



City of **HOBART**

Memorandum: Lord Mayor
Deputy Lord Mayor
Elected Members

Response to Question Without Notice

GENDER PARITY OUTDOOR WORKFORCE

Meeting: Parks and Recreation Committee

Meeting date: 15 October 2020

Raised by: Deputy Lord Mayor Burnet

Question:

I ask this question on behalf of Councillor Ewin:

At a recent site tour of the South Hobart depot, I spoke directly with staff who said there is only one woman employed at the site. I understand the Director is acutely aware of this imbalance, but I would like to know how can we be more proactive about working towards gender parity in our outdoor workforce.

1. Is there a formal strategy for this?
2. If not, what is the process for developing one?

Response:

The City recognises that diversity and gender equality in the workforce is a critical success factor in a well-managed organisation.

The City has a recruitment policy and procedure to attract and retain the best talent and build a high performance workforce. Under this policy women are represented on all recruitment panels. There are however, recruitment complexities and challenges in an organisation where certain jobs attract predominantly male applicants due to the nature of the work and/or environment factors and other barriers that may restrict the candidate pool. The City is continuing to review marketing collateral and strategies to overcome these barriers.

For example, the City promotes family friendly policies, flexible work arrangements, pay equity and training and development opportunities through advertising collateral to attract all genders to the candidate pool and retain women in the workforce.

The City has a range of policies and procedures to ensure a safe, supportive and respectful workplace for women in particular and refresher training for equal employment opportunity awareness, the application of the Employee Code of Conduct Policy and the Workplace Behaviour Policy is due in the new financial year. The City is also looking to reinvigorate traineeship and apprenticeship opportunities and the mentoring program as part of the strategies to attract and retain a more diverse workforce including women into non-traditional roles.

The City is currently investigating becoming a member of the Workplace Gender Equality Agency and has previously provided reporting on gender equality across our organisation.

Further the City is also considering the establishment of an internal diversity work group to develop an overarching framework that encompasses gender, diversity and inclusion strategies for the City's workforce in discussion with the Chief Executive Officer. This will facilitate a holistic approach to gender, diversity and inclusion.

The overarching strategy will ensure the organisation's objectives are clear, specifying how gender equality supports business objectives and ensuring policies and initiatives are consistent. It is envisioned that the gender equality piece will comprise three parts; diagnosis of the organisation's current position of progress toward gender equality, development of tailored recommendations for developing a gender equality strategy and a case study analysis of the organisation with suggested goals and future action.

Two integral components of the overarching framework is building a gender inclusive organisation culture which will assist in the attraction, promotion and retention of talent as well as providing fresh perspectives, new ideas and developing and implementing a contemporary workforce plan.

As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.



Jayne Lockley
MANAGER PEOPLE AND CAPABILITY



Tim Short
DIRECTOR COMMUNITY LIFE

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