

# Productivity & Equality

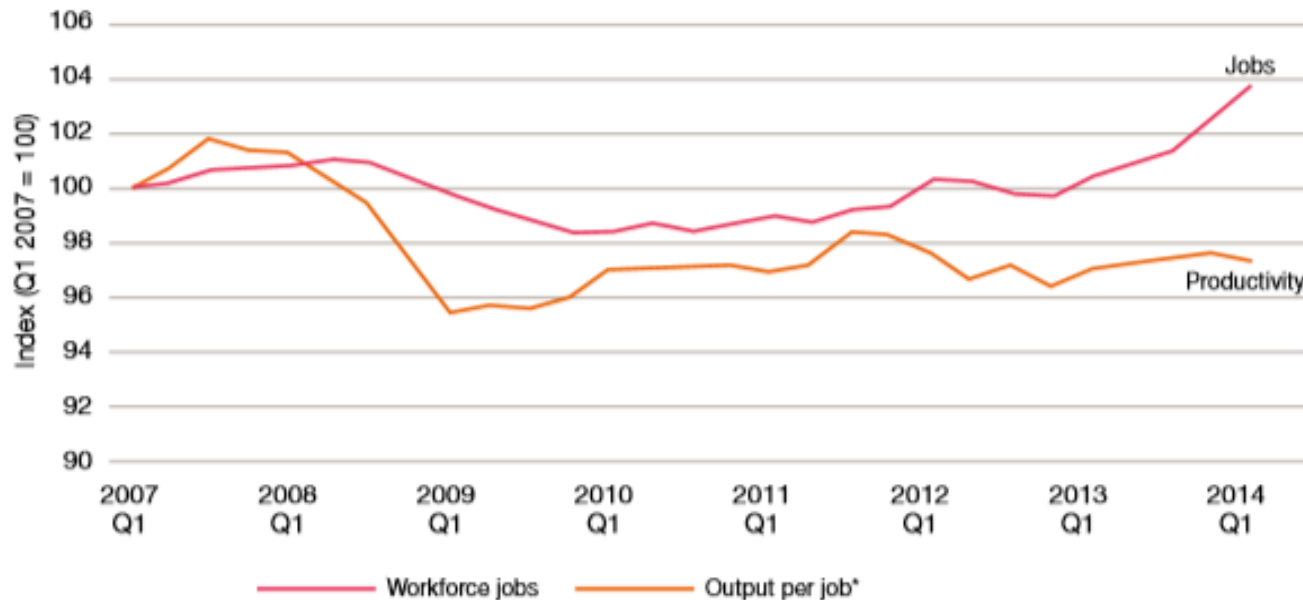
Sarah Messenger

Head of Workforce

Local Government Association

# Productivity and employment

**Figure 1: Employment is rising strongly but productivity is not following**



Source: ONS

Note: \*Estimate for 2014 Q1

# Increasing Productivity

The Government has five key drivers to increase public sector productivity –

- The use of markets and competition
- Service redesign and alternative delivery mechanisms
- Organisational and workforce drivers
- Technology
- Budget constraints

# Harnessing workforce productivity

We need a workforce skilled enough to adapt to different challenges and drive continuous improvement

And we will only get it through true engagement

# Productivity from equality?



The evidence is clear – organisations reap benefits from equality and diversity

# Equality in local government . . . ?

There has been real progress but . . .

*Compliance instead of inclusion?*

*Processes instead of recognition?*

*Protection (from discrimination) instead of valuing difference?*

*Equal treatment instead of true equality of opportunity?*

# What needs to change?

A fundamental shift in understanding what a diverse workforce looks like

A diversity mindset embedded in culture and practices and business strategies

# LGA support to councils

- Highly engaged with Government on what the reform of public services looks like and the impact on our workforce
- Driving innovation in political leadership and representation
- Supporting innovation in modern workforce and workplace practices
- Raising the profile of strategic E&D