

The Stats on PUBLISHING

This survey came about as a result of several general discussions about shared concerns regarding diversity and inclusion in publishing and book culture.

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In late 2022, a survey on diversity and inclusion was conducted and funded by the University of Melbourne and the Australian Publishers Association, to help the industry understand how its workforce doesn't always represent the breadth of its culture, and to help play into what should be published for all potential readers.

Participation

Responses came from 989 individuals across all areas of the publishing industry including: children's, independent, scholarly and journals, schools and education, tertiary and professional, and trade. Responses came from large, medium and small publishing houses, and from freelancers and self-employed professionals. The total estimate of the Australian publishing workforce is 3700 to 6300 individuals, suggesting a response rate of between 15.6% and 26.75%.



Key Findings

Fewer than 1% of Australian publishing industry professionals identify as First Nations. 10.5% identify with a European culture (other than British), compared to an estimated 18% of the Australian population. 8.5% of respondents nominate as Asian cultural identify, compared with 17% of the Australian workforce.

21% of respondents identify as LGBTQ+. This compares to estimates of 11% in the Australian population. The majority of LGBTQ+ respondents are open or partially open about their sexuality at work.

35.4% of respondents were experiencing mental health conditions at the time of responding to the survey. This compares with 25% of respondents to a similar survey of the UK publishing industry in 2011, which itself was an increase from 20% in 2020.

24.7% of publishing professionals report having a long-term health condition or disability including a physical or mental health condition. 5.2% of respondents have a disability.

33.6% of respondents come from backgrounds that could be described as lower middle or working class. 24.8% of respondents were located in places other than Sydney or Melbourne.

The Australian publishing workforce is highly educated. More than 85% of respondents hold a degree, and more than half hold at least one postgraduate degree. This compares to 24% of the Australian population holding an undergraduate degree. 48% of respondents attended private schools, compared to around 30% in the Australian population.

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What Next?

Data reflects what goes on in your workplace. It can tell the story of who you are as an industry and it informs the world of the margins, big or small, and the potholes in your narrative. Whether you're in the paper and print industry or an agency in the marketing and content game, conducting a survey and finding some stats about who works under your roof can drive your organisation to a more inclusive and diverse space. ●

Source: Australian Publishing Industry Workforce Survey on Diversity and Inclusion, 2022
*The survey was open to respondents between 1st March and 8th April 2022, and was distributed by the Australian Publishers Association to: member publishers, individuals by newsletter, by the Small Press Network to their members, publicised in Books+Publishing, through industry newsletters and various social media channels. Survey responses were analysed using Qualtrics software and thematic coding.

