

## Appendix 3 – Local government workforce demographics

### Women and men in local government

Representation of women and men 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Number of employees	10 718	4 634	10 876	4 587	11 514	4 403	12 153	4 612	13 447	4 912
Number of women	6 695	545	6 737	554	7 217	559	7 858	632	8 767	774
Number of men	4 023	4 089	4 139	4 033	4 297	3 843	4 295	3 980	4 680	4 138
Women as % of all employees	62.5%	11.8%	61.9%	12.1%	62.7%	12.7%	64.7%	13.7%	65.2%	15.8%
Estimated women FTEs as % of all estimated FTEs	57.8%	8.9%	57.1%	9.0%	58.3%	9.6%	60.0%	10.5%	60.9%	12.3%
Number of youth (<25 yrs)	1 491	354	1 640	229	1 453	353	1 490	358	2 162	369
Youth as % of total employees	13.9%	7.6%	15.1%	5.0%	12.6%	8.0%	12.3%	7.8%	16.1%	7.5%
Number of mature workers (>45 yrs)	3 927	2 359	3 905	2 155	4 162	2 153	4 348	2 498	4 544	2 523
Mature workers as % of total employees	36.6%	50.9%	35.9%	47.0%	36.1%	48.9%	35.8%	54.2%	33.8%	51.4%

Note: Estimated FTEs are calculated by counting each full time person as one FTE and each part time and casual person as 0.5 FTEs.

Employment type - women and men 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Permanent women	4 323	367	4 454	321	4 618	302	4 840	358	5 152	396
Permanent women as % of all women	64.6%	67.3%	66.1%	57.9%	64.0%	54.0%	61.6%	56.6%	58.8%	51.2%
Permanent men	2 930	3 868	3 049	3 787	3 072	3 555	2 991	3 698	3 073	3 715
Permanent men as % of all men	72.8%	94.6%	73.7%	93.9%	71.5%	92.5%	69.6%	92.9%	65.7%	89.8%
Part-time women	1 608	159	1 742	114	1 829	87	2 110	112	2 205	96
Part-time women as % of permanent and fixed-term women	34.3%	41.1%	36.5%	34.7%	36.4%	27.4%	39.1%	28.9%	38.8%	23.0%
Part-time men	231	89	254	116	285	77	317	87	366	139
Part-time men as % of permanent and fixed-term men	6.9%	2.3%	7.3%	3.0%	8.3%	2.1%	9.2%	2.3%	10.3%	3.6%

### Women in management in local government

Distribution of women 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for women	59	81	62	88	65	101	69	101	76	104
Women as % salary ranges 7-10	27.8%	4.9%	29.6%	4.6%	33.3%	5.9%	36.5%	6.5%	41.9%	8.1%
Women as % salary ranges 9-10	18.5%	5.2%	20.5%	3.8%	23.9%	6.2%	27.8%	6.0%	31.5%	7.5%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

Women in management tiers 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Total in Tier 1	144		144		144		144		141	
Women in Tier 1	4		4		8		9		14	
Women as % Tier 1	2.8%		2.8%		5.6%		6.3%		9.9%	
Total in Tier 2	366	72	386	54	399	53	422	52	427	58
Women in Tier 2	71	1	87	2	104	0	104	0	113	8
Women as % Tier 2	19.4%	1.4%	22.5%	3.7%	26.1%	0.0%	24.6%	0.0%	26.5%	13.8%
Total in Tier 3	609	238	601	138	550	83	597	104	634	123
Women in Tier 3	199	22	195	8	157	1	200	3	220	16
Women as % Tier 3	32.7%	9.2%	32.4%	5.8%	28.5%	1.2%	33.5%	2.9%	34.7%	13.0%

## Indigenous Australians in local government

Representation of Indigenous Australians 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	10 094	4 508	9 105	4 106	7 275	3 290	6 674	2 624	6 360	2 555
Employees surveyed as % of total	94.2%	97.3%	83.7%	89.5%	63.2%	74.7%	54.9%	56.9%	47.3%	52.0%
Indigenous Australians	68	197	79	172	85	184	87	163	95	204
Indigenous Australians as % of employees surveyed	0.7%	4.4%	0.9%	4.2%	1.2%	5.6%	1.3%	6.2%	1.5%	8.0%

Note: The data on Indigenous Australians relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of Indigenous Australians 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for Indigenous Australians	40	89	41	96	36	94	56	98	52	98
Number of Indigenous Australians in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	4	118	6	129	3	140	10	140	10	153
% All employees salary ranges 7-10	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%
% Indigenous Australians in salary ranges 7-10	6.8%	63.4%	10.3%	79.1%	5.1%	78.2%	14.5%	91.5%	14.1%	89.0%
Number of Indigenous Australians in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Level 6 for Outdoor)	0	47	0	47	1	51	4	60	1	80
% All employees salary ranges 9-10	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%
% Indigenous Australians in salary ranges 9-10	0.0%	25.3%	0.0%	28.8%	1.7%	28.5%	5.8%	39.2%	1.4%	46.5%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

## People from culturally diverse backgrounds in local government

Representation of people from culturally diverse backgrounds 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	10 094	4 527	9 140	4 112	7 275	3 290	6 674	2 624	6 360	2 555
Employees surveyed as % of total	94.2%	97.7%	84.0%	89.6%	63.2%	74.7%	54.9%	56.9%	47.3%	52.0%
People from culturally diverse backgrounds	530	314	442	260	700	284	737	321	851	323
People from culturally diverse backgrounds as % of employees surveyed	5.3%	6.9%	4.8%	6.3%	9.6%	8.6%	11.0%	12.2%	13.4%	12.6%

Note: The data on people from culturally diverse backgrounds relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of people from culturally diverse backgrounds 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people from culturally diverse backgrounds	99	90	112	96	112	101	116	107	112	102
Number of people from culturally diverse backgrounds in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	104	191	127	176	201	239	235	269	273	233
% All employees salary ranges 7-10	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%
% People from culturally diverse backgrounds in salary ranges 7-10	25.1%	62.0%	31.5%	69.0%	31.1%	86.0%	34.4%	87.3%	38.2%	79.8%
Number of people from culturally diverse backgrounds in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	47	61	55	61	106	122	122	165	160	103
% All employees salary ranges 9-10	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%
% People from culturally diverse backgrounds in salary ranges 9-10	11.3%	19.8%	13.6%	23.9%	16.4%	43.9%	17.9%	53.6%	22.4%	35.3%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.

## People with disabilities in local government

Representation of people with disabilities 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Employees surveyed	10 094	4 497	9 142	4 107	7 275	3 290	6 674	2 624	6 360	2 555
Employees surveyed as % of total	94.2%	97.0%	84.1%	89.5%	63.2%	74.7%	54.9%	56.9%	47.3%	52.0%
People with disabilities	72	51	102	79	117	95	106	96	135	114
People with disabilities as % of employees surveyed	0.7%	1.1%	1.1%	1.9%	1.6%	2.9%	1.6%	3.7%	2.1%	4.5%

Note: The data on people with disabilities relies on self nomination. It is therefore possible that these results may underestimate the true number.

Distribution of people with disabilities 2004-2008										
	2004		2005		2006		2007		2008	
	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor	Indoor	Outdoor
Equity index for people with disabilities	68	68	91	74	109	90	93	92	72	86
Number of people with disabilities in salary ranges 7-10 (for 2003 this is Levels 7-10 for Indoor and Levels 4-6 for Outdoor)	13	21	28	34	38	62	26	68	28	81
% All employees salary ranges 7-10	25.0%	72.3%	28.9%	80.1%	28.8%	86.9%	30.2%	86.7%	36.8%	88.0%
% People with disabilities in salary ranges 7-10	20.0%	41.2%	28.9%	43.0%	33.9%	66.7%	25.7%	71.6%	23.1%	73.0%
Number of people with disabilities in salary ranges 9-10 (for 2003 this is Levels 9-10 for Indoor and Levels 6 for Outdoor)	8	2	19	12	19	38	19	36	17	31
% All employees salary ranges 9-10	12.7%	26.1%	14.7%	29.7%	14.9%	38.2%	16.3%	38.9%	19.6%	39.7%
% People with disabilities in salary ranges 9-10	12.3%	3.9%	19.6%	15.2%	17.0%	40.9%	18.8%	37.9%	14.0%	27.9%

The equity index is a measure of compression at the lower salary ranges of the sector. An index of 100 indicates no compression.