

UK

PUBLISHING WORKFORCE

Diversity, inclusion and belonging

2022

Acknowledgements

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Introduction



Now in its sixth year, this will be the final iteration of our UK Publishing Workforce report in its current form. On 31st January 2023, we launched our new, industry wide ‘Inclusivity Action Plan’ that comprises of a set of 10 commitments for publishing businesses to undertake over the period 2023 – 2026. This will include a new way of collecting data, in the form of a survey every two years, that will ultimately provide a clearer, more comprehensive view of our industry.

Looking back, we have made significant inroads over the last six years. This is through the hard work that publishers have been doing to truly move the dial on diversity, inclusion and belonging for staff.

For instance, we now see more females in senior positions within publishers. Females in executive positions has grown from 48% in 2018 to 56% in 2022, whilst the number of those in senior leadership has grown from 56% to 60% respectively over this period.

In addition, it is positive to see the representation of staff identifying as LGBT has increased, as has the representation of those with a disability or long-term health condition.

Representation of people from ethnic minority groups (excluding White minorities) has grown from 12% in 2018 to 17% in 2022, surpassing the set target of 15% by 2022. This is an encouraging step in the right direction, but one that must be further capitalised on and looked at carefully by organisations across the industry.

Whilst all of these are a step in the right direction, there is no room for complacency. Ensuring an organisation is truly reflective of the world around us is difficult but is something that must be met at great pace and with the importance it deserves. Progress must be continuously measured and challenged against continuously changing factors in society.

Our new Inclusivity Action plan has been built following conversations with our members and industry partners and aims to promote the equality of opportunity, drive action and empower

individuals within the UK's publishing industry. New targets will be set in due course, and we will assess how we can best help our members achieve these.

As always, thank you to all of those who took the time to participate in this survey. Change is only achieved when we work towards a common goal, and we are certainly stronger when we work together.

Dan Conway

Chief Executive of the Publishers Association

Methodology

Since 2017, the Publishers Association has conducted annual socio-demographic surveys of the UK publishing workforce. The insights gleaned from these surveys feed into our ongoing work to understand representation within the industry and monitor changes over time.

The data collection for this year's survey was conducted by the Publishers Association and EA Inclusion, and took place between October and December 2022 using the same methodology as previous editions of the study.

This study comprises two strands of research:

The **survey of publishing employees** was modelled on the Office for National Statistics Census for England and Wales, and has been developed to align with current inclusive best practice for the collection of socio-demographic data. Participating businesses either sent this online survey to their staff or provided their pre-existing data, which EA Inclusion then aggregated to create a combined data set. As not every respondent answered every question in the survey, and some of the aggregate data provided by businesses was partial, the base can vary. This has been noted where relevant.

The **survey of participating businesses** collected data on publishing operations, including size, sector, and office locations, as well as gender at executive leadership and senior management levels.

Where possible, and where data has already been published, comparisons have been made to the results from the England and Wales 2021 Census. Comparisons have also been made to the Publishers Association's previous annual Workforce Diversity, Inclusion, and Belonging surveys where appropriate.

Participation

A total of 11,866 employees from 50 businesses took part in EA Inclusion’s survey of publishing employees in 2022. The total number of respondents was lower (-15% in comparison to 2021) than in previous years, and there was also a decrease in the number of participating businesses (-17% in comparison to 2021). This decrease in the number of organisations and participants in this year’s survey was due to a number of factors including; organisations merging, changes of personnel, staff at some smaller publishers not having the capacity to complete the online survey, or organisations asking their employees to complete the online survey rather than providing existing data for a reduced number of questions, resulting in lower number of responses but more detail in the information provided.

Almost all of the 50 businesses that took part in the employee survey also took part in the business survey, with the exception of 3, with a further 9 businesses taking part in the business survey that did not take part in the workforce survey, making a total of 56 businesses.

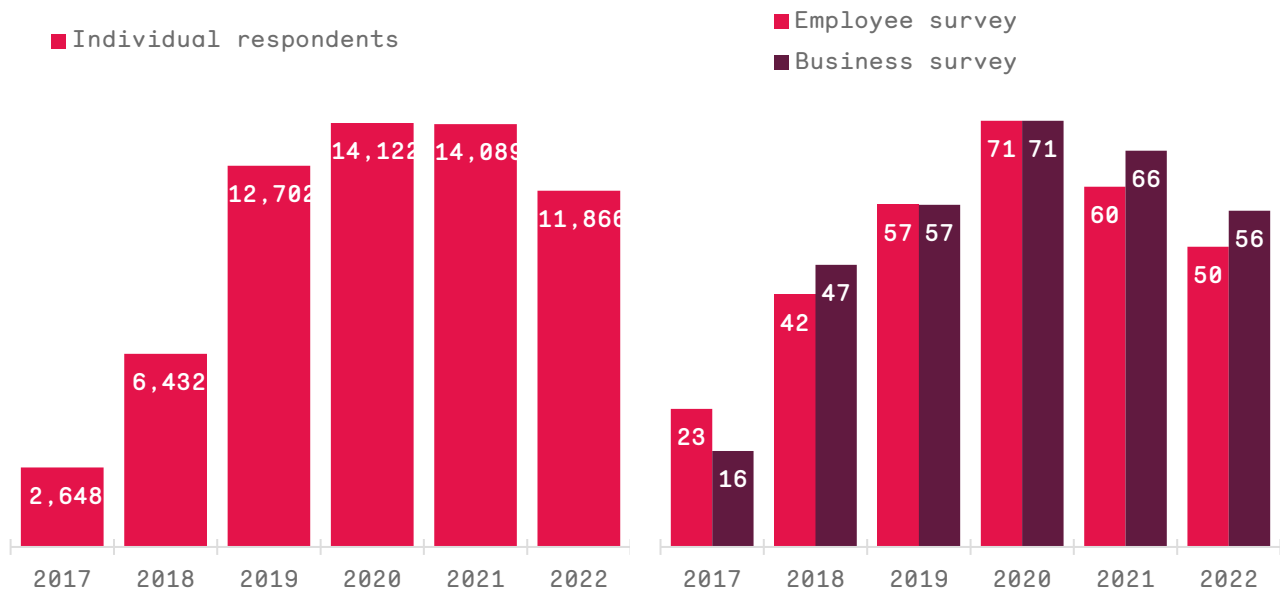


Figure 1: Number of individual respondents.

Figure 2: Number of participating businesses.

Key findings



Females continue to dominate the workforce, accounting for two thirds of respondents (66%), with an increasing proportion of executive leadership and senior management positions being held by females (56% and 60% respectively).



Representation of people from ethnic minority groups (excluding White minorities) has increased to 17% from 15% in 2021.



LGBT+ representation has increased, with 15% (up from 13% in 2021) of respondents either identifying as lesbian, gay, or bi, or self-describing their sexual orientation, a figure which has grown each year since 2017 (5%) – and as in 2021, 1% of respondents identified as trans.



The representation of people with a disability or long-term health condition has increased from 2% in 2017 to 16% in 2022 (up from 13% in 2021).



Around half (49%) of respondents have experienced mental health problems (either currently or in the past). Compared to 2021, this increased from 43%. At the time of the survey, more than one in four (27%) were currently experiencing mental health problems.



Socio-economic background continues to represent major barriers to inclusion, with two thirds (66%) of respondents being from professional backgrounds.



Those who were privately educated (17%), and those educated to a degree level (82%) continue to be overrepresented in the workforce in relation to the population.

About our respondents

Childhood home and where they live now

In 2022 there has been a decrease in the number of respondents living in London and the South East, with the combined figure decreasing from 80% in 2021 to 66% in 2022. Specifically, 45% of respondents live in London (down from 49% in 2021), while just over a fifth live in the South East of England (21%, down from 31% in 2021).

Both of these figures were significantly higher than the proportion of respondents that grew up in those areas (London, 16%, similar to the 17% in 2021, and the South East of England 13% down from 23% in 2021). Additionally, 12% live in the West Midlands (up from 2% in 2021, with 11% growing up there) and 7% live in the East of England (similar to 2021 results, with 9% growing up there). All other regions and UK nations were home to 5% or fewer respondents, with 6% or less growing up there. One in six (16%, in line with 15% in 2021) respondents grew up outside the UK.

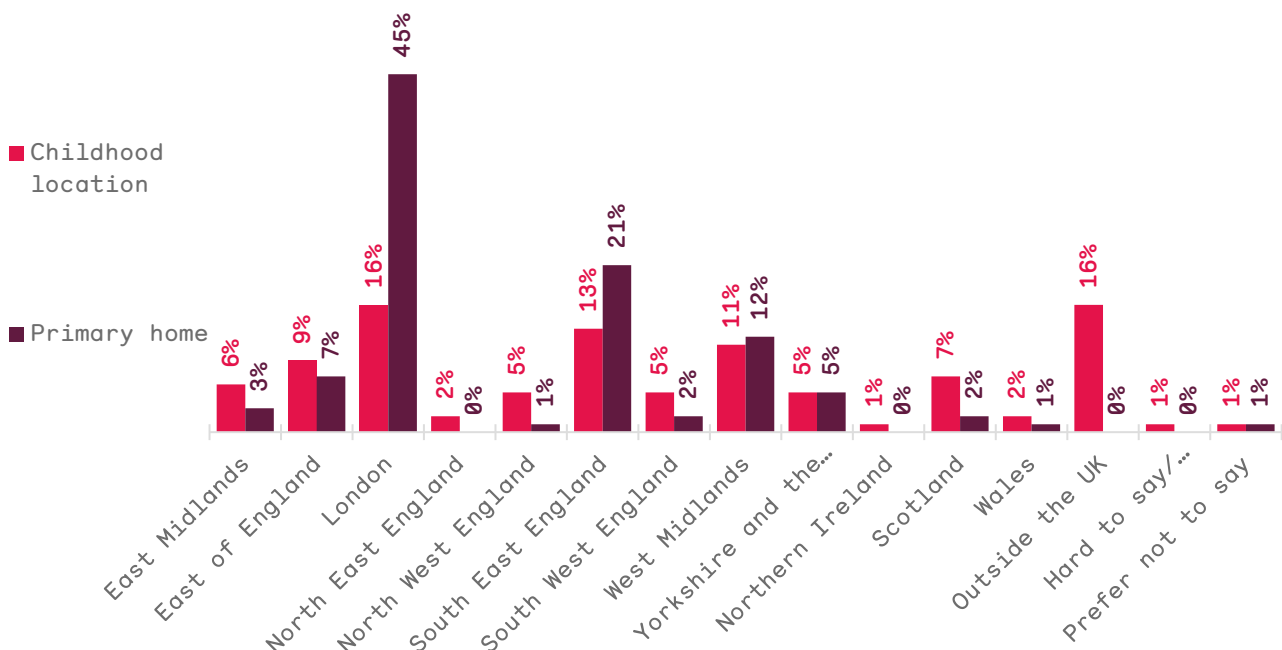


Figure 3: Where did you spend the majority of your childhood? Where is your primary home located?

Base: 'Where did you spend the majority of your childhood?' – 5,484 respondents, 'Where is your primary home located?' – 3,829 respondents.

Age

The age profile of publishing continues to remain concentrated in the 25 to 44 age bracket (61%, in line with 62% in 2021), with those aged 25 to 34 (33%, in line with 2021 results) the largest group, while those aged 35 to 44 accounted for 28% (in line with 29% in 2021) of respondents. As seen in previous years, this is higher than we would expect compared to the population (aged 15 to 64) of England and Wales (2021 Census), where these age groups account for 41% (21% and 20% respectively).

Just 6% of respondents were aged between 18 and 24, which was in line with 2021 results (5%). A total of 13% of respondents were aged 55 or over (which was in line with 2021 results), which remains a significant increase from the 8% recorded between 2018 and 2020, but is still lower than the population (18%) (England and Wales 2021 Census).

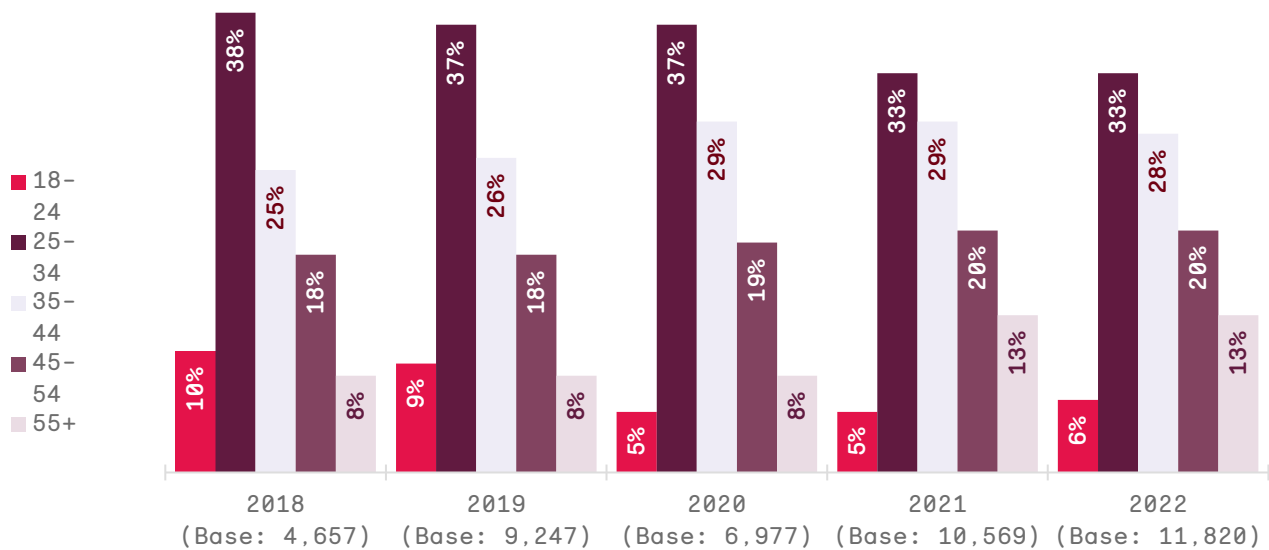


Figure 4: What is your age range?

Base: Provided in chart.

Religion or belief

According to the 2021 Census in England and Wales, 37% of the population were non-religious and 46% were Christian. Within publishing most respondents indicated that they were non-religious (60%), and a lower proportion (25%) identified as Christian, both of which were in line with 2021

survey results. Additionally, 2% of respondents identified as Muslim (in line with 2021 results), which was lower than 7% of the population in England and Wales according to the 2021 Census. A further 2% of respondents identified as Hindu, while 1% identified as either Jewish or Buddhist (in line with 2021). Sikh respondents accounted for less than 1% of respondents (in line with 2021), and 3% of respondents identified with another religion or belief (in line with 4% in 2021).

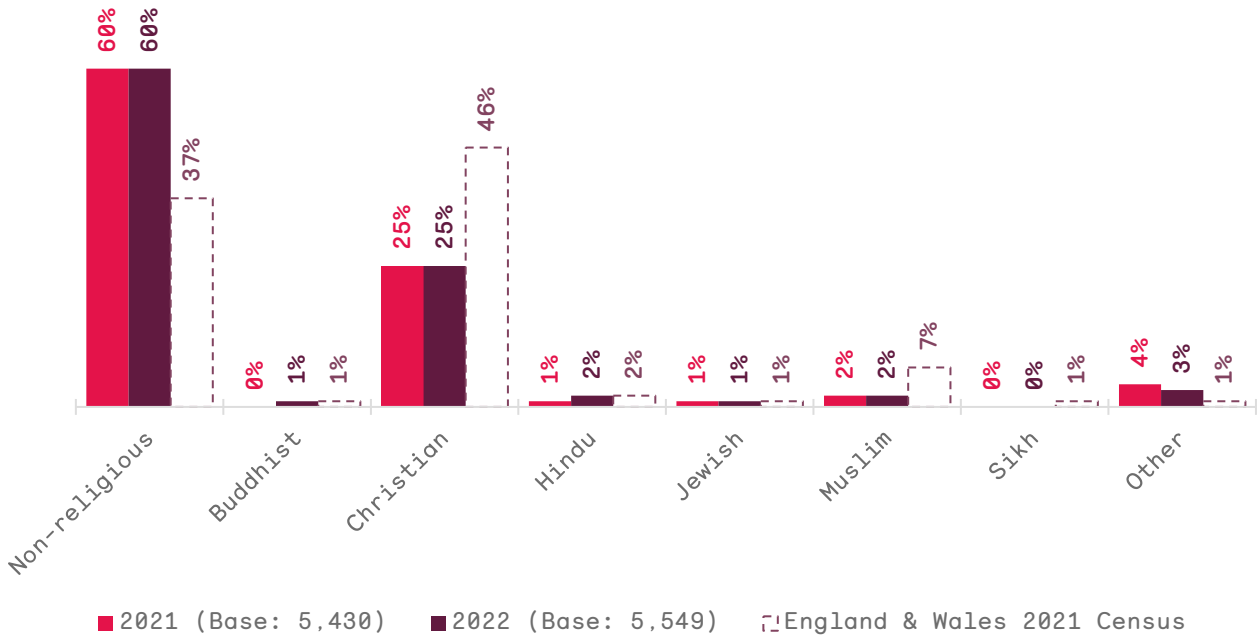


Figure 5: What is your religion or belief?

Base: Provided in chart.

National identity

85% of respondents identified their national identity as British or at least one of the following: English, Welsh, Scottish, or Northern Irish, which was a decrease from 2021 (93%), and was lower than the population of England and Wales (92%) ([2021 Census](#)). One in seven (14%) respondents identified with a non-UK national identity (either by itself or with at least one UK identity), which was slightly lower than in 2021 (16%), but a higher figure than the population of England and Wales (12%).

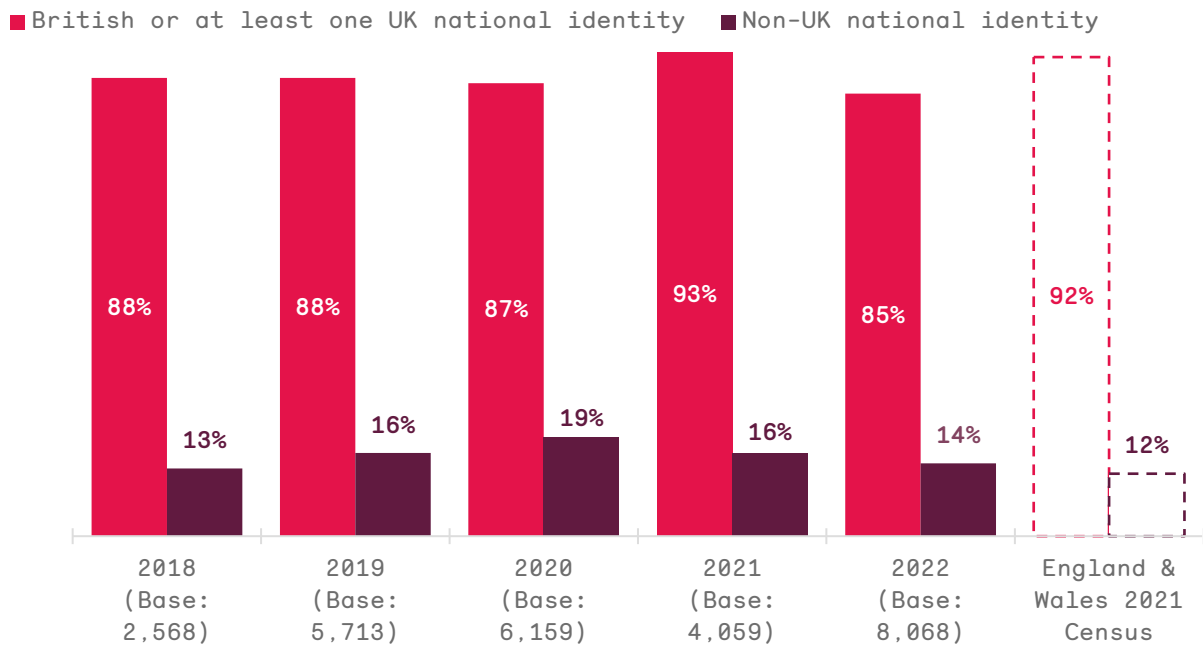


Figure 6: How would you describe your national identity?

Base: Provided in chart.

Note: Totals are over 100% as individuals were able to select ‘all that apply’.

Caring responsibilities

Three in ten (29%, up from 26% in 2021) respondents had caring responsibilities for children, with the majority (89%, down from 97% in 2021) of respondents' line managers (or equivalent) being aware of this. In comparison, Working Families reported that there were 13 million working parents in the UK, representing almost 40% of the workforce.

Six percent of respondents, up from 4% in 2021 had caring responsibilities for adults, with over half (54%, down from 71% in 2021) of respondents' line managers (or equivalent) being aware of this. In comparison, Carers UK estimated that in 2022, one in five adults in the UK were providing care for adults who have a disability, illness, or long-term condition, or who need extra help as they grow older.

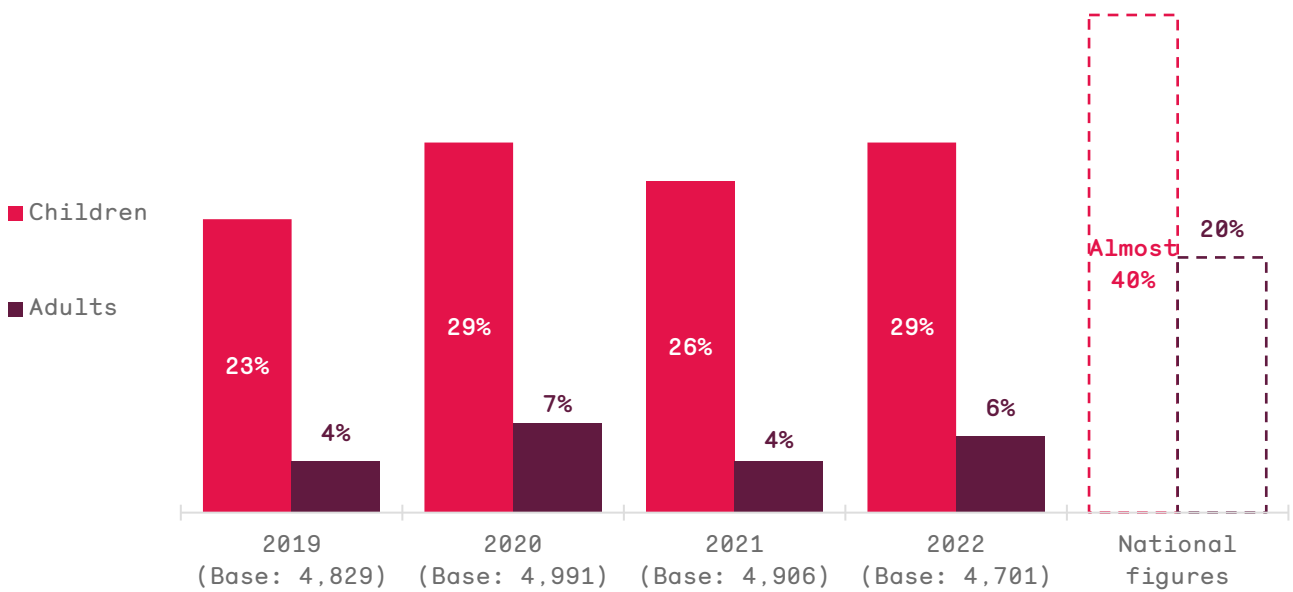


Figure 7: Do you have regular caring responsibilities?

Base: Provided in chart.

Working from home

Flexible working arrangements have changed significantly since the UK lockdown in March 2020 due to COVID-19. In the 2020 survey, 89% of respondents had the ability to work from home following the first UK lockdown, a huge increase from 40% who had the ability to work from home beforehand. In 2022, 83% of respondents worked from home at least once during a typical month, which was lower than 96% in 2021, while 16% (up from 3% in 2021) of respondents do not work from home at all. These variations are likely to be caused by lockdowns due to COVID-19 over recent years and may now have stabilised after a more consistent year in 2022.

Since 2021, respondents have been asked how often they work from home over a typical recent month (note: at the time of the 2022 survey taking place, the government’s working from home guidance was not in place). 78% of respondents work from home 2 or more days per week (down from 93% in 2021), with a quarter of respondents (25%, down from 38% in 2021) working from home around 5 days per week, which was still the most common response. A small proportion (4%, in line with 3% in 2021) of respondents worked from home once a week or less.

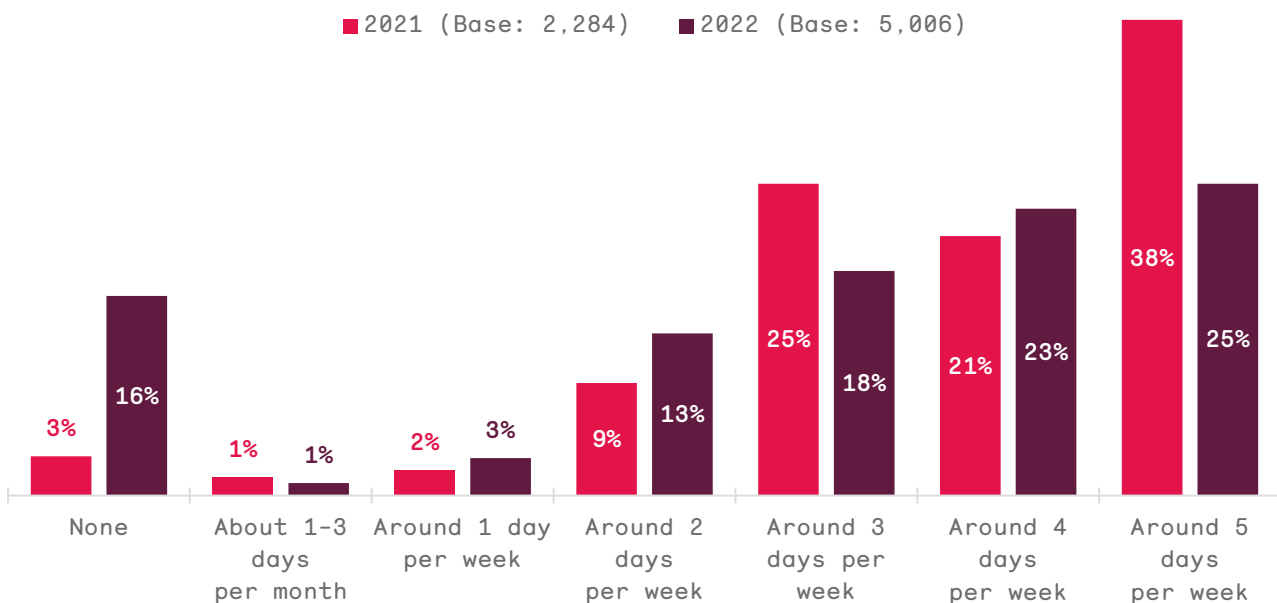
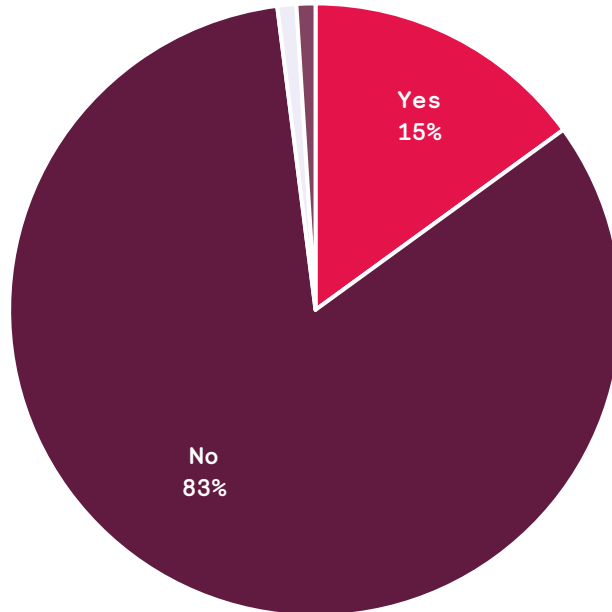


Figure 8: Over a typical recent month, how often do you work from home?
Base: Provided in chart.

Family or friends in publishing

The majority of respondents did not have family or friends working in the industry before they started their career in publishing, compared to 15% who did. This was in line with 2021 results (15%).



Note: 1% of respondents either preferred not to say or were unsure.

Figure 9: Before you started your career in publishing, did you have family or friends that worked within the industry?

Base: 4,032 respondents.

Gender

Two thirds of the publishing workforce identifies as female.

According to the 2021 Census in England and Wales, 51% of the population is female, compared to 66% in publishing, which is a level that has remained relatively consistent since this survey began. A further 33% of respondents identified as male and fewer than 1% self-described their gender.

Respondents were asked separately whether their gender identity was the same as the sex that they were assigned at birth, which has been reported in the LGBT+ section of this report.

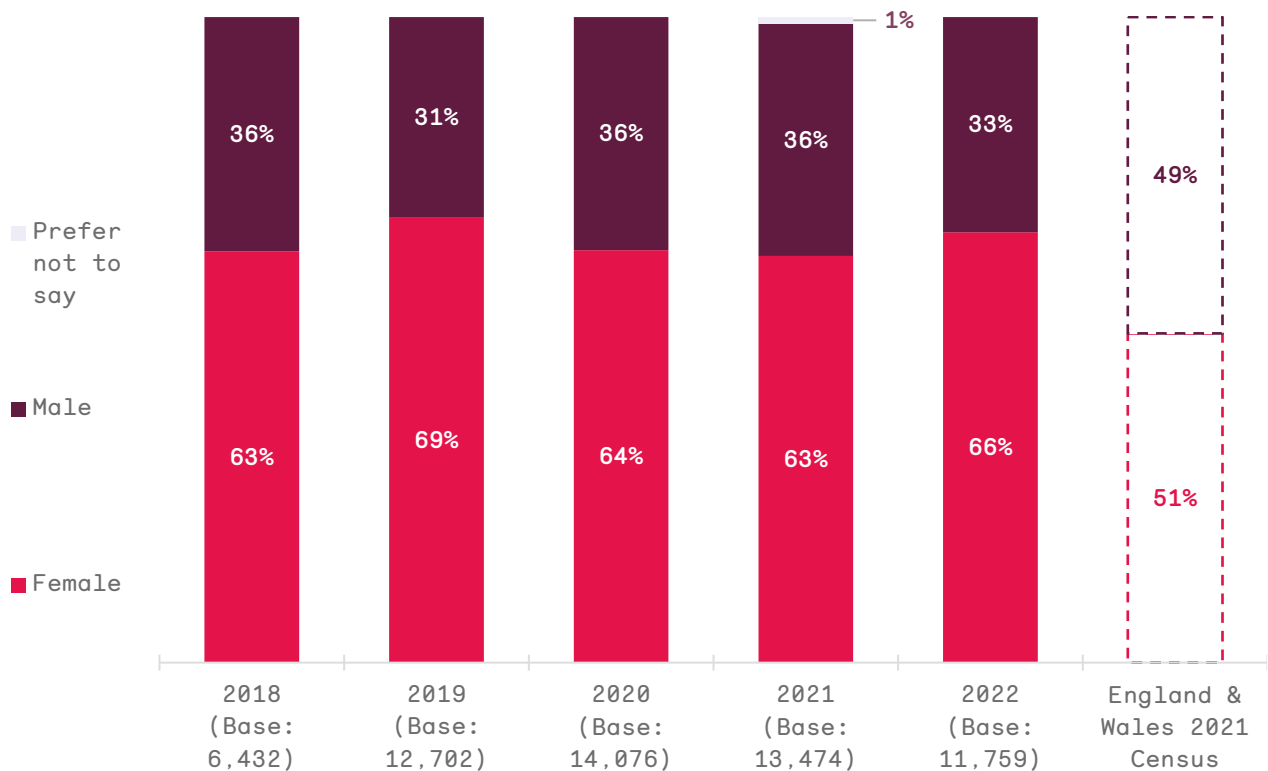


Figure 10: What best describes your gender?

Base: Provided in chart.

Note: Fewer than 1% of survey respondents preferred to self-describe their gender each year, with the exception of 2021.

Female representation in executive leadership and senior management roles in publishing is growing.

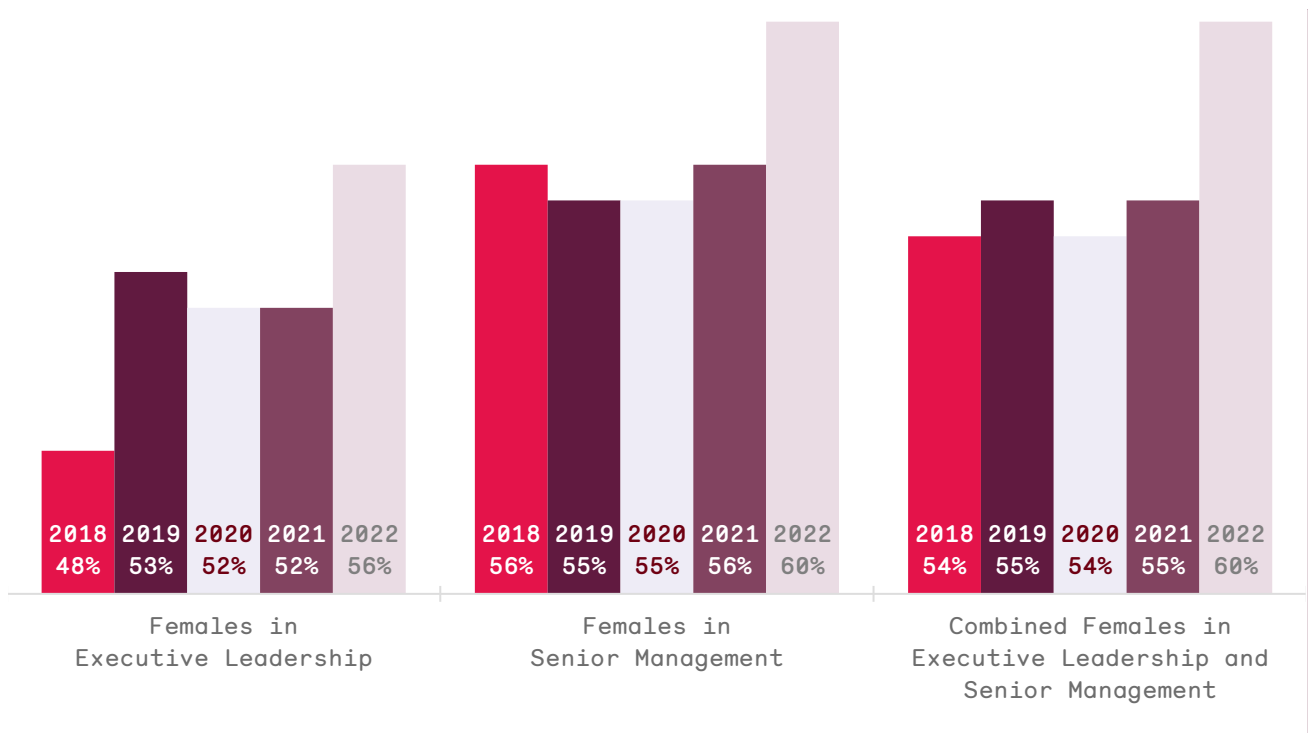


Figure 11: Females in executive leadership and senior management.

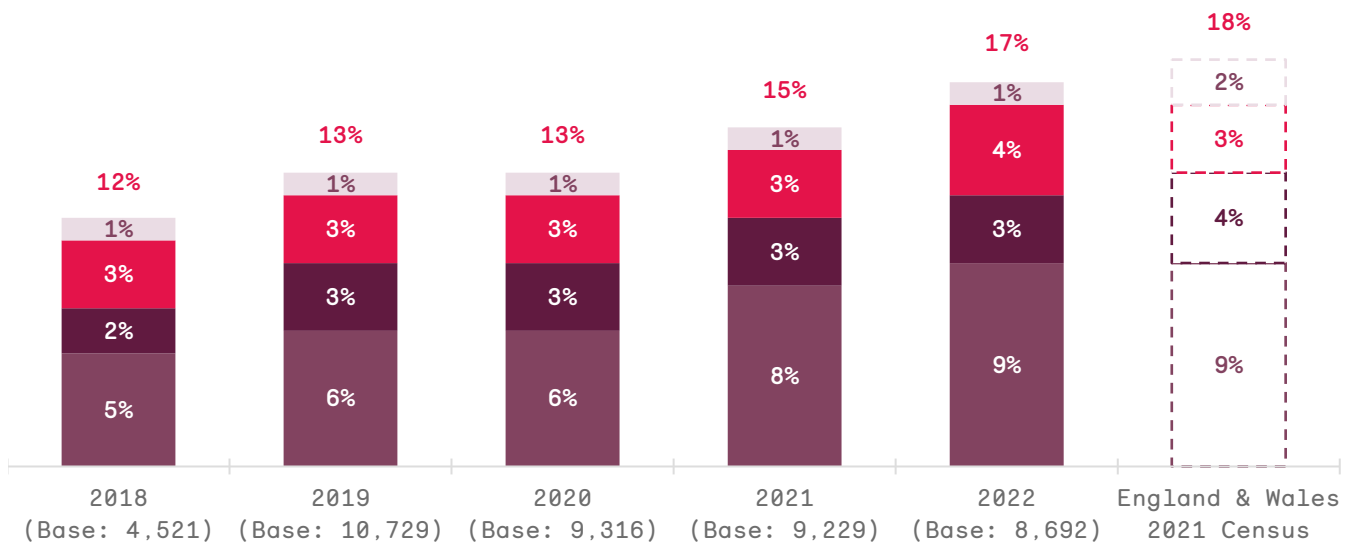
Base: 56 organisations provided this data in 2022, 66 in 2021, 71 in 2020, 57 in 2019, and 47 in 2018.

The representation of females in executive leadership (56%) and senior management (60%) across the industry as a whole, both separately and combined (60%), has increased to new highs since this survey began, and this continues to meet the Publishers Association’s target of at least 50% female representation.

Ethnicity

Representation of employees from ethnic minority groups (excluding White minorities) has increased to 17% in 2022.

People from ethnic minority groups (excluding White minorities) make up 17% of respondents, which was similar to the population of England and Wales (18%) according to the 2021 Census. This figure has increased gradually over time, from 12% in 2018.



- Other Ethnic Group
 - Mixed or Multiple Ethnic Groups
 - Black, Black British, Caribbean, or African
 - Asian or Asian British
- Ethnic minority groups (excluding White minorities)**

**Figure 12: What is your ethnic group?
- Ethnic minority groups (excluding White minorities) (high-level categories)**

Base: Provided in chart.

Note: Individual categories do not add up to the 'Combined' figures as they have been rounded to the nearest whole number.

The proportion of respondents who identified their ethnic group within the high-level Asian or Asian British group has gradually increased from 5% in 2018 to 9% in 2022, which was in line with the population of England and Wales ([2021 Census](#)).

The proportion of respondents who identified their ethnic group within the high-level Black, Black British, Caribbean, or African group has remained at 3% since 2019, which is similar to the population of England and Wales (4%).

A further 4% of respondents identified their ethnic group within the high-level Mixed or Multiple ethnic group, which has increased from 3% over the last 4 years to 4% in 2022, and this is in line with the population of England and Wales (3%).

Finally, 1% of respondents identified their ethnic group within the high-level Other ethnic group category, which has remained consistent each year since 2018, and this in line with the population of England and Wales (2%).

The representation of respondents who identified their ethnic group within the high-level White ethnic group (82%, similar to the 83% recorded in 2021, and has fallen each year since 2018) was in line with the population of England and Wales (82%). In looking deeper, the representation of White English, Welsh, Scottish, Northern Irish or British respondents (66%, down from 69% in 2021) was significantly lower than the population of England and Wales (74%). Additionally, 13% of respondents identified their ethnic group within the White: Other White category, which was in line with 2021 results (12%), and was twice that of the population of England and Wales (6%).

Further regional analysis around ethnicity was undertaken for London as the area where the largest number (or majority) of respondents lived. It should be noted that not all existing data that was received from organisations included respondents' primary home location, hence this analysis was based on the subset of data that was available.

London ethnicity comparison

The representation of respondents from ethnic minority groups (excluding White minorities) living in London (17%) was in line with 2021 results (18%), but this remains well below the London population (46% according to the [2021 Census](#)).

Respondents living in London who identified their ethnic group within the high-level Asian or Asian British group (7%, which was in line with 8% in 2021) were significantly underrepresented in comparison to the London population (21%).

People who identified their ethnic group within the high-level Black, Black British, Caribbean, or African group make up 14% of the London population according to the Census, but only 4% of respondents to this survey living in London (in line with 3% in 2021) identified within this high-level ethnic group.

LGBT+

LGB+ representation is high and continues to grow.

The publishing workforce has a substantially higher proportion of respondents identifying as lesbian, gay, bi, or self-describing their sexual orientation (LGB+) (15%) than the 3% of the population of England and Wales who identify as LGB+ (2021 Census). The proportion of respondents identifying as LGB+ has increased year on year, from 8% in 2018, with the largest increase amongst those identifying as bi (from 4% to 8% since 2018).

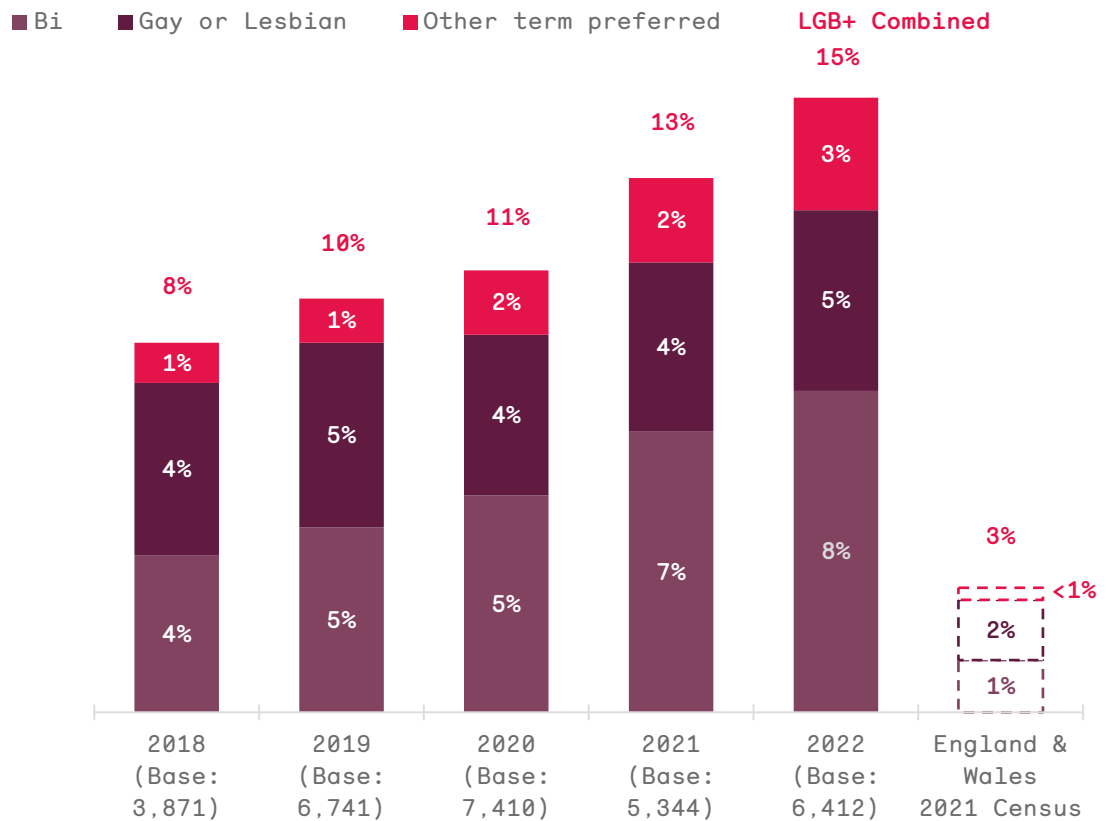


Figure 13: Which of the following best describes your sexual orientation? - Lesbian, gay, bi, or other term preferred (LGB+)

Base: Provided in chart.

Note: Individual categories do not always add up to the 'Combined' figures as they have been rounded to the nearest whole number.

Trans people made up 1% of respondents.

Respondents were asked if their gender identity was the same as the sex that they were assigned at birth. 1% of respondents (in line with 2021 and 2020 results) said their gender identity differed from the sex that they were assigned at birth, with 98% saying that it remained the same. This corresponds with the population in England and Wales where 1% of the population's gender identity differs from the sex that they were assigned at birth ([2021 Census](#)).

Socio-economic background & education

Socio-economic background and education continue to represent major barriers to inclusion.

Socio-economic background has been measured using the [Social Mobility Commission's](#) recommended question around the occupation of the main household earner during respondents' childhood. Socio-economic background has been reported in three groups:

- **Professional backgrounds** – Modern professional and traditional occupations; senior or junior managers or administrators.
- **Intermediate backgrounds** – Clerical and intermediate occupations; small business owners.
- **Lower socio-economic backgrounds** – Technical and craft occupations; routine, semi-routine manual, and service occupations; long-term unemployed.

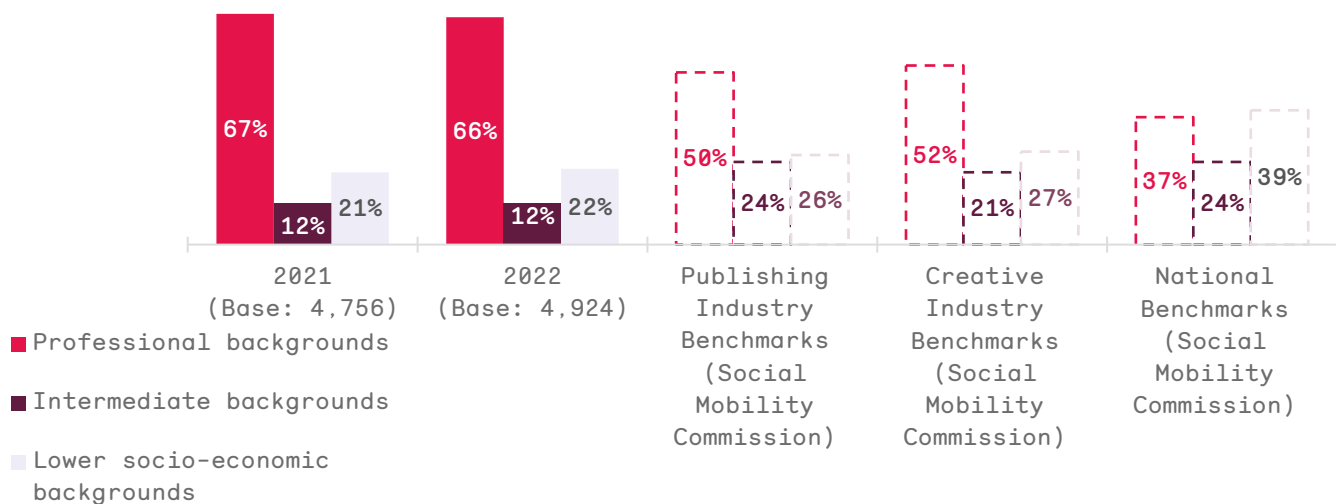


Figure: 14 What was the occupation of your main household earner when you were about aged 14? – Respondents' socio-economic backgrounds

Base: provided in chart.

Note: As per Social Mobility Commission guidance, respondents who answered 'Other' or preferred not to say were removed from the analysis. This question was updated for 2021, and therefore comparisons to previous surveys are not possible.

Two thirds (66%) of respondents were from professional backgrounds, which was in line with 2021 results (67%), but continues to be significantly higher than the Social Mobility Commission's publishing industry benchmark (50%), creative industry benchmark (52%), and the national benchmark (37%).

Around one in eight (12%) respondents were from intermediate backgrounds, which was in line with 2021 results, but lower than the publishing industry (24%), the creative industry (21%), and national (24%) benchmarks.

Around one in five (22%) respondents were from lower socio-economic backgrounds, which was in line with 2021 results (21%), but lower than the publishing industry (26%), the creative industry (27%), and national (39%) benchmarks.

Those who were privately educated continue to be overrepresented in the workforce.

In total, 17% of respondents attended an independent or fee paying school, which was lower than in 2021, 2020, and 2019 (all 19%), although this remained higher than the 7% of the current UK school population who are privately educated. Of those respondents in 2022 who attended an independent or fee paying school, a small proportion (3%) had a bursary, while the majority (14%) did not.

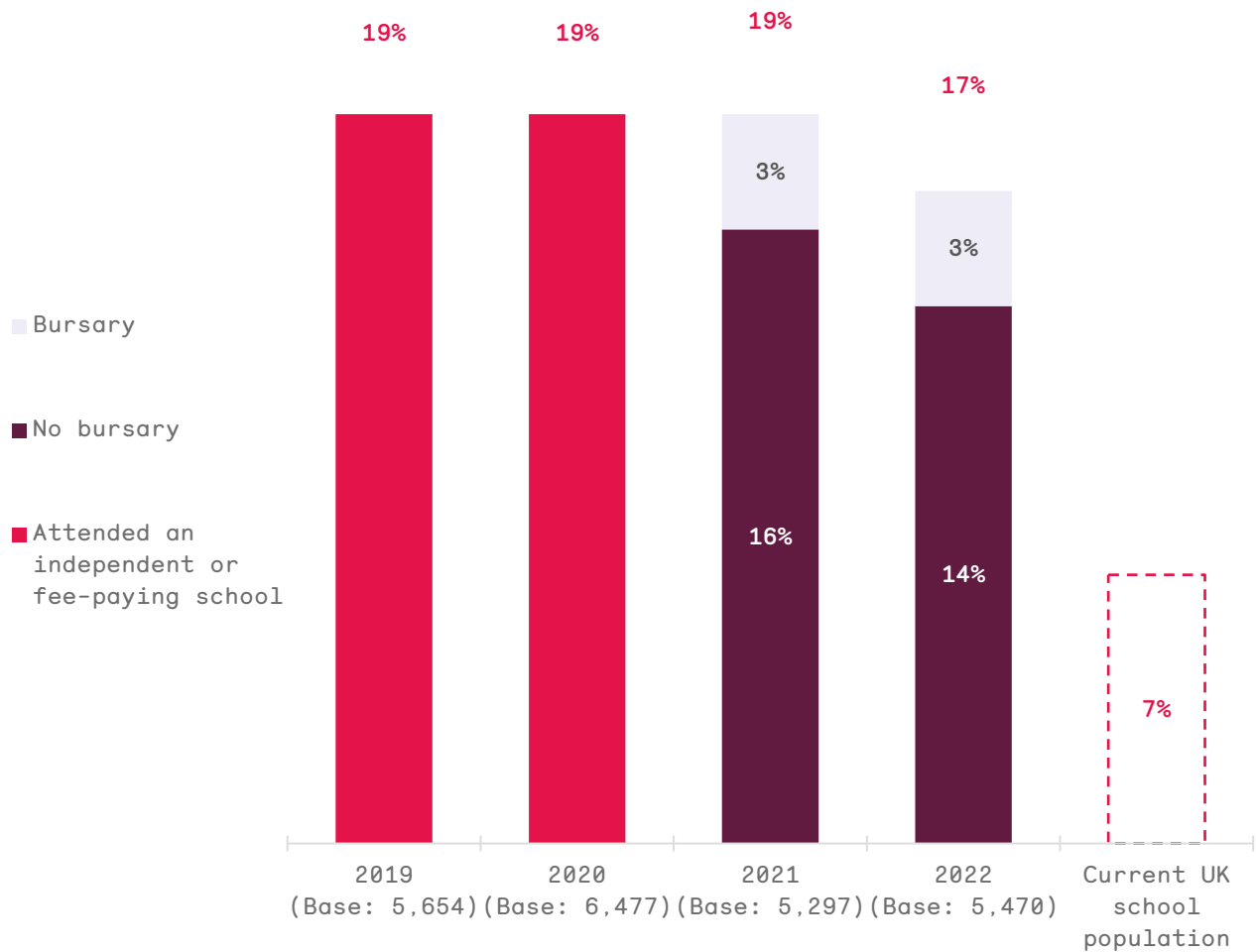


Figure 15: What type of school did you mainly attend between the ages of 11 and 16? - Attended an independent or fee-paying school.

Base: Provided in chart.

Note: This question was amended in 2021 to capture details of those who had a bursary to attend an independent or fee paying school.

Of those respondents who finished school after 1980, 14% received free school meals, with this figure increasing year on year, from 12% in 2020. In comparison, in January 2019, 15% of pupils from all school types were eligible for and claiming free school meals ([Department for Education](#)).

A significant proportion of the publishing workforce were educated to a degree level.

A total of 82% of respondents have an undergraduate degree or higher qualification, which has been relatively consistent since 2019, and this was significantly higher than the 34% of the working age population in England and Wales who have achieved Level 4 or above qualifications (Higher National Certificate, Higher National Diploma, Bachelor's degree, or post-graduate qualifications) ([Census 2021](#)).

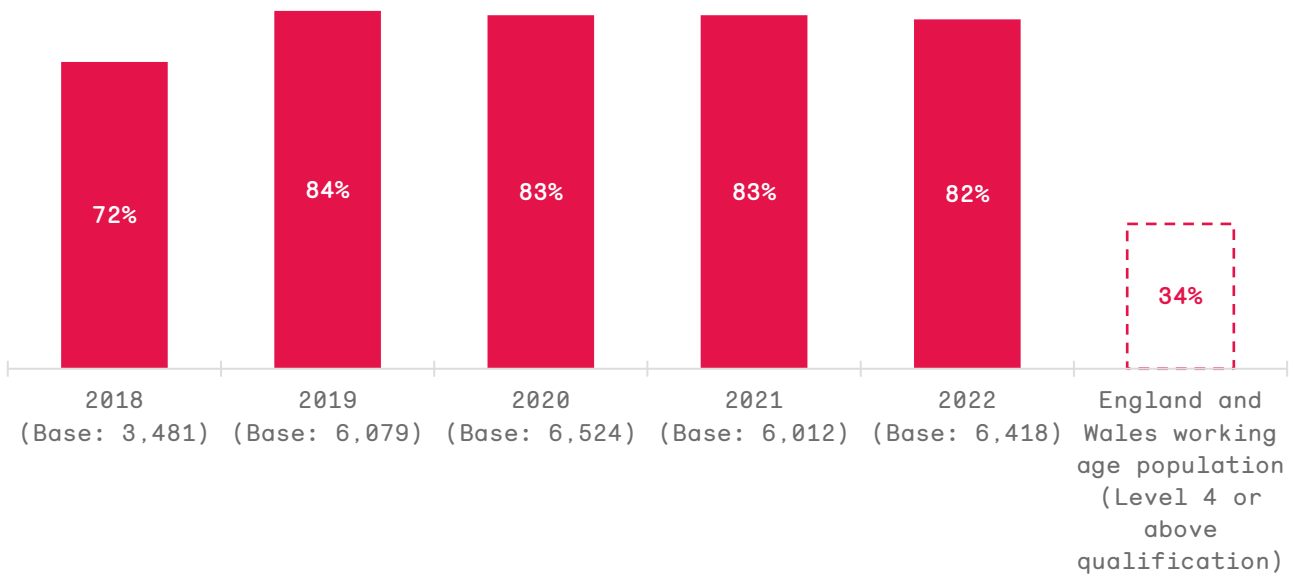
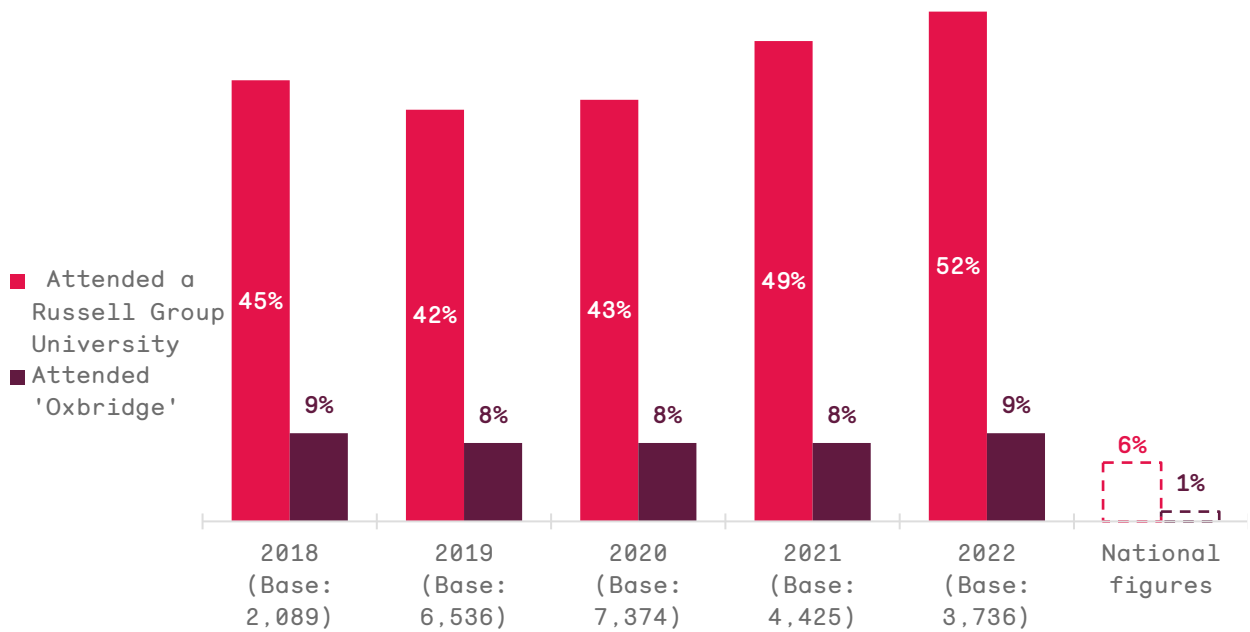


Figure 16: What is the highest level of education you have achieved?
- Educated to degree level (either undergraduate or postgraduate).

Base: Provided in chart.

Amongst those who attended university, 43% were the first in their family to have done so, this figure was in line with 2021 results (42%), but has increased year on year from 39% in 2018. This was much lower than national figures where more than two thirds of students (67%) were classed as the first in their family to go to university ([Social Mobility Commission](#)).

More than half (52%) of respondents who went to university attended a Russell Group university (up from 49% in 2021, and the highest level we have seen since commencing this survey), compared to 6% of the working age population (Sutton Trust and Social Mobility Commission). 9% attended either the University of Oxford or the University of Cambridge, a figure which has remained consistent since 2018, and was much higher compared to less than 1% of current 18-year-olds (Sutton Trust and Social Mobility Commission).



**Figure 17: If you attended university, which university/ies did you attend?
- Attended a Russell Group University or the University of Oxford or the University of Cambridge**

Base: Provided in chart.

Disability and long-term health conditions

Disability or long-term health condition representation amongst survey respondents continues to increase each year. 16% of respondents identified as having a disability or long-term health condition in 2022, which was up from 13% in 2021, 8% in 2020, 7% in 2019, and 5% in 2018.

In comparison, almost one in five (18%) of the population of England and Wales ([2021 Census](#)) have a disability or long-term health condition.

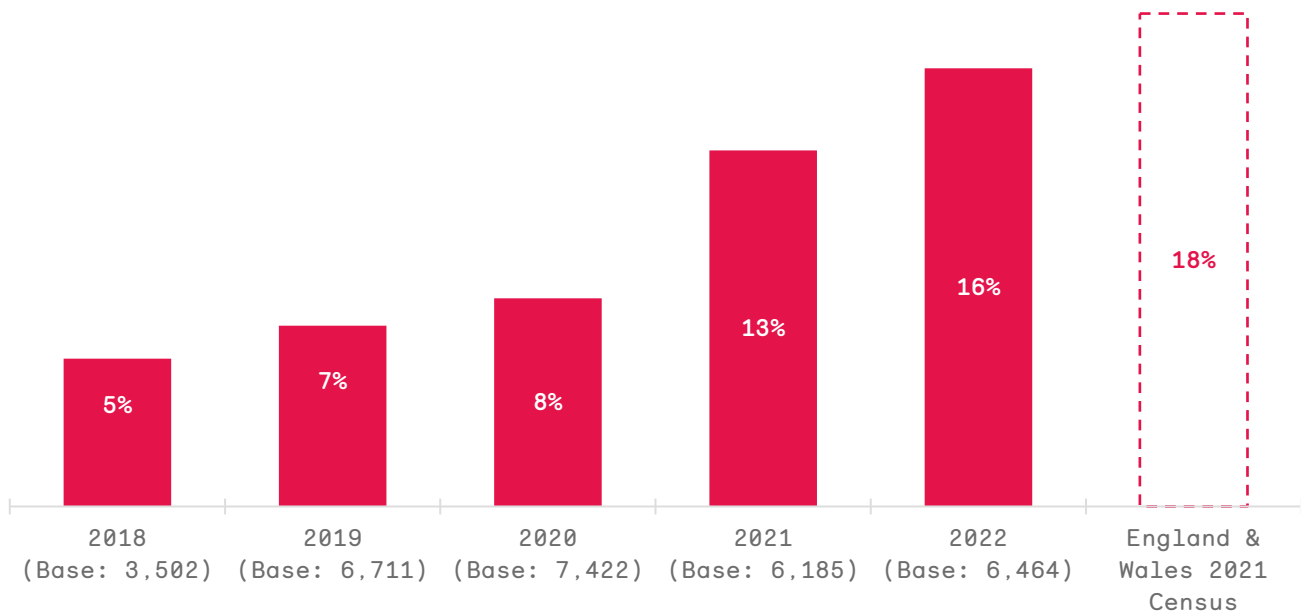


Figure 18: Do you consider yourself to have a disability or long-term health condition (mental health and/ or physical health)?

Base: Provided in chart.

The most common disability or long-term health condition was a mental health condition, with just over three fifths (62%) of respondents with a disability or long-term health condition reporting this, which was a significant increase from 49% in 2021. More than a third (37%) of respondents with a disability or long-term health condition reported that they had a long-term illness, disease, or condition, which was an increase from 32% in 2021.

Respondents were also asked whether they were open about their disability or long-term health condition at work, with 76% saying they were either ‘fully’ or ‘partially open’ about this, which was in line with 2021 results. A slightly higher proportion of respondents (32%) were ‘fully’ open about their disability or long-term health condition at work in comparison to 2021 results (30%), while a lower proportion (44%) of respondents were ‘partially’ open about this in comparison to 2021 (46%).

Just over three fifths (62%) of respondents’ line managers were aware of their disability or long-term health condition, which was higher than 2021 results (55%). Additionally, 42% of respondents said that their colleagues were aware of this, which was in line with 2021 results (43%).

Around a fifth (22%) of respondents with a disability or long-term health condition said they were not open about this at work, which was in line with 2021 results (23%). Almost one in five (18%) said that no one at work was aware of this, which was lower than 2021 results (20%).

Mental health

The proportion of respondents currently experiencing mental health problems continues to increase each year. More than one in four (27%) respondents were currently experiencing mental health problems, which was an increase from 25% in 2021 and 21% in 2020. In comparison, in England, one in six people (17%) report experiencing a common mental health problem (like anxiety and depression) in any given week, and this rises to one in four (25%) people experiencing a mental health problem of some kind each year ([Mind](#)).

A further one in five (22%) respondents have experience of mental health problems in the past, up from 19% in 2021, but still down from 25% in 2020, with almost half (49%) of respondents having experience of mental health problems (either currently or in the past) (up from 43% in 2021).

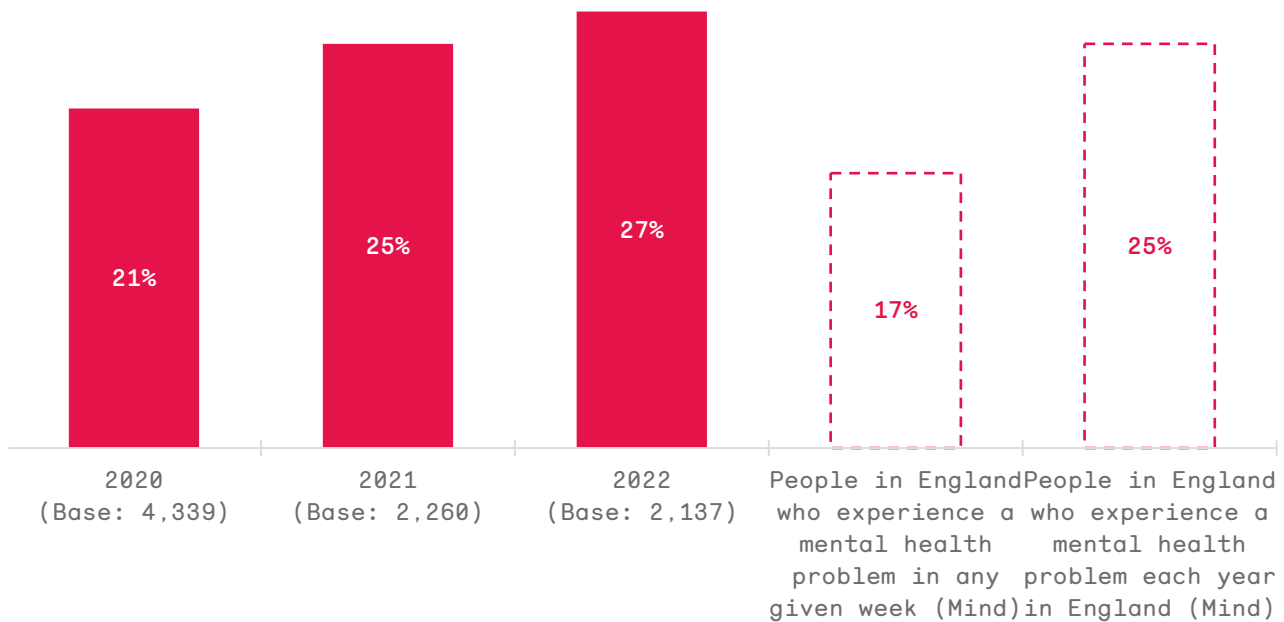


Figure 19: Do you have personal experience of mental health problems?
- Respondents who are currently experiencing mental health problems.

Base: Provided in chart.

Respondents were also asked whether they were open about their mental health problems at work, with 62% of those currently experiencing mental health problems saying they were either ‘fully’ or ‘partially’ open about this, which was slightly lower than 2021 and 2020 results (64%). A similar proportion of respondents (13%) were ‘fully’ open about their mental health problems at work in comparison to 2021 results (14%), while a higher proportion (49%) of respondents were ‘partially’ open about this in comparison to 2021 (41%).

Of those currently experiencing mental health problems, just over two fifths (41%) of respondents’ line managers were aware of this, which was lower than in 2021 (46%). Just under a third (31%) of respondents said that colleagues were aware of their mental health problems, which was lower than 2021 results (34%).

More than a third (37%) of respondents currently experiencing mental health problems said they were not open about it at work, which was higher than 2021 results (35%), and more than one in three (36%) said that no one at work was aware of this, which was higher than 2021 results (32%).

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