**Councillor remuneration survey 2021: Summary of findings**

The councillor remuneration survey was sent out to all local elected members in Scotland in June 2021 and gathered evidence of councillor workload, average weekly hours, and the impact of financial barriers to elected office. The survey was undertaken as part of wider COSLA work to address barriers to elected office and to increase councillor diversity. 439 responses were received, which equates to 36% of all councillors.

**Key findings**

**Average working hours**

* Councillors work on average full-time equivalent hours on their councillor duties (38.6 hours/week), which results in an equivalent hourly rate lower than the Real Living Wage of £9.90
* Councillors in receipt of Special Responsibility Allowance(s) work on average 50.3 hours per week

**Councillors with a paid second job**

* 43% of councillors reported working weekly hours in a paid second job, working on average 24.8 hours per week in this additional employment

**Experience of female councillors**

* Female councillors were less likely to have been re-elected compared to men, as were female disabled councillors compared to disabled men
* Open text responses from female councillors highlighted the challenges in balancing caring responsibilities with the councillor role
* Financial barriers were cited by several female councillors who stated that they were, or were considering, not standing for re-election in 2022

**Remuneration as a barrier to elected office**

* Councillor survey responses highlighted the insufficiency of current remuneration for the responsibilities of the modern councillor and emphasised the necessity for councillors to have an additional source of income.
* Councillors responding to the survey identified remuneration as a major barrier to diversity and highlighted the difficulties in balancing the workload of a councillor alongside a second paid job that is vital for financial wellbeing.