Friday 18 November 2022

Senator Karen Grogan
Chair of Environment and Communications Legislation Committee
PO Box 6100
Senate
Parliament House
Canberra ABC 2600
c/- senator.grogan@aph.gov.au

Dear Senator,

2022-23 BUDGET ESTIMATES: ABC WORKFORCE STATISTICS

I refer to the 10 November 2022 letter from the Managing Director David Anderson in which he indicated that the ABC would provide the Committee with a copy of the ABC's workforce statistics submitted to the Workplace Gender Equality Agency (WGEA) for 2022 in relation to questions asked by Senator Henderson.

Please find a copy of the workforce statistics report at Appendix A.

The categorisation of managers in the report has been performed in line with WGEA guidance available on the WGEA website and attached at Appendix B.

Yours sincerely,

Melanie Kleyn
Acting Managing Director

Appendix A
Appendix B

2021-2022 Voluntary Reporting

Submitted by:

Australian Broadcasting Corporation (ABN:52429278345)
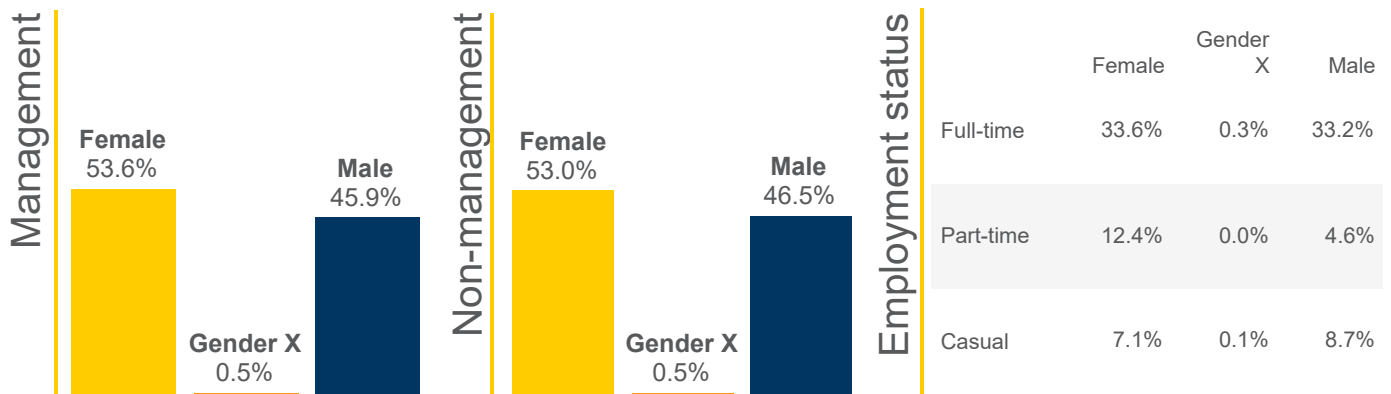
Date: 2022-10-21

INSIGHTS at a glance

Australian Broadcasting Corporation - 2021-22
5,126 employees

This report summarises your organisation's responses to the 2021 - 2021 Compliance Reporting program. It demonstrates how your organisation is tracking.
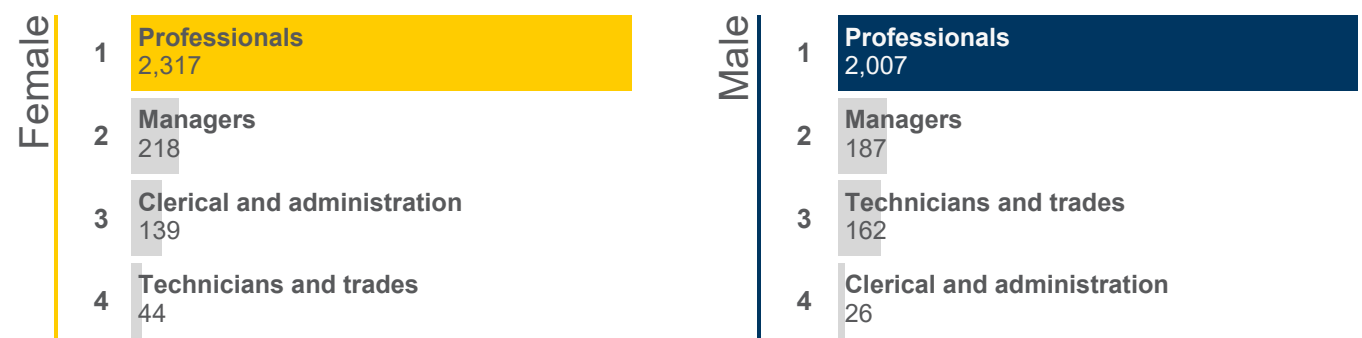
Workforce composition

Management

Female 53.6%	Male 45.9%
Gender X 0.5%	

Non-management

Female 53.0%	Male 46.5%
Gender X 0.5%	

Employment status

	Female	Gender X	Male
Full-time	33.6%	0.3%	33.2%
Part-time	12.4%	0.0%	4.6%
Casual	7.1%	0.1%	8.7%

Employee growth and promotion

Australian Broadcasting Corporation reported an overall growth in employee numbers for the reporting period.

Growth

Female managers	-5	Male managers	0	Gender X managers	2
Female non-managers	288	Male non-managers	265	Gender X non-managers	6

Promotion

Female managers	50	Male managers	37	Gender X managers	0
Female non-managers	231	Male non-managers	174	Gender X non-managers	0

Top occupations by gender

Female

1	Professionals	2,317
2	Managers	218
3	Clerical and administration	139
4	Technicians and trades	44

Male

1	Professionals	2,007
2	Managers	187
3	Technicians and trades	162
4	Clerical and administration	26

Note: employee growth is external appointments minus resignations

Workplace Gender Equality Agency CEO Submission Summary

QUESTIONNAIRE overview

Australian Broadcasting Corporation - 2021-22
5,126 employees

This section summarises your responses to the 'yes/no' questions in the questionnaire.

Workplace overview

Yes
formal policy and/or strategy in place to support gender equality overall

Yes
formal policy or strategy in key performance indicators for managers relating to gender equality

Yes
formal policy or strategy in recruitment

Yes
formal policy or strategy in promotions

Action on gender equity

Yes
specific pay equity objectives included in your formal policy and/or formal strategy

Yes
formal policy and/or strategy on remuneration generally

Yes
analysis of payroll to determine if there are any remuneration gaps between women and men

Employee support

No
formal policy and/or strategy to support employees experiencing family or domestic violence

Yes
provision of employer funded paid parental leave, regardless of carer's status and in addition to any government funded parental leave scheme

Yes
formal policy and/or strategy on sex-based harassment and discrimination prevention

Flexible work

Yes
formal policy and/or strategy on flexible working arrangements

Governing body

Yes
governing body for this organisation

Yes
formal selection policy and/or strategy for governing body members

No
target set to increase representation of women on the governing body*

* Some companies may not have a target for Board composition if the Board is currently gender balanced

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	40	35	75
			Non-managers	161	134	295
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	37	26	63
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	1	7
			Non-managers	24	9	33
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	9	5	14
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	2	3
			Non-managers	11	2	13
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	5	1	6
			Non-managers	125	90	221
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	2	1	3
			Non-managers	38	18	56
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	238	235	483
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	1	1	2
			Managers	10	4	16
			Non-managers	49	63	112
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	7	3	10
			Non-managers	131	86	222
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	10	3	13
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	33	11	46
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	223	205	430

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	2	0	2
			Managers	17	5	22
			Non-managers	77	59	136
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	1	1
			Managers	3	2	5
			Non-managers	28	20	51
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	2	0	2
			Non-managers	26	6	32
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	14	9	23
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	13	9	22
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	15	1	16
			Non-managers	111	0	111
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	6	0	6
			Non-managers	63	0	63
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	10	10
			Non-managers	1	67	68
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	8	8
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	0	6	6
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Broadcasting (except Internet)

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workplace Profile Table

Industry: Broadcasting (except Internet)

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	178	179	0	0	359
	Full-time contract	10	6	0	0	16
	Part-time permanent	27	1	0	0	28
	Part-time contract	3	1	0	0	4
Professionals	Full-time permanent	1,200	1,197	0	0	2,408
	Full-time contract	203	150	0	0	357
	Part-time permanent	495	180	0	0	676
	Part-time contract	58	36	0	0	94
	Casual	361	444	0	0	812
Technicians And Trades Workers	Full-time permanent	28	146	0	0	174
	Full-time contract	4	5	0	0	9
	Part-time permanent	12	11	0	0	24
Clerical And Administrative Workers	Full-time permanent	86	13	0	0	99
	Full-time contract	13	4	0	0	17
	Part-time permanent	31	8	0	0	39
	Part-time contract	8	0	0	0	8
	Casual	1	1	0	0	2

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Gender X

Workplace Profile Table

Industry: Broadcasting (except Internet)

Manager category	Level to CEO	Employment status	No. of employees F	No. of employees M	No. of employees Total*
CEO	0	Full-time contract	0	1	1
KMP	-1	Full-time permanent	1	0	1
		Full-time contract	1	1	2
GM	-1	Full-time permanent	3	3	6
SM	-1	Full-time permanent	0	1	1
	-2	Full-time permanent	30	25	55
		Part-time permanent	4	0	4
		Part-time contract	1	0	1
	-3	Full-time permanent	35	41	76
		Full-time contract	1	2	3
		Part-time permanent	1	0	1
	-4	Full-time permanent	1	2	4
		Part-time permanent	3	0	3
OM	-2	Full-time permanent	2	2	4
		Full-time contract	1	0	1
		Part-time permanent	1	0	1
	-3	Full-time permanent	47	57	105
		Full-time contract	4	2	6
		Part-time permanent	14	0	14
		Part-time contract	1	0	1
	-4	Full-time permanent	58	47	105
		Full-time contract	3	0	3
		Part-time permanent	4	1	5
		Part-time contract	1	1	2
	-5	Full-time permanent	1	1	2

* Total employees includes Gender X

Manager categories explained

Source: Workplace Gender Equality Agency website: https://www.wgea.gov.au/node/100034

Category	Role
CEO	Your CEO is the highest-ranked officer within your organisation or corporate structure. This includes an acting CEO. You may know them by a different title, such as: • Managing Director • Vice-Chancellor • General Manager • Managing Partner • Principal. You should only have one CEO position in your entire organisation or corporate structure. For corporate structures, the CEO should be reported in the submission group containing the ultimate parent. You do not need to provide remuneration data for your CEO. However, this is strongly encouraged to ensure a more accurate calculation of gender pay gaps.
Key Management Personnel (KMP)	In line with Australian Accounting Standards Board AASB124, KMPs have the authority and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly. This includes any director (executive or otherwise) of that entity. A defining feature of KMPs is their influence is at the entity level. KMPs are likely to direct the strategic function of their section and are often functional heads, such as head of operations or head of finance. They represent at least one of the major function of an organisation and participate in organisation-wide decisions. For corporate groups, KMPs will have authority and responsibility across the entire structure. You will be required to provide remuneration data for your KMPs.
Head of Business (HOB)	Head of Business is a new category. It refers to: • the CEO or equivalent of a subsidiary organisation within your corporate group • an employee who has strategic control and direction over a substantial part of the business, but whose responsibilities do not extend across an entire corporate group, such as the head of a brand within a group. You do not need to provide remuneration data for Heads of Business, if they are also a CEO or equivalent of a subsidiary organisation. However, this is strongly encouraged to ensure a more accurate calculation of your gender pay gaps.
KMP/HOB	This is a new category designed for employees who meet the definition of both KMP and HOB. This category might be used for employees who are: • the head of a business line within a corporate structure, with responsibilities that extend across the entire structure, such as the Head of Retail Operations

Category	Role
	• a KMP with strategic control and direction over a substantial part of the business, such as Head of Operations or Head of Logistics This category would not be used for roles such as Head of Finance or Legal. These roles would likely fall into the KMP category. You do not need to provide remuneration data for KMP/HOBs if they are also a CEO or equivalent of a subsidiary organisation. However, this is strongly encouraged to ensure a more accurate calculation of your gender pay gaps.
Other executives and general managers	Other executives and general managers are responsible for a department or business unit within an entity. In large organisations, they may not take part in organisation-wide decisions with the CEO. Alternatively, they may take part in those decisions to share expertise or develop projects, but not have the entity-level or corporate group authority that would make them a KMP. You will be required to provide remuneration data.
Senior managers	Senior managers are responsible for one or more functions, departments or outcomes for an entity. They are more likely to take part in both the strategic and operational sides of management, including resourcing, budget and assets (capital expenditure). Some of their decisions need approval from a higher-level manager. You will be required to provide remuneration data.
Other managers	Other managers are responsible for operational functions. They oversee day-to-day work, following and enforcing their entity's defined parameters. They may be responsible for strategies, policies and plans to meet business needs for their areas of work. They often manage time, financial and other resources, and assets such as facilities or IT infrastructure. They may also coordinate different functions or people. Line managers belong to this category, but supervisors do not. You will be required to provide remuneration data.