



women  
in local  
councils



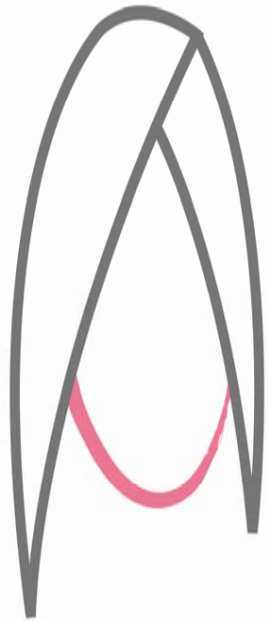
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# WOMEN IN LOCAL COUNCILS

**Diana Stewart**

**Project Officer**

**Local Government Staff Commission**



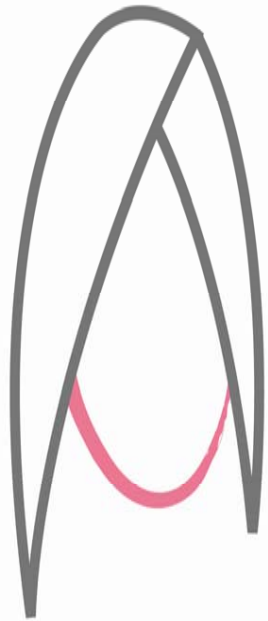
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## Women Officers in Councils

- 21 women out 144 in top 2 tiers
- 54% of Councils – 14 out of 26 have **NO** women in their top 2 tiers
- 7% of employees in non-traditional sector are female



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## Local election results for women

- 1997 14% of council seats
- 2001 19% of council seats
- 2005 22% of council seats
- 2005 127 out of 582 seats



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## Aim

**to identify, develop and promote initiatives to encourage the participation and advancement of women in local government and specifically at senior levels, non-traditional areas and elected representatives**



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# Partners

- **Belfast City Council**
- **Business in the Community**
- **Equality Commission for NI**
- **Irish Congress of Trade Unions**
- **Local Government Staff Commission**
- **Local Government Training Group**
- **National Association of Councillors**
- **Northern Ireland Local Government Association**
- **Queen's University, Belfast**
- **Society of Local Authority Chief Executives**

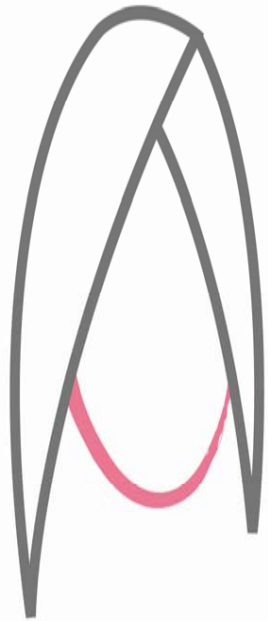


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# Elements of the Initiative

- **Declaration of Principles**
- **Champions**
- **Gender Action Plans**
- **Events**
- **Website**



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# Gender Action Plans

- **3 Plans – Political Parties, Elected Members, Officers**
- **Framework to address gender under-representation**
- **Identify barriers**



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# GAP Steering Groups

- Councillors, senior management, HR, Gender Champion
- Oversee Council's Gender Action Plan
- Drive and Co-ordinate Plan
- Monitor implementation for elected members
- Support Gender Champion



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# Agreed Actions

- Create mixed teams
- Monitor gender policy implementation, develop staff accountability
- Demonstrate and celebrate success
- Develop personnel confidence and 'know-how'
- Generate stronger commitment and leadership from senior men
- Which will be reflected in more resources



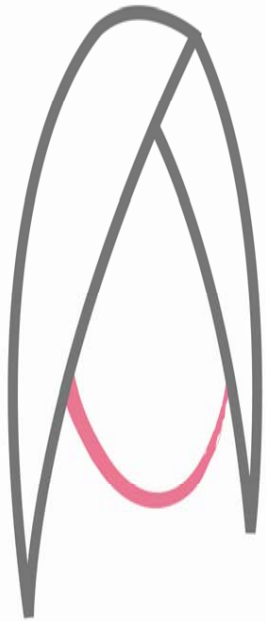
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# Events

## The Key Themes

- **Cultural Change**
- **Work-Life Balance**
- **Local Democracy**
- **Capacity Building and Personal Development**



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# Website

The screenshot shows the website's layout. At the top is a pink navigation bar with links: ABOUT US, PARTNERS, NEWS, CASE STUDIES, CONTACT US, and LINKS. Below this is a header banner with the logo on the left, a photo of a smiling woman in the center, and the slogan 'making a difference' on the right. A left-hand sidebar contains a menu with categories: Cultural Change, Work-Life Balance, Local Democracy, Capacity Building & Personal Development, Events, Newsletter, Research, and Statistics. The main content area features a 'Welcome to Women in local councils' section with introductory text and a 'MORE ABOUT US' link. To the right is an 'EVENTS SEARCH' section with a dropdown menu and a search box, followed by an 'EVENTS CALENDAR' for December listing events on 03, 12, 15, and 23 Jan. The footer contains a row of partner logos including LGSC, Business and Community, LGT, NIC, NAC, nilga, SOLACE, Equality Commission, and Queen's University Belfast. The URL 'www.womeninlocalcouncils.org.uk' is displayed at the bottom.

[www.womeninlocalcouncils.org.uk](http://www.womeninlocalcouncils.org.uk)



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