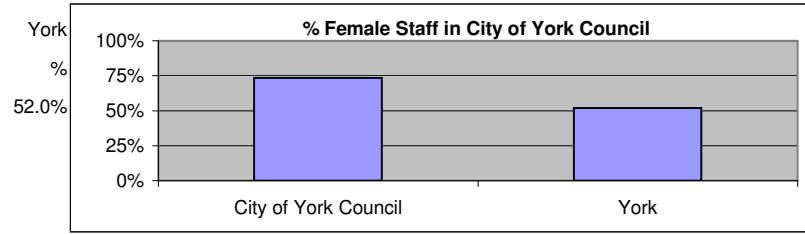


**GENDER**

Date: 31/03/06

**Staff Profile**

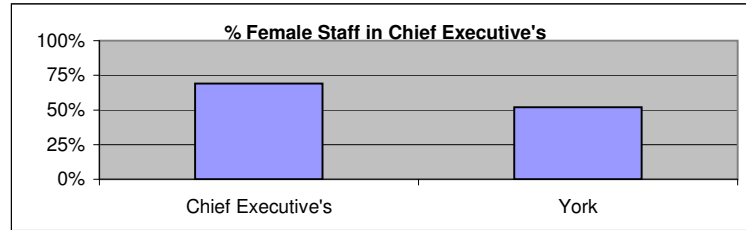
City of York Council		
	Number	%
Female	5552	73.4%
Male	2011	26.6%
Total known	7563	100.0%
Not Known	0	0.0%



**Key Issue:**  
The council employs more women than men. Many types of jobs in the Council are either overwhelmingly men and some are overwhelmingly women due to gender-stereotyping of job roles.

**Key Action:**

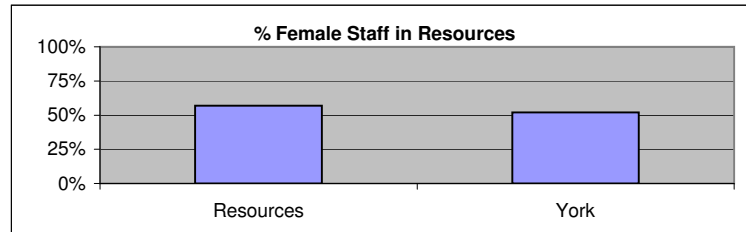
Chief Executive's		
	Number	%
Female	134	69.1%
Male	60	30.9%
Total known	194	100.0%
Not Known	0	0.0%



**Key Issue:**  
Chief Executive's employ more women than men. This does not appear to be due to gender-stereotyping of job roles.

**Key Action:**

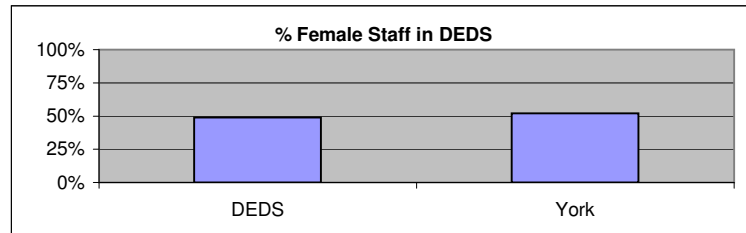
Resources		
	All posts	Top 5%
Total Female	206	57.0%
Total Male	155	43.1%
Total known	361	100.0%
Not Known	0	0.0%



**Key Issue:**  
Resources employ more women than men.

**Key Action:**  
Consider whether any gender imbalance in the workforce causes any specific problems in service delivery. Use Equalities database to provide better understanding of workforce and applicants.

DEDS		
	All posts	Top 5%
Total Female	247	48.9%
Total Male	258	51.1%
Total known	505	100.0%
Not Known	0	0.0%

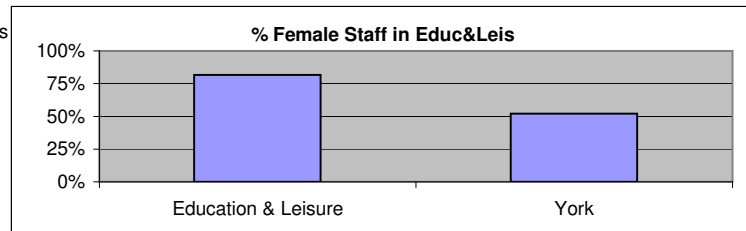


**Key Issue:**  
As a whole DEDS has a good gender balance in its workforce. The pattern varies across the directorate - the most significant imbalances are in Economic Development (36% women) and Resource & Business Management (76% women).

**Key Action:**  
Investigate why there are low numbers of women in City Development. Benchmark this with other local authorities and see if other LA's have managed to address under-representation. Report on findings.

Education & Leisure		
	All posts	Top 5%
Total Female	3424	81.8%
Total Male	763	18.2%
Total known	4187	100.0%
Not Known	0	0.0%

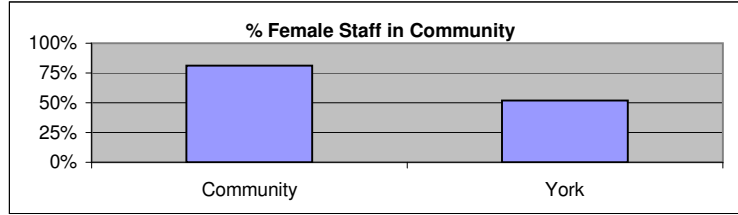
incl schools



**Key Issue:**  
Education and Leisure employ more women than men.

**Key Action:**

Community		
	All posts	Top 5%
Total Female	1230	81.3%
Total Male	283	18.7%
Total known	1513	100.0%
Not Known	0	0.0%

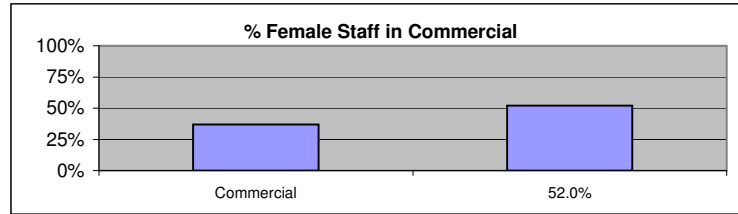


**Key Issue:**

Community Services employs more women than men. Many jobs in the directorate are traditionally associated with women. This can sometimes cause difficulties for male service users who need intimate personal care from a male

**Key Action:**

Commercial		
	All posts	Top 5%
Total Female	296	36.9%
Total Male	506	63.1%
Total known	802	100.0%
Not Known	0	0.0%



**Key Issue:**

Majority of work carried out by Commercial Services is often associated with men as it involves predominately heavy, manual workload which creates the imbalance.

**Key Action:**