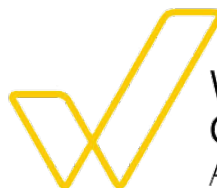




Australian Government



Workplace  
Gender Equality  
Agency



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Australasian Performing Right Association Ltd 42000016099

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy; Strategy

**Retention:** Yes

Policy; Strategy

**Performance management processes:** Yes

Policy

**Promotions:** Yes.

Policy

**Talent identification/identification of high potentials:** Yes Policy; Strategy

**Succession planning:** Yes

Strategy

**Training and development:** Yes

Policy; Strategy

**Key performance indicators for managers relating to gender equality:** No Not aware of the need; Other

**Other:** APRA's workplace profile shows that we have a healthy gender balance across both management and non-management groups. Our commitment is to maintain this gender balance through continued attention to equality across all our practices.

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

Yes Policy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

APRA offers carer-status neutral paid parental leave of 18 weeks, super contributions on unpaid parental leave, hybrid and flexible working arrangements for all staff, paid FDV leave, an EAP, a financial advisory service and gender pay parity reviews.

## Governing Bodies

**Organisation:** Australasian Performing Right Association Ltd

**1.Name of the governing body:** Australasian Performing Right Association (APRA)

**2.Type of the governing body:** Board of Directors

**Number of governing body chair and member by gender:**

Chair			
	Female (F)	Male (M)	Non-Binary

	1	0	0
<b>Member</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	4	8	0

#### 4. Formal section policy and/or strategy: Yes

Selected value: Policy

#### 6. Target set to increase the representation of women: No

Selected value:

Other

**Other value:** APRA's selection process for Board Members is formally set out in its Constitution. Board members must be elected by the respective memberships of APRA and AMCOS and therefore we cannot set gender-based targets or guidelines for these appointments.

#### 7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

No

Selected value: Other

**Other value:** APRA continues its investment in Women in Music Mentorships to build the profile, earnings and participation of female members, with a view to creating a pipeline of female talent for future governance roles.

**Organisation:** Australasian Performing Right Association Ltd

**1. Name of the governing body:** Australasian Mechanical Copyright Owners Society (AMCOS)

**2. Type of the governing body:** Board of Directors

#### Number of governing body chair and member by gender:

<b>Chair</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
<b>Member</b>			
	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	3	9	0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**Selected value:**

Other

**Other value:** Our selection policy for Board Members is formally set out in our Constitution. Board Members must be elected by the respective memberships of APRA and AMCOS, and therefore we cannot set gender-based targets or guidelines for these appointments.

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

No

**Selected value:** Other

**Other value:** Our selection policy for Board Members is formally set out in our Constitution. Board Members must be elected by the respective memberships of APRA and AMCOS, and therefore we cannot set gender-based targets or guidelines for these appointments.

**2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

Female representation on the APRA Board grew from 25% to 31%; on the AMCOS Board from 13% to 19%. We also have two Aboriginal and Torres Strait Islander Board Observers on the APRA Board, one of whom is a woman.

# #Action on gender equality

## Gender Pay Gaps

**1. Do you have a formal policy and/or formal strategy on remuneration generally?**

Yes

Policy; Strategy

**1.1 Are specific pay equality objectives included in your formal policy and/or formal strategy?**

Yes

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent

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about pay scales and/or salary bands; To ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process; Other (provide details)

**Other:** To achieve gender pay equity and to ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews) .

**2. What was the snapshot date used for your Workplace Profile?**

2023-03-31

**4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.**

We've reduced gender pay gaps on a like-for-like basis for clerical, sales and management roles. The higher org-wide gender pay gap is driven by market bias for roles traditionally held by men, which take time to redress through recruitment and training.

## Employer action on pay equality

**1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?**

Yes

**1.1 When was the most recent gender remuneration gap analysis undertaken?**

Within the last 12 months

**1.2 Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Created a pay equity strategy or action plan; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Analysed commencement salaries by gender to ensure there are no pay gaps; Analysed performance pay to ensure there is no gender bias (including unconscious bias); Reported pay equity metrics (including gender pay gaps) to the governing body; Reported pay equity metrics (including gender pay gaps) to the executive; Reported pay equity metrics (including gender pay gaps) to all employees; Corrected like-for-like gaps

**1.3 What type of gender remuneration gap analysis has been undertaken?**

APRA uses WGEA reporting data to assess gender pay parity on an org-wide basis, and the annual salary review process to assess pay-parity on a like-for-like basis. We consult with specialist firms to adopt best practices in remuneration and reward.

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3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

We identify peers that are performing substantially similar work and examine the causes of pay differences in decision-making. Higher pay gaps are driven by market factors such as salary biases for male-dominated roles and the tight candidate market.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

1.1 How did you consult employees?

Consultative committee or group; Focus groups; Exit interviews; Survey; Performance discussions; Other

**Other:** Employees have frequent one-on-one conversations with their line managers, we run an engagement survey 2-3 times a year, Staff and Manager Forums 3-4 times a year, and an Equity Action Plan and Culture & Inclusion working groups.

1.2 Who did you consult?

ALL staff

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

Yes

Strategy

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and Industry Benchmark reports with the governing body?

Yes

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

Yes

The organisation's approach to flexibility is integrated into client conversations

Yes

Employees are surveyed on whether they have sufficient flexibility

Yes

Employee training is provided throughout the organisation

Yes

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

Yes

Flexible working is promoted throughout the organisation

Yes

Targets have been set for engagement in flexible work

Yes



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**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

Yes

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

Yes

**Leaders are held accountable for improving workplace flexibility**

Yes

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

Yes

**Targets have been set for men's engagement in flexible work**

Yes

**Team-based training is provided throughout the organisation**

Yes

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Compressed working weeks:** No

Other

**Other:** Staff are able to submit written requests for Flexible Working Arrangements and, where reasonably possible, these are accommodated and can include compressed working weeks for limited periods.

**Flexible hours of work:** Yes

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SAME options for women and men Formal options are available; Informal options are available

**Job sharing:** No

Not aware of the need

**Part-time work:** Yes

SAME options for women and men

**Purchased leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** Yes

SAME options for women and men

Formal options are available; Informal options are available

**Unpaid leave:** Yes

SAME options for women and men Formal options are available; Informal options are available

3. **Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

Yes

5. **Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?**

Yes, women only

7. **If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.**

We offer employees the opportunity to work from home for up to 60% of their average work week (Hybrid Working Arrangements) and the opportunity to request flexibility in their work hours within the normal span of hours (Flexible Working Hours).

# #Employee Support

## Paid Parental leave

1. **Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?**

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

**1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

Our paid parental leave benefit is carer-status neutral and also available to foster parents. We also offer up to 3 hours of coaching for staff who return to work following a period of Parental Leave and a one-off Childcare Support Allowance of \$2,000.

## Support for carers

**1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?**

Yes

Policy

**2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

**2.1. Employer subsidised childcare**

No

Not aware of the need

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

Yes

Available at ALL worksites

**2.3. Breastfeeding facilities**

Yes

Available at ALL worksites

**2.4. Childcare referral services**

No

Not aware of the need

**2.5. Coaching for employees on returning to work from parental leave**

Yes

Available at ALL worksites

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

No

Not aware of the need; Other

**Other:** We offer keeping in touch arrangements to all staff on parental leave and are guided by their individual preferences.

**2.7. Internal support networks for parents**

No

Not aware of the need

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

Not aware of the need

**2.9. Parenting workshops targeting fathers**

Yes

Available at SOME worksites

**2.10. Parenting workshops targeting mothers**

Yes

Available at SOME worksites

**2.11. Referral services to support employees with family and/or caring responsibilities**

Yes

Available at ALL worksites

**2.12. Support in securing school holiday care**

Yes

Available at SOME worksites

**2.13. On-site childcare**

No

Not aware of the need

**2.14. Other details: Yes**

Available at ALL worksites

**Provide Details:** Access to a confidential, independent, free counselling service staffed by certified clinical psychologists that is available to all staff, 24/7, 365 days a year.

**3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

Staff may request flexible working arrangements to support caring responsibilities, including a staggered return to work after parental leave. We aim to reasonably accommodate these through changes to working hours, to location or ways of working.

## Sexual harassment, harassment on the grounds of sex or discrimination

**1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or**

**discrimination?**

Yes

Policy

**1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?**

Yes

**2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?**

All Non-Managers

Yes

Voluntary question: All Non-Managers

**9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.**

APRA AMCOS was a founding member of the 2022 Music Industry Review and continues to partner with industry and government to improve safety and belonging in the music industry. These items are a frequent topic of discussion internally, at all levels.

## Family or domestic violence

**1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?**

Yes

Policy

**2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?**

A domestic violence clause is in an enterprise agreement or workplace agreement

No

Not aware of the need

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

Yes

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

Yes

**Flexible working arrangements**

Yes

**Offer change of office location**

Yes

**Access to medical services (e.g. doctor or nurse)**

Yes

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

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**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

No

Other

**Provide Details:** Offered under a policy

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of days:**

10

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

Yes

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details:** No

**2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

All staff can access up to 10 days paid Domestic and Family Violence leave each year. Staff can also use flexible working arrangements to provide care or support to a family or household member who is experiencing violence.

# Workforce Management Statistics Table

Industry: Motion Picture and Sound Recording Activities

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	8	1	9
			Non-managers	4	4	8
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	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
	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	0	1	1
			Non-managers	9	7	16
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
		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
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	1	2
			Non-managers	30	22	52
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	11	13	24
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	3	5
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	3	3

\* Total employees includes Non-binary



# Workforce Management Statistics Table

Industry: Motion Picture and Sound Recording Activities

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	0	0	0
			Managers	2	6	8
			Non-managers	13	8	21
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	6	6	12
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	1	0	1
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	2	3
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	2	4
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	3	1	4
			Non-managers	4	5	9
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		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
			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	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		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 Non-binary

# Workforce Management Statistics Table

Industry: Motion Picture and Sound Recording Activities

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	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Motion Picture and Sound Recording Activities

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	39	31	0	0	70
	Full-time contract	2	5	0	0	7
	Part-time permanent	1	0	0	0	1
Professionals	Full-time permanent	22	40	0	0	62
	Full-time contract	15	13	0	0	28
	Part-time permanent	2	1	0	0	3
	Part-time contract	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	76	49	0	0	125
	Full-time contract	4	1	0	0	5
	Part-time permanent	14	4	0	0	18
	Part-time contract	2	1	0	0	3
	Casual	1	0	0	0	1
Sales Workers	Full-time permanent	13	22	0	0	35
	Full-time contract	3	2	0	0	5
	Part-time permanent	0	1	0	0	1
	Casual	1	7	0	0	8

\* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)

\*\* Total employees includes Non-binary

# Workplace Profile Table

Industry: Motion Picture and Sound Recording Activities

		No. of employees		
Manager category	Employment status	F	M	Total*
CEO	Full-time permanent	0	1	1
KMP	Full-time permanent	0	1	1
	Full-time contract	2	5	7
GM	Full-time permanent	6	9	15
SM	Full-time permanent	7	3	10
OM	Full-time permanent	26	17	43
	Part-time permanent	1	0	1

\* Total employees includes Non-binary