42%	43%	1%
(g) Other	39	80	40%	27%	-13%
	21	36	22%	12%	-9%
Total respondents:	97	296			
Skipped this question:	505	3,040			

<b>6. Information and support about election processes are important - Is a lack of information and support an election issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Yes	29	80	27%	24%	-3%
(b) No	79	257	73%	76%	3%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>7. What information and support about elections do you need?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) How to run an election campaign	35	73	60%	45%	-16%
(b) The cost of the election campaign	35	92	60%	56%	-4%
(c) Dealing with voting procedures	30	53	52%	32%	-19%
(d) Dealing with preferences	30	77	52%	47%	-5%
(e) Use of networks	24	52	41%	32%	-10%
(f) Other	12	33	21%	20%	-1%
Total respondents:	58	164			
Skipped this question:	544	3,172			

<b>8. Adequate training and confidence to do the job are essential to be an effective councillor - Is training and confidence building an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Yes	62	204	57%	61%	3%
(b) No	46	133	43%	39%	-3%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>9. Which of the following training do you need?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Media Training	43	129	48%	49%	2%
(b) Public speaking	41	116	46%	44%	-1%
(c) Assertiveness	25	78	28%	30%	2%
(d) Using meeting and formal procedures	43	123	48%	47%	-1%
(e) Roles and responsibilities	32	80	36%	31%	-5%
(f) Local Government Financial Management	54	125	60%	48%	-12%
(g) Governance matters	39	117	43%	45%	1%
(h) Managing conflict	39	113	43%	43%	0%
(i) Other	24	51	27%	20%	-7%
Total respondents:	90	261			
Skipped this question:	512	3,075			

<b>10. Adequate support from the CEO and senior staff is important to be an effective councillor. Is CEO and senior staff support an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	46	130	43%	39%	-4%
(b) no	62	207	57%	61%	4%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>11. Which of the following CEO and senior staff support issues do you need addressed? (choose all that apply)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Briefings outside meeting times	33	75	46%	37%	-9%
(b) Access to staff	25	61	35%	30%	-5%
(c) Administrative assistance	22	64	31%	32%	1%
(d) Management of staff attitudes	35	71	49%	35%	-14%
(e) Training of councillors on matters of protocol	37	106	52%	53%	1%
(f) Other	23	55	32%	27%	-5%
Total respondents:	71	201			
Skipped this question:	531	3,135			

<b>12. Some women experience difficulties due to gender being used against them. Are gender matters an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	48	132	44%	39%	-5%
(b) no	60	205	56%	61%	5%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>13. Have you experienced any of the following gender matters at your council? (choose all that apply)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Harassment and bullying	35	85	48%	43%	-5%
(b) Sexist remarks in meetings	37	84	51%	43%	-8%
(c) Informal decision making outside of meetings	50	129	68%	66%	-3%
(d) Other	25	71	34%	36%	2%
Total respondents:	73	196			
Skipped this question:	529	3,140			

<b>14. As a woman elected representative, what is the main issue facing you in local government? (choose only one)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Financial	23	33	22%	11%	-11%
(b) Time	39	126	37%	41%	4%
(c) Information and support	14	41	13%	13%	0%
(d) Training and confidence building	15	53	14%	17%	3%
(e) CEO and senior staff support	7	27	7%	9%	2%
(f) Gender matters	8	30	8%	10%	2%
Total respondents:	106	310			
Skipped this question:	496	3,026			

<b>15. Are you a member of:</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) the Australian Local Government Women's Association	65	137	88%	83%	-5%
(b) Other	13	50	18%	30%	13%
Total respondents:	74	166			
Skipped this question:	528	3,170			

<b>16. What is your age group?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) 18-25	0	4	0%	1%	1%
(b) 26-40	13	25	12%	7%	-5%
(c) 41-55	53	137	49%	41%	-8%
(d) 55-69	41	162	38%	48%	10%
(e) 70+	1	9	1%	3%	2%
Total respondents:	108	337			
Skipped this question:	494	2,999			

<b>17. Which State or Territory do you live in?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) QLD	16	43	15%	13%	-2%
(b) NSW	15	84	14%	25%	11%
(c) NT/ACT	4	12	4%	4%	0%
(d) SA	10	41	9%	12%	3%
(e) TAS	13	31	12%	9%	-3%
(f) VIC	27	65	25%	19%	-6%
(g) WA	23	61	21%	18%	-3%
Total respondents:	108	337			
Skipped this question:	494	2,999			

## Staff

<b>18. It is important that job selection processes are fair for all candidates. Is job selection an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	17	847	5%	43%	39%
(b) no	202	1,178	54%	60%	7%
Total respondents:	377	1,951			
Skipped this question:	225	1,268			

<b>19. Which of the following job selection issues do you encounter in your work place?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Lack of support to prepare job applications	38	202	13%	13%	0%
(b) Lack of female representation on interview panels	42	155	14%	10%	-4%
(c) Biased job descriptions	36	202	12%	13%	1%
(d) Lack of recognition of prior experience	81	476	27%	31%	4%
(e) Lack of career structures	164	648	55%	43%	-13%
(f) Tenure problems with funded positions	40	163	14%	11%	-3%
(g) Process and content of performance appraisals	101	566	34%	37%	3%
(h) Lack of part time work in senior positions	140	596	47%	39%	-8%
(i) Lack of opportunity to work from home	124	690	42%	45%	4%
(j) Other	55	222	19%	15%	-4%
Total respondents:	296	1,519			
Skipped this question:	306	1,817			

<b>20. Family friendly policies are important for women to participate in the workforce. Are family friendly policies implemented at your work place?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	250	1,519	66%	78%	12%
(b) no	127	506	34%	26%	-8%
Total respondents:	377	1,951			
Skipped this question:	225	1,268			

<b>21. Which of the following work practices would you like access to in your work place (that are currently not available)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Flexible working hours for managers	122	469	44%	31%	-13%
(b) Less than full time positions at manager level	139	532	50%	35%	-15%
(c) Job sharing for managers and team leaders	127	510	46%	34%	-12%
(d) Provision for working from home	183	958	66%	63%	-2%
(e) Child care provision	103	470	37%	31%	-6%
(f) Child care provision for night meetings and work	91	291	33%	19%	-13%
(g) Access to carers leave	N/A	245		16%	
(h) Other	45	187	16%	12%	-4%
Total respondents:	279	1,509			
Skipped this question:	323	1,827			

<b>22. Adequate training and confidence to do the job are essential to be an effective staff member. Is training and confidence building an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	194	860	52%	42%	-9%
(b) no	182	1,165	48%	58%	9%
Total respondents:	376	2,025			
Skipped this question:	226	1,311			

<b>23. Which of the following training do you need? (choose all that apply)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Media Training	67	248	23%	17%	-6%
(b) Public Speaking	101	450	34%	30%	-4%
(c) Assertiveness	109	557	37%	38%	1%
(d) Using meeting and formal procedures	82	366	28%	25%	-3%
(e) Roles and responsibilities	70	316	24%	21%	-2%
(f) Local Government Financial Management	112	434	38%	29%	-9%
(g) Governance matters	112	414	38%	28%	-10%
(h) Managing conflict	123	590	42%	40%	-2%
(i) Other	37	188	13%	13%	0%
Total respondents:	294	1,481			

Skipped this question:	308	1,855		
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<b>24. The culture of local government is said to be male dominated. Does the workplace culture of your council need to change to be more inclusive of women?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	236	1,014	65%	51%	-14%
(b) no	128	962	35%	49%	14%
Total respondents:	364	1,976			
Skipped this question:	238	1,360			

<b>25. Which cultural practices do you find problematic at your council?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Decision making styles	199	979	67%	63%	-4%
(b) Confrontational language and communication	105	433	35%	28%	-8%
(c) Being undervalued in the workplace	190	879	64%	57%	-8%
(d) Being excluded from the decision making arena	175	768	59%	50%	-10%
(e) Culture of competition	94	383	32%	25%	-7%
(f) Other	69	246	23%	16%	-7%
Total respondents:	296	1,551			
Skipped this question:	306	1,785			

<b>26. Some women experience difficulties due to gender being used against them. Are gender matters an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	133	476	35%	24%	-12%
(b) no	242	1,549	65%	76%	12%
Total respondents:	375	2,025			
Skipped this question:	227	1,311			

<b>27. Are any of the following gender matters an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Harassment and bullying	39	197	22%	26%	5%
(b) Sexist remarks in meetings	49	157	27%	21%	-6%
(c) Enforcement of the Code of Conduct	N/A	117		16%	
(d) Informal decision making outside of meetings	139	473	78%	63%	-14%
(e) Other	41	169	23%	23%	0%
Total respondents:	179	745			
Skipped this question:	423	2,591			

<b>28. Have you had opportunities to access higher duty positions when more senior staff are away?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes		890		44%	
(b) no		1,135		56%	
(c) please provide details		515		25%	
Total respondents:		2,025			
Skipped this question:		1,311			

<b>29. Do you aspire to a more senior position at your current council or elsewhere?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes		1,254		62%	
(b) no		771		38%	
(c) What do you need to achieve this goal?		769		38%	
Total respondents:		2,025			
Skipped this question:		1,311			

<b>30. Do you work in a regional or rural area?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	203	1,193	54%	59%	5%
(b) no	172	832	46%	41%	-5%
Total respondents:	375	2,025			
Skipped this question:	227	1,311			

### Rural And Regional

<b>31. Is distance an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	81	419	42%	36%	-6%
(b) no	114	757	58%	64%	6%
(c) Comments	N/A	206			
Total respondents:	195	1,176			
Skipped this question:	407	2,160			

<b>32. Which strategies would help diminish the 'tyranny of distance'? (choose all that apply)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Training and networking at the regional level	103	532	79%	76%	-3%
(b) Neighbouring councils to provide acting positions	66	285	51%	41%	-10%
(c) Joint council mentoring schemes	92	429	71%	61%	-10%
(d) Comments?	N/A	75			
Total respondents:	130	702			
Skipped this question:	472	2,634			

<b>33. As a woman staff member in local government, what is the main issue facing you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) Training and confidence building	57	375	17%	21%	4%
(b) Job selection	38	171	11%	10%	-2%
(c) Acknowledgement of family responsibilities	54	381	16%	22%	5%
(d) Local government culture	160	585	48%	33%	-15%
(e) Regional and distance issues	22	120	7%	7%	0%
(f) other	N/A	130			
Total respondents:	331	1,762			
Skipped this question:	271	1,574			

<b>34. Are you a member of:</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) the Australian Local Government Women's Association	24	49	25%	17%	-8%
(b) Other	75	251	78%	87%	9%
Total respondents:	96	288			
Skipped this question:	506	3,048			

<b>35. What is your age group?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) 18-25	28	163	8%	8%	1%
(b) 26-40	154	820	42%	41%	-1%
(c) 41-55	153	819	42%	41%	-1%
(d) 55-69	27	197	7%	10%	2%
(e) 70+	4	0	1%	0%	-1%
Total respondents:	366	1,999			
Skipped this question:	236	1,337			

<b>36. Which State or Territory do you live in?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) QLD	54	389	15%	19%	5%
(b) NSW	110	681	30%	34%	4%
(c) NT/ACT	10	45	3%	2%	0%
(d) SA	17	227	5%	11%	7%
(e) TAS	58	78	16%	4%	-12%
(f) VIC	30	362	8%	18%	10%
(g) WA	87	217	24%	11%	-13%
Total respondents:	366	1,999			
Skipped this question:	236	1,337			

#### **Unsuccessful Candidates**

<b>37. Information and support about how elections work are important to be elected as a councillor. Is a lack information and support about elections an issue for you?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) yes	4	15	40%	45%	5%
(b) no	6	18	60%	55%	-5%
(c) comments	N/A	11			
Total respondents:	10	33			
Skipped this question:	592	3,303			

<b>38. What information and support about elections do you need? (choose all that apply)</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) How to run an election campaign	5	21	9%	13%	4%
(b) The cost of the election campaign	7	16	12%	10%	-2%
(c) Dealing with voting procedures	4	15	7%	9%	2%
(d) Dealing with preferences	5	21	9%	13%	4%
(e) Use of networks	6	15	10%	9%	-1%
(f) Other	4	12	7%	7%	0%
Total respondents:	8	32			
Skipped this question:	594	3,304			

<b>39. What other help would assist you to stand for future local government elections?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
Open-ended answers	5	23	9%	14%	5%
Total respondents:	5	23			
Skipped this question:	597	3,196			

<b>40. Are you a member of:</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) the Australian Local Government Women's Association	3	15	5%	9%	4%
(b) Other	3	20	5%	12%	7%
Total respondents:	6	33			
Skipped this question:	596	3,303			

<b>41. What is your age group?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) 18-25	0	3	0%	2%	2%
(b) 26-40	0	5	0%	3%	3%
(c) 41-55	5	10	9%	6%	-3%
(d) 55-69	4	12	7%	7%	0%
(e) 70+	1	3	2%	2%	0%
Total respondents:	10	33			
Skipped this question:	592	3,303			

<b>42. Which State or Territory do you live in?</b>	<b>2006</b>	<b>2009</b>	<b>2006</b>	<b>2009</b>	<b>Change</b>
(a) QLD	0	5	0%	15%	15%
(b) NSW	2	6	20%	18%	-2%
(c) NT/ACT	0	3	0%	9%	9%
(d) SA	3	3	30%	9%	-21%
(e) TAS	0	0	0%	0%	0%
(f) VIC	4	11	40%	33%	-7%
(g) WA	1	5	10%	15%	5%
Total respondents:	10	33			
Skipped this question:	592	3,303			

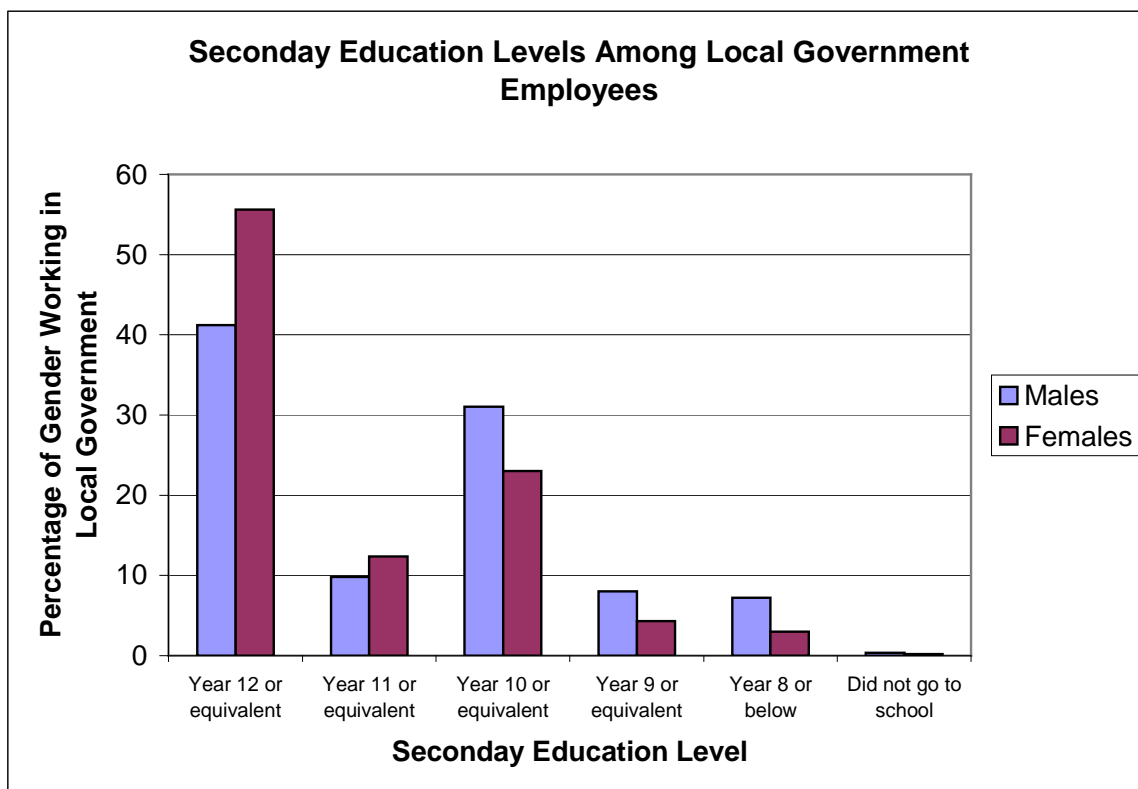
#### **Attendance at Algwa Events**

<b>43. Have you attended an ALGWA event? If so, please advise which event/s you attended from the following:</b>	<b>2006</b>	<b>2009</b>
(a) State Branch event		9
(b) ALGWA National event		6
(c) Networking breakfast		4
(d) State Conference		8
(e) Regional or Zone Meeting		4
(f) Sub Branch Meeting		3
(g) Training Workshop		4
(h) General Meeting		6
(i) Annual General Meeting		7
(j) Seminars		5
(k) Networking Lunch/Dinner		4
(l) Candidate Information Workshops		6
(m) Other		8
Total respondents:		26
Skipped this question:		3,310

<b>44. Are there any other comments you wish to make?</b>	<b>2006</b>	<b>2009</b>
		5,518
Total respondents:		518
Skipped this question:		2,818

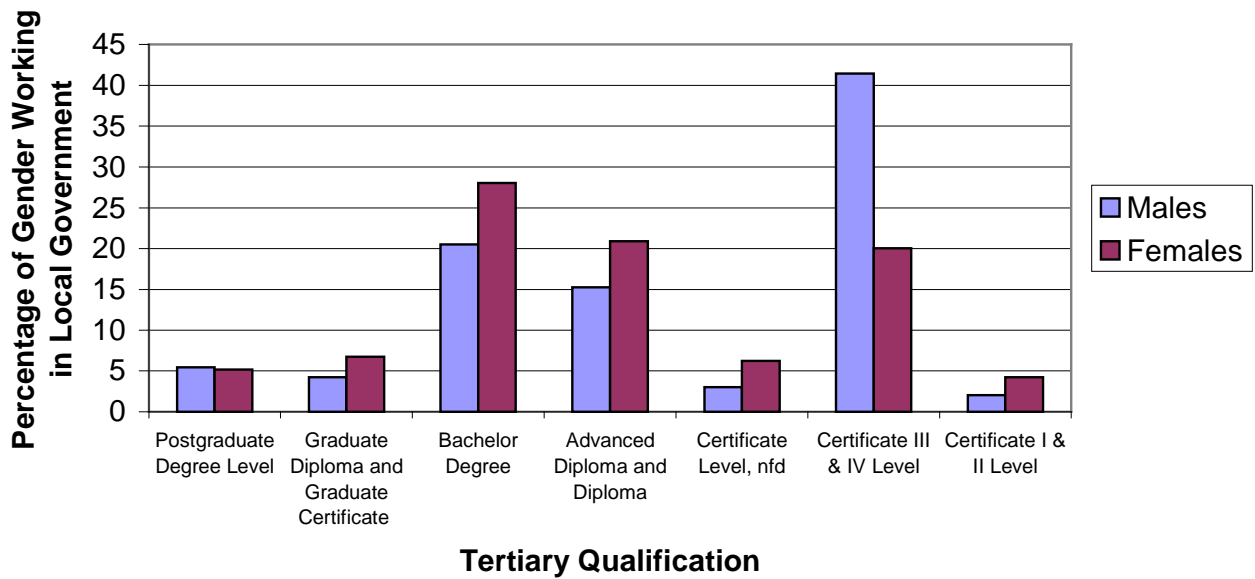
## Appendix Two – ABS Data

### Education

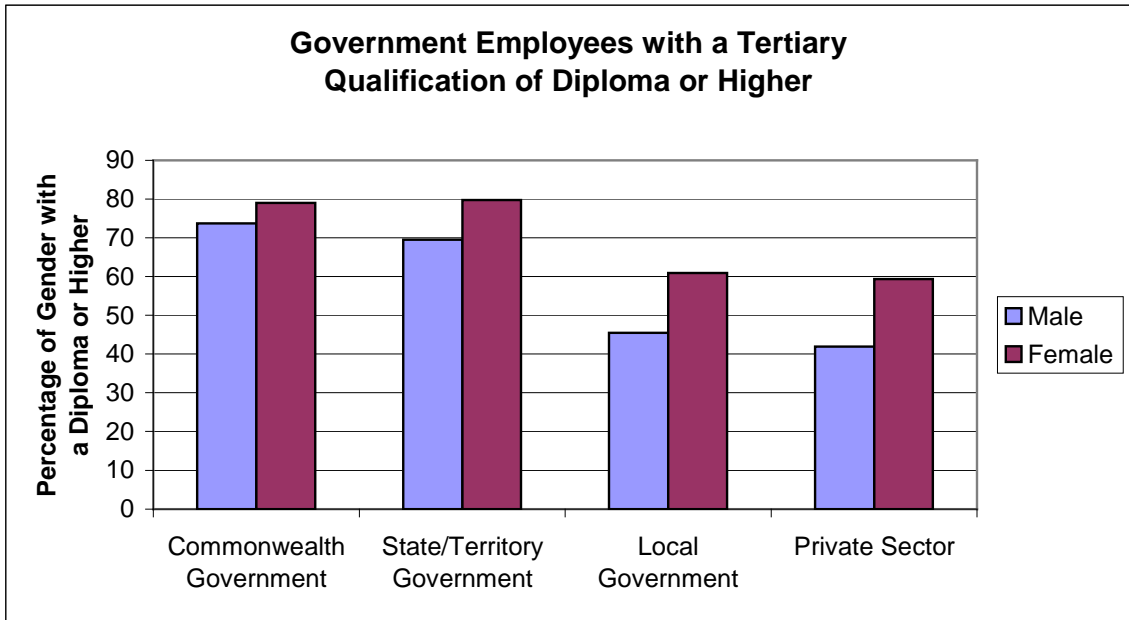


	Male (%)	Female (%)
<b>Year 12 or equivalent</b>	41.19	55.61
Year 11 or equivalent	9.79	12.33
Year 10 or equivalent	31.02	23.01
Year 9 or equivalent	8.01	4.30
Year 8 or below	7.18	2.97
Did not go to school	0.34	0.20
Not stated	2.45	1.58
<b>Senior High School Education</b>	<b>50.98</b>	<b>67.94</b>

### Tertiary Educational Qualifications Among Local Government Employees

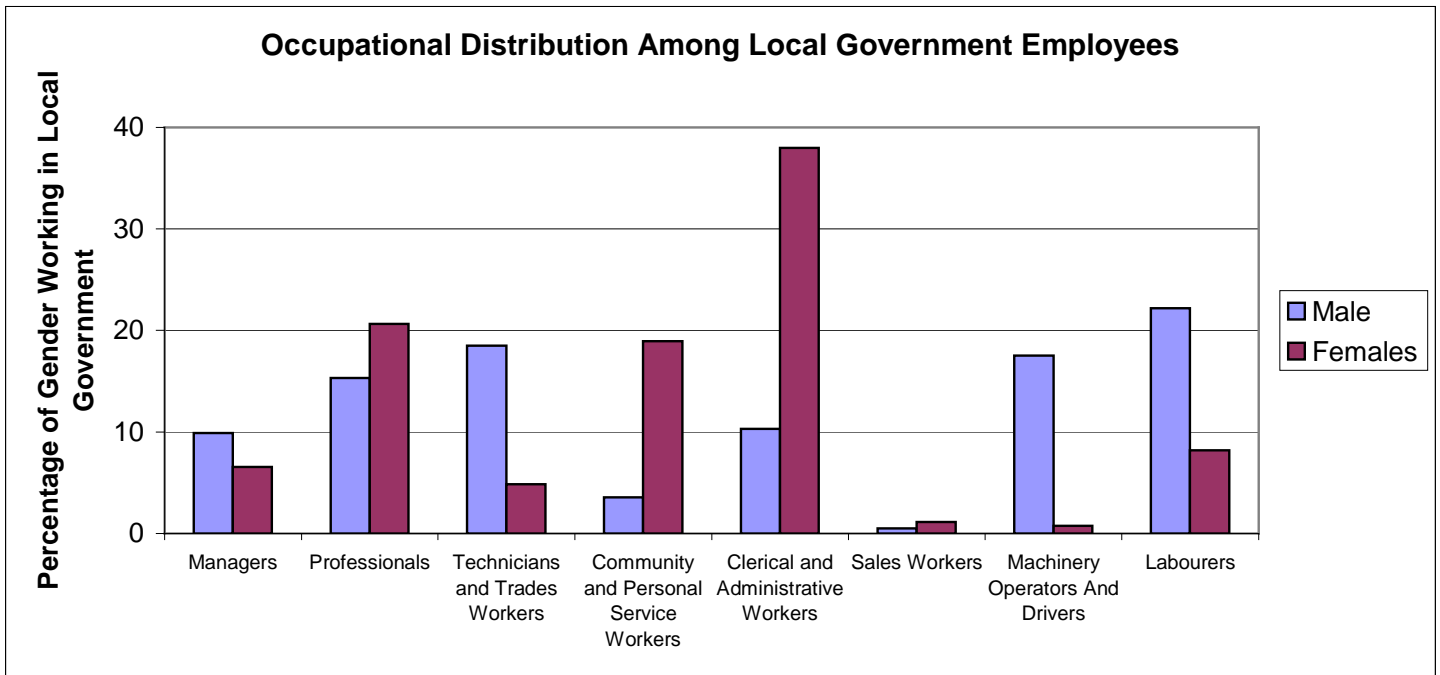


	Male (%)	Female (%)
Postgraduate Degree Level	5.46	5.19
Graduate Diploma and Graduate Certificate	4.25	6.74
Bachelor Degree	20.52	28.06
Advanced Diploma and Diploma	15.25	20.90
Certificate Level, nfd	3.02	6.22
Certificate III & IV Level	41.43	20.03
Certificate I & II Level	2.07	4.24
Level of education inadequately described	1.82	2.83
Level of education not stated	6.19	5.78
<b>Diploma or higher</b>	<b>45.48</b>	<b>60.89</b>



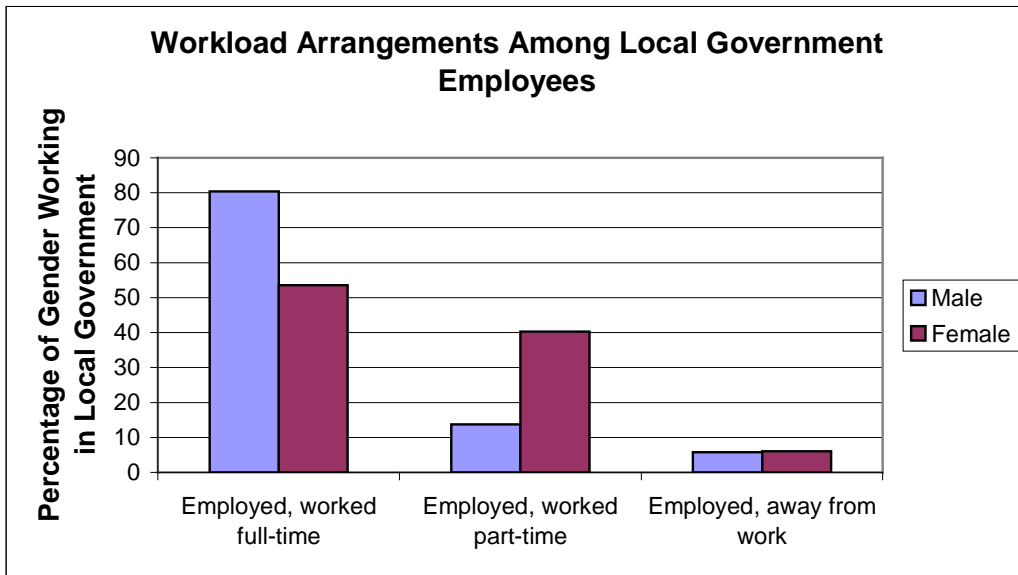
	Male (%)	Female (%)
Commonwealth Government	73.68	79.01
State/Territory Government	69.55	79.72
Local Government	45.48	60.89
Private Sector	41.90	59.36

## Occupation



	Male (%)	Female (%)
Managers	9.91	6.54
Professionals	15.32	20.66
Technicians and Trades Workers	18.49	4.87
Community and Personal Service Workers	3.55	18.93
Clerical and Administrative Workers	10.32	37.96
Sales Workers	0.52	1.13
Machinery Operators And Drivers	17.52	0.73
Labourers	22.19	8.18
Not stated & Inadequately described	2.18	0.99

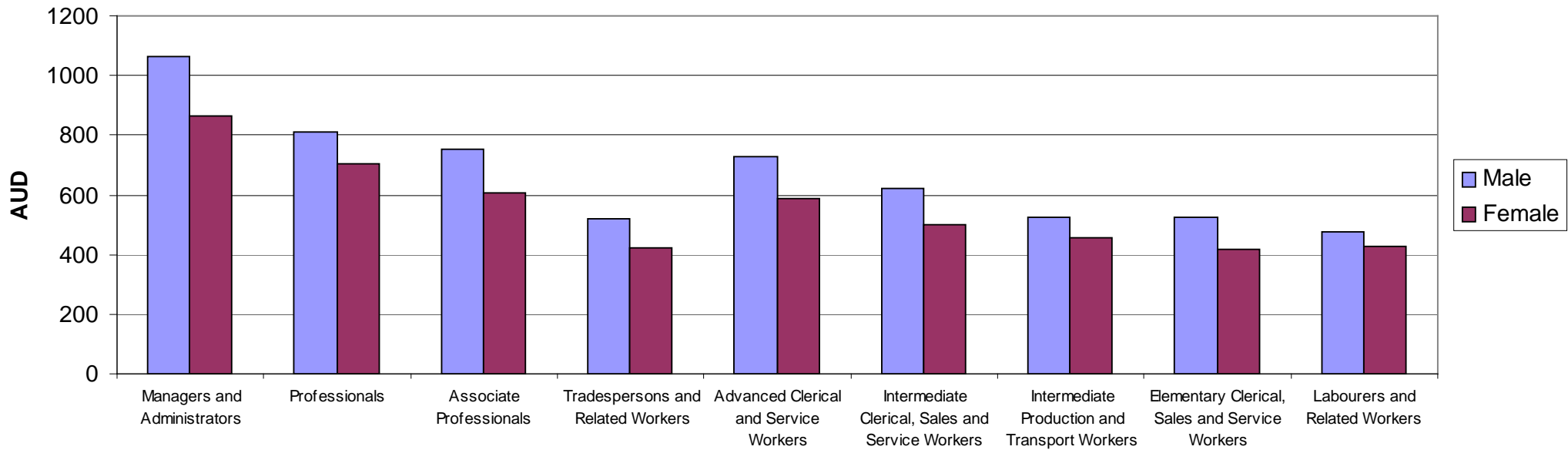
## Working Arrangements



	Male (%)	Female (%)
Employed, worked full-time	80.48	53.63
Employed, worked part-time	13.79	40.26
Employed, away from work	5.73	6.11

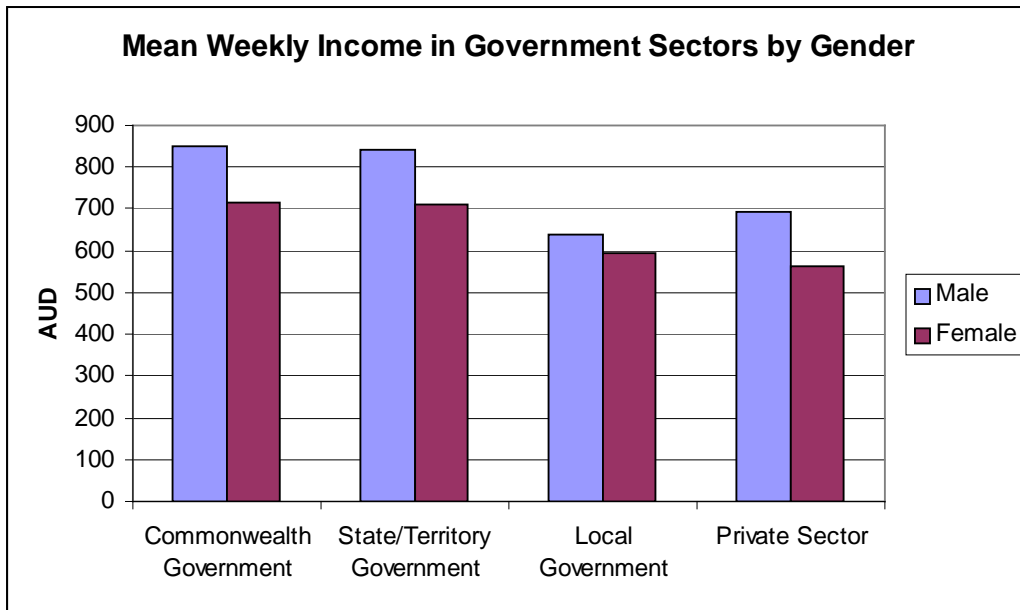
Mean Full-Time Weekly Wage

Mean Full-Time Weekly Wage in Local Government Professions by Gender



Mean full-time weekly wage calculated by assigning each data point the lowest value in its bracket.

	<b>Mean Male Weekly Wage (AUD)</b>	<b>Mean Female Weekly Wage (AUD)</b>	<b>% Difference (Female vs. Male)</b>
Managers and Administrators	1065.70	864.20	-18.91
Professionals	813.58	705.31	-13.31
Associate Professionals	754.35	605.47	-19.74
Tradespersons and Related Workers	521.90	422.72	-19.00
Advanced Clerical and Service Workers	730.77	589.35	-19.35
Intermediate Clerical, Sales and Service Workers	621.74	499.48	-19.66
Intermediate Production and Transport Workers	525.72	456.47	-13.17
Elementary Clerical, Sales and Service Workers	526.93	417.84	-20.70
Labourers and Related Workers	477.21	425.65	-10.80
<b>Average</b>	<b>639.37</b>	<b>593.62</b>	<b>-7.15</b>



	Mean Male Weekly Wage (AUD)	Mean Female Weekly Wage (AUD)	% Difference (Female vs. Male)
Commonwealth Government	850.19	714.61	-15.95
State/Territory Government	841.09	709.62	-15.63
Local Government	639.37	593.62	-7.15
Private Sector	693.24	560.92	-19.09