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I am fortunate to work in a work place that has strong governance and policy regarding gender equity and policy and procedures to protect the individual regardless of sexual orientation. Our workplace has a majority of female Councillors and although we do not have a policy addressing gender imbalance in the workplace we do have a high percentage of females in the workforce and in managerial roles. There is probably room for improvement in appointing women to senior management roles but this has improved in the time I have been in this workplace. Most of our external workforce who are involved in Physical work are male. This is something that should be addressed when offering and advertising new or replacement workers. Many of our employees are long serving and it will take time through natural attrition to address the imbalance. There probably needs to be cultural shift and change in policy to enable this to occur.