



Australian Library and  
Information Association

Australian Library and Information Association  
Galleries Libraries Archives Museums and Records

# WORKFORCE DIVERSITY TREND REPORT 2019

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**Australian Library and Information Association Galleries Libraries Archives Museums and Records Workforce Diversity Trend Report 2019**

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Information Association



# Foreword

As President of the Australian Library and Information Association (ALIA) for 2019-2020, I have chosen 'leadership' as my theme. This was because my own view, and that of many colleagues, is that we are not putting enough investment into the next generation of leaders.

However, I believe the issue for the Association going forward is not only about nurturing leaders, it is also about increasing diversity at all levels.

In summary, the data in this report reveals that the typical library and information sector and GLAMR (galleries, libraries, archives, museums and records) employee is an older white Australian female – a significant contrast to the total labour force.

ALIA was unable to source data about the level of diversity among library directors, managers, supervisors and staff, but you only have to look around to see that, once again, 'older white Australians' dominate the higher level jobs.

So, the glaring question for the LIS sector is 'What can we do to support a future workforce, and a future leadership, that reflects the diversity of the population we serve?'

These are just a few of the proactive strategies that I have found helpful to motivate and retain staff, build leadership capacity and embrace workforce diversity:

- Promoting the library and information sector at every opportunity to achieve a broad understanding about how our work supports organisations; inspires and educates their users; changes the lives of people every day.
- Telling the leaders of my organisation exactly how we contribute to the viability and success of the enterprise, and why we are completely indispensable.
- Ensuring that our LIS enterprise is visible and well understood inside and outside your organisation.
- Developing a proactive diversity in employment strategy.
- Establishing a culture of mentorship and internal promotion. Coming up through the ranks of an organisation rewards great performance and builds morale.
- Embracing an innovation and continuous improvement mindset that everyone owns.
- Promoting succession planning across the organisation to ensure that information, skills and knowledge are retained within the workplace.
- Encouraging a culture of 'leadership from any position' to support people at all levels of the organisation to become great leaders of the future.
- Motivating, challenging and encouraging staff to create a workplace culture that makes people want to stay.

Together, we can ensure that a resilient, talented and diverse workforce will secure the future sustainability, prosperity and relevance of the library and information sector.

**Robert Knight**

ALIA President

# Introduction

## Background

Our aim is for the Australian library workforce to be as diverse as the communities we serve. In 2019, the Australian Library and Information Association (ALIA) examined Australian Bureau of Statistics (ABS) Census data<sup>1</sup> to measure the level of diversity among library and information science (LIS) workers over the last decade and to provide a basis for future trend reporting.

Since 2014, we have published the annual *ALIA LIS Education, Skills and Employment Trend Report*<sup>2</sup>. This 2019 publication is intended to complement the *Trend Report* and it will be updated following the release of the 2021 Census data.

## Purpose

Our intention is to put hard facts to aspects of employment where we have previously relied on anecdotal evidence. The report provides statistics about diversity in the sector by comparison with the labour force norm. This does not mean that the labour force norm is the ideal, but it does give the sector a benchmark against which we can set aspirational goals.

We hope employers will use the information in this report to inform their recruitment practices, further increasing the diversity of the sector's workforce.

We will be using the information as part of our response to the United Nations Sustainable Development Goals<sup>3</sup>, in particular Goal 5, gender equality, Goal 8, decent work and economic growth, and Goal 10, reduced inequalities.

## Considerations

This report has been created from the data collected and made available by the ABS. While our principle concern is the library and information sector, we have extended the report to cover the GLAMR (galleries, libraries, archives, museums and records) sector.

We used third level occupation descriptions, under the headings 'information and organisation professionals', 'miscellaneous technicians and trade workers' and miscellaneous clerical and administrative workers.' This gave us data for Librarians (ASIC 2246), Gallery, Library and Museum Technicians (ASIC 3993), Library Assistants (ASIC 5997) and for Archivists, Curators and Records Managers (ASIC 2242), but we were not able to delve deeper, for example into the sub-category of Teacher Librarians.

Given the small size of the industry, the statistics relating to the GLAMR sector were often very small, even at the national level, which limited how far we could go into the fine-grain. We would have liked to look at job titles for people from diverse backgrounds and to have included LGBTQI+, but there is insufficient data available at this time. Details of the ABS Census datasets used for the report are provided at the end.

We are grateful to the Australian Bureau of Statistics client support service for guidance in using the Census TableBuilder.

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<sup>1</sup> <http://abs.gov.au>

<sup>2</sup> <https://www.alia.org.au/employment-and-careers/alia-lis-education-skills-and-employment-trend-report>

<sup>3</sup> <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

# Executive summary

## Population

The information in this report is taken from the ABS Census datasets for 2006, 2011, 2016. We have compared the levels of diversity for Librarians; Gallery, Library and Museum Technicians; Library Assistants; and Archivists, Curators and Records Managers with the levels of diversity in the total labour force. The totals for each group are provided in table 1.

**Table 1: Size of workforce by occupation and total labour force**

	2006	2011	2016
<b>Librarians</b>	10,083	10,012	8,988
<b>Gallery, Library and Museum Technicians</b>		7,093	6,538
<b>Library Technicians</b>	6,504		
<b>Library Assistants</b>	8,256	7,935	6,710
<b>Archivists, Curators and Records Managers</b>	5,121	5,765	5,720
<b>Labour force</b>	9,606,845	10,657,229	11,469,062

Note: Library Technicians were identified as a separate group in the 2006 Census but combined with Gallery and Museum Technicians in later rounds

## Age

In 2016, 53% of Librarians, 54% of Gallery, Library and Museum Technicians, 50% of Library Assistants and 39% of Archivists, Curators and Records Managers were aged 50 to 69 years, compared with 29% of the total labour force.

Between 2006 and 2016, there was a rise in the percentage of Librarians (9% to 19%); Gallery, Library and Museum Technicians (8% to 17%); Library Assistants (9% to 18%); and Archivists, Curators and Records Managers (8% to 13%) in the 60 to 69-year age group. This compared to the slight rise from 6% to 9% for the total labour force, suggests that people are staying in the library and information workforce longer than the norm.

## Gender

In 2016, 84% of Librarians, 86% of Gallery, Library and Museum Technicians, 87% of Library Assistants and 71% of Archivists, Curators and Records Managers were female, compared with a 47% female total labour force. This high level was consistent in the 2006, 2011 and 2016 Census data. Figures for 2017-2018 indicate that there is a relatively low gap in income between genders for GLAMR (galleries, libraries, archives, museums, records) workers.

## Aboriginal and Torres Strait Islander representation

Aboriginal and Torres Strait Islander people accounted for 1.9% of the labour force in 2016, compared with 1.7% in 2011 and 1.5% in 2006. This slight increase was reflected in percentage growth in the library and information sector, with Librarians and Gallery, Library and Museum Technicians from an Indigenous background increasing from 0.6% to 1% in the same period, and Indigenous Archivists, Curators and Records Managers increasing from 1.2% to 1.5%. However, as the actual number of Librarians declined by over 1,000 between 2011 and 2016 the percentage increase may not represent new recruits to the sector. The percentage of Library Assistants identifying as Indigenous declined from 1.4% to 1.2%.

## People living with disability

Approximately 1% of the total workforce required assistance with core activities in 2016, and this was reflected in the percentage of Librarians, Archivists, Curators and Records Managers. The levels of Gallery, Library and Museum Technicians (1.3%) and Library Assistants (1.7%) were higher than those of the total labour force. Data was not available for 2006.

## Cultural diversity

We looked at two measures of cultural diversity – people in the workforce born overseas and people speaking a language other than English (LOTE) at home.

In 2016, nearly a third of the total labour force stated that they were born overseas, compared with 25% of Librarians and Gallery, Library and Museum Technicians, 21% of Library Assistants and 24% of Archivists, Curators and Records Managers. The sector was over-represented in terms of people born in Europe and the Americas and under-represented for people born in Asia and Africa.

The percentage of workers born overseas for the library and information sector remained static between 2011 and 2016, but the labour force figure increased from 28% to 31%.

In 2016, 22% of the total labour force were from LOTE households, compared with 12% for Librarians and Gallery, Library and Museum Technicians and 11% for Library Assistants and Archivists, Curators and Records Managers. Unsurprisingly, given the 'country of birth' statistics, the GLAMR sector was over-represented in European language groups and under-represented in Asian and other language groups, including African and Pacific languages.

## Summary based on the 2016 Census data

<b>Librarians</b>	<b>Gallery, Library and Museum Technicians</b>	<b>Library Assistants</b>	<b>Archivists, Curators and Records Managers</b>	<b>Total labour force</b>
53% aged 50-69	54% aged 50-69	50% aged 50-69	39% aged 50-69	29% aged 50-69
84% female	86% female	87% female	71% female	47% female
1% Indigenous	1% Indigenous	1.2% Indigenous	1.5% Indigenous	1.9% Indigenous
0.9% with disability	1.3% with disability	1.7% with disability	1% with disability	0.9% with disability
25% born overseas	25% born overseas	21% born overseas	24% born overseas	31% born overseas
12% LOTE speakers	12% LOTE speakers	11% LOTE speakers	11% LOTE speakers	22% LOTE speakers

## Recommendations

Five remedies have been identified for the GLAMR sector to address imbalances highlighted in this report.

1. Encourage people to consider library and information as both a first and second career.
2. Find ways to significantly increase the number of male library and information workers.
3. Aim to double the number of Indigenous workers.
4. Continue to open up career opportunities for people living with disability.
5. Seek to recruit people born in Asia and/or from LOTE households with Asian first languages.

# Age

Many people choose GLAMR (galleries, libraries, archives, museums and records) as a second career and this was reflected in the percentage of the workforce aged 40 years and above. While close to half of the total labour force (47%) was aged between 20 and 39 years in 2016, 21% of Librarians and Gallery, Library and Museum Technicians, 28% of Library Assistants and 34% of Archivists, Curators and Records Managers were in this age group (figure 1).

The 2016 Census data showed that 53% of Librarians, 54% of Gallery, Library and Museum Technicians, 50% of Library Assistants and 39% of Archivists, Curators and Records Managers were aged 50 to 69 years, compared with 29% of the total labour force (figures 3 and 4).

There were marked increases in the portion of Librarians, Gallery, Library and Museum Technicians, Library Assistants and Archivists, Curators and Records Managers in the 60 to 69-year age group between 2006 and 2016 – from 9% to 19% for Librarians, 8% to 17% for Gallery, Library and Museum Technicians and Library Assistants, and 8% to 13% for Archivists, Curators and Records Managers. While there was an increase from 6% to 9% in the 60 to 69-year age group for the total labour force (figure 4). This suggested that people are staying in the workforce longer.

Fig 1: Percentage of the labour force aged 20-39 years

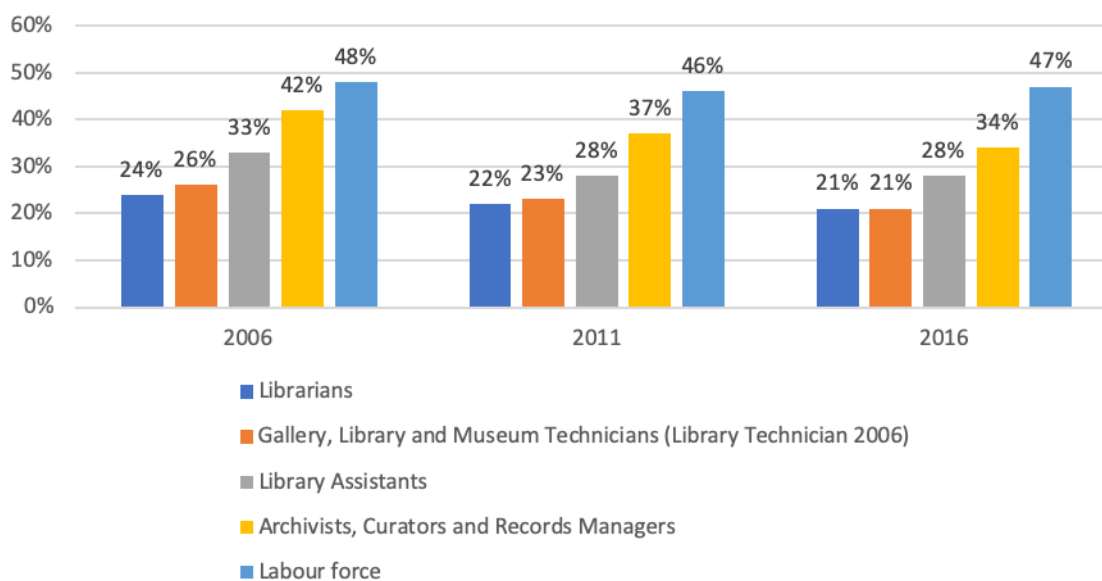


Fig 2: Percentage of the labour force aged 40-49 years

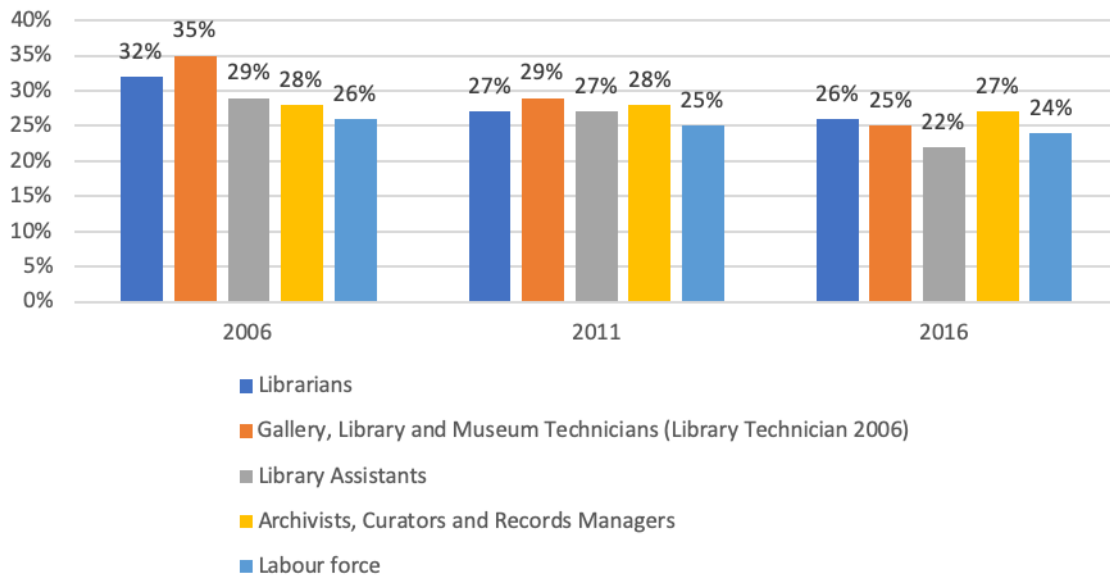


Fig 3: Percentage of the labour force aged 50-59 years

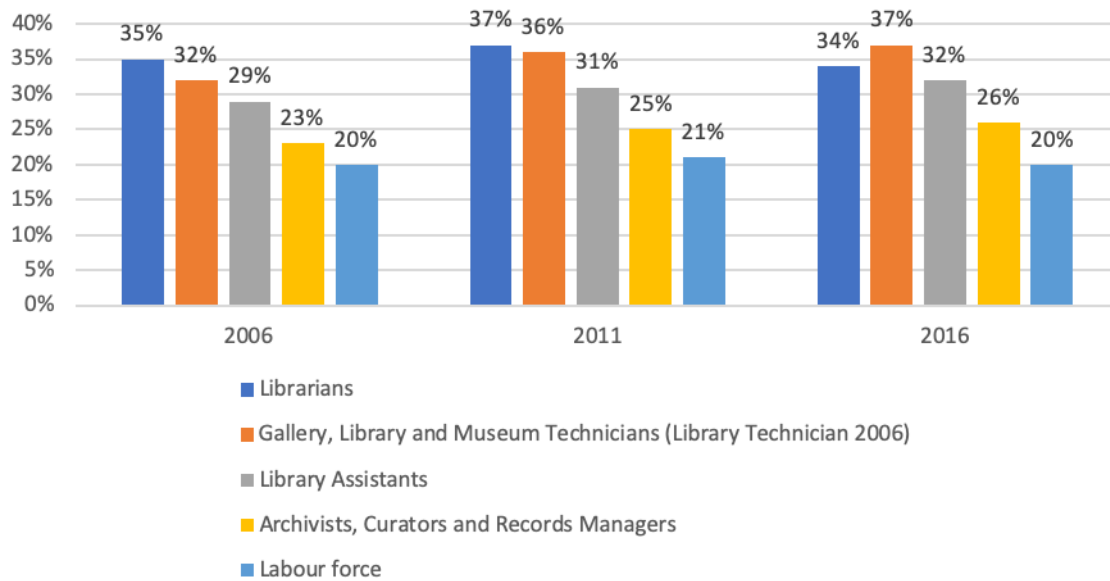
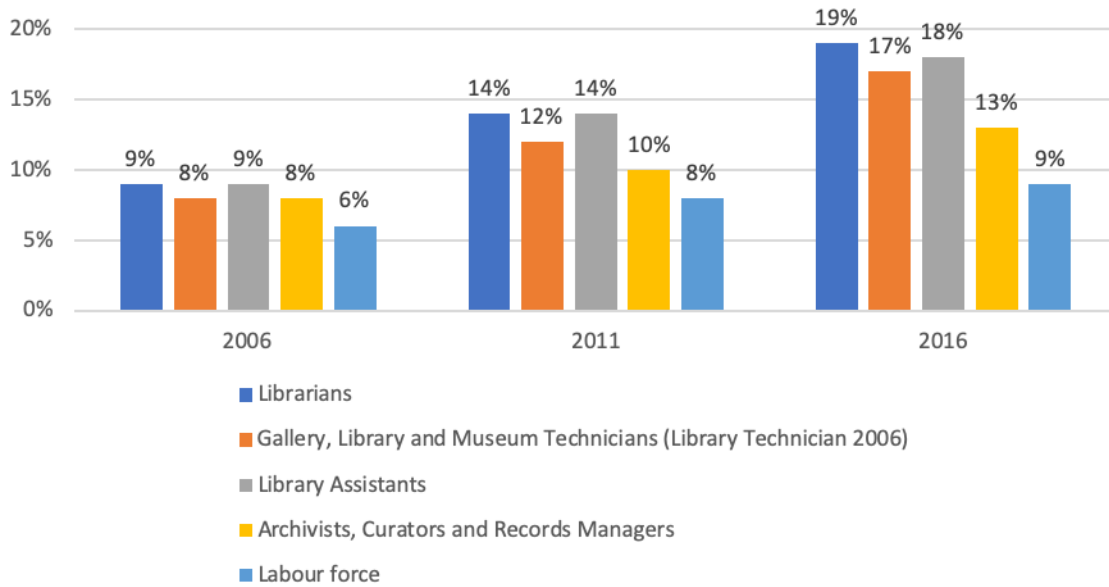




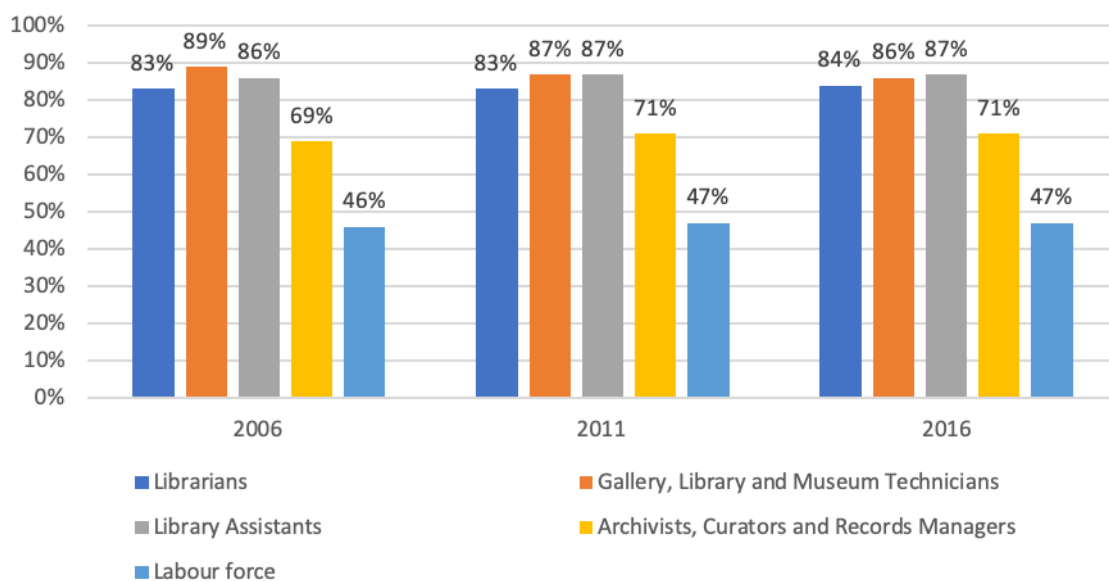
Fig 4: Percentage of the labour force aged 60-69 years



## Gender

The Census data showed that the proportion of female Librarians, Gallery, Library and Museum Technicians, Library Assistants, Archivists, Curators and Records Managers was far higher than the proportion of women in the total workforce and this was consistently the case over the 10 years from 2006 to 2016 (figure 5).

Fig 5: Females as a percentage of the Australian labour force



On 6 February, 2019, *The Sydney Morning Herald* published a calculator based on Australian Bureau of Statistics data for 2017-2018<sup>4</sup>. The results (figure 6) showed that the sector had a relatively low income gap between genders.

Fig 6: Gender pay gap in dollars (2017-2018)

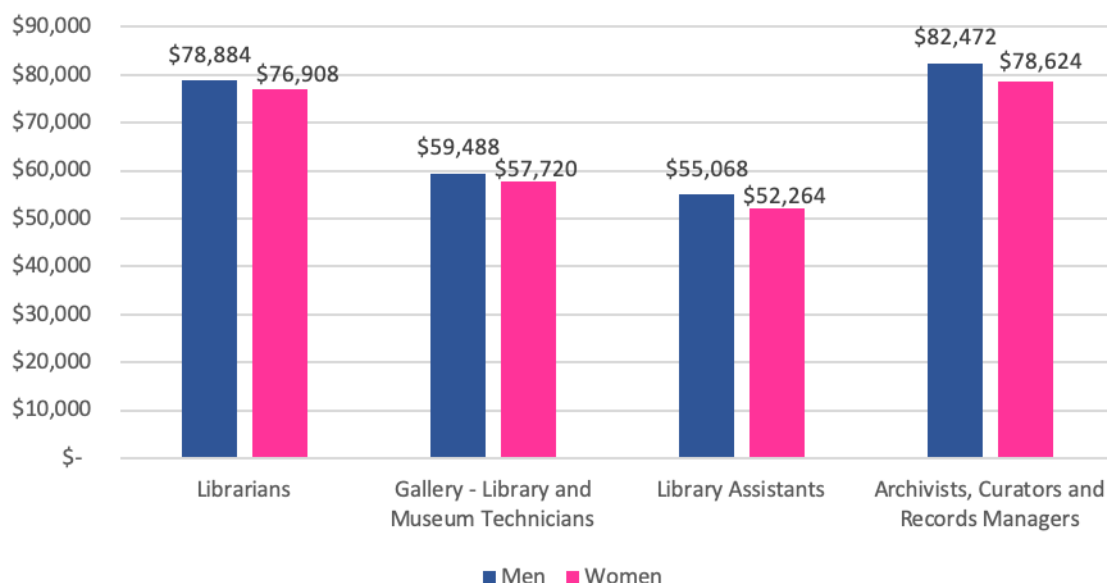
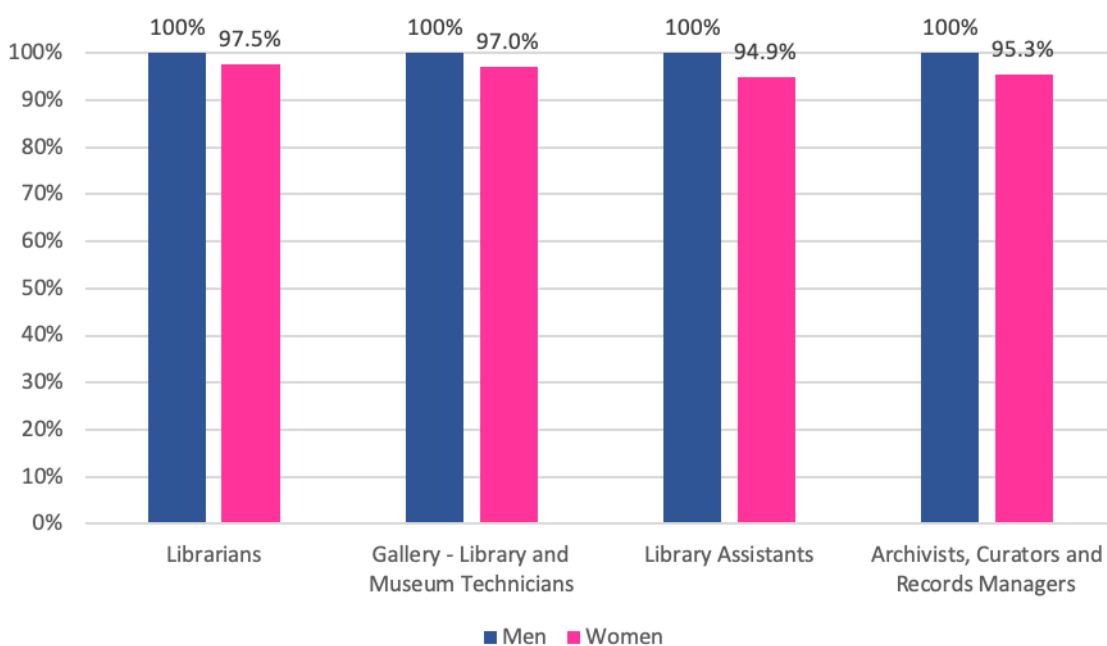


Fig 7: Gender pay gap in percentages (2017-2018)



In 2017-2018, the Australian Bureau of Statistics data showed a pay gap between men and women employed in the GLAMR (galleries, libraries, archives, museums, records) sector of between 2.5% and 5.1% (figure 7). In February 2019, the Australian Government Workplace Gender Equality Agency identified a 14% pay gap between the full-time average weekly earnings of men and women<sup>5</sup>.

<sup>4</sup> <https://www.smh.com.au/business/workplace/find-out-if-your-job-has-a-gender-pay-gap-20190204-p50vld.html>

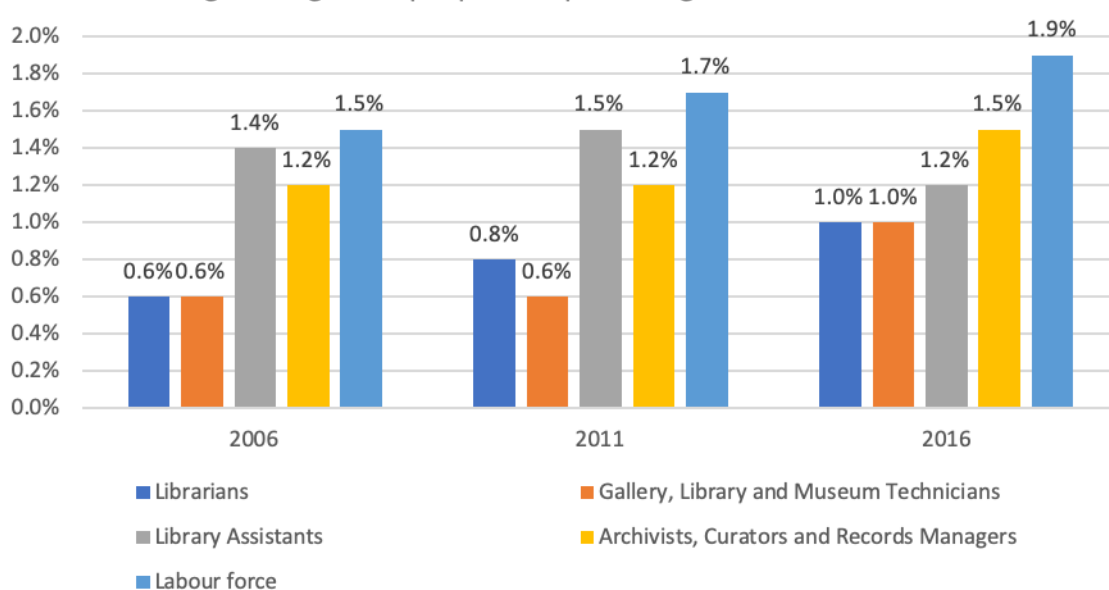
<sup>5</sup> <https://www.wgea.gov.au/data/fact-sheets/australias-gender-pay-gap-statistics>

# Aboriginal and Torres Strait Islander representation

The numbers for Indigenous people working in the sector were very small. However, we were able to compare the percentage of the national workforce that is Indigenous with the indicative percentage of the library and information workforce represented by Librarians, Gallery, Library and Museum Technicians, Library Assistants, Archivists, Curators and Records Managers (figure 8).

In 2016, the Census data indicated there were approximately 85 Librarians, 65 Gallery, Library and Museum Technicians, 80 Library Assistants and 85 Archivists, Curators and Records Managers who identified as being of Aboriginal and/or Torres Strait Islander descent.

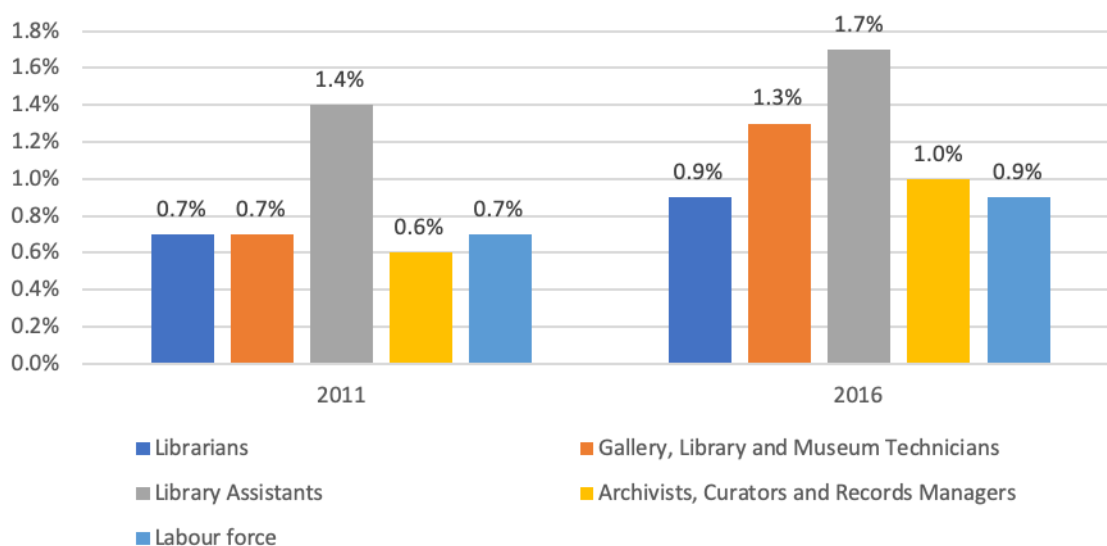
Fig 8: Indigenous people as a percentage of the labour force



# People living with disability

In 2011 and 2016, the library and information sector was on a par with or above the total workforce in terms of the employment of people living with disability (figure 9).

Fig 9: Percentage of the labour force requiring assistance with disability



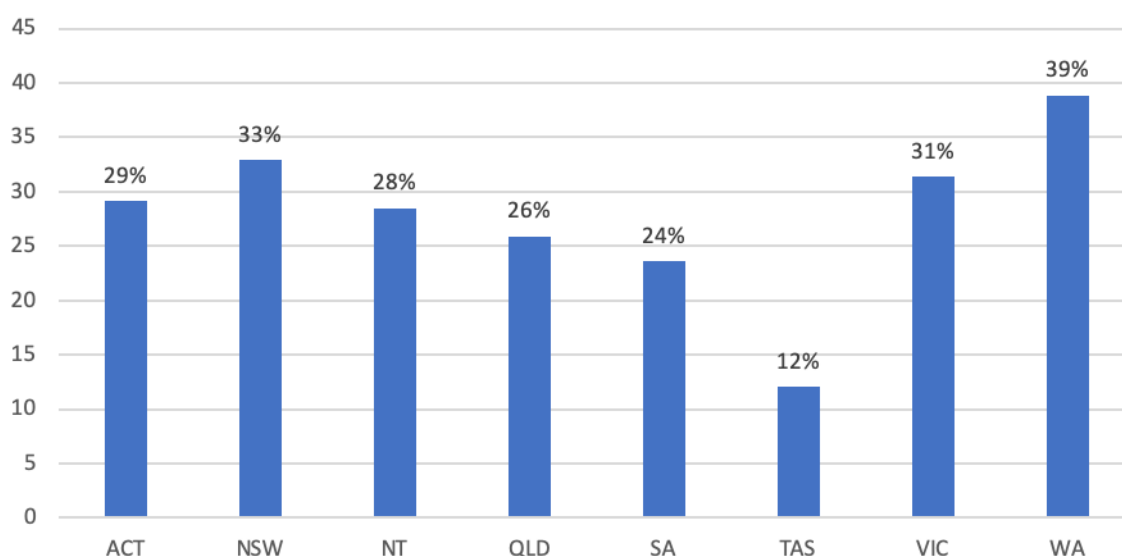


# Cultural diversity

## Country of birth

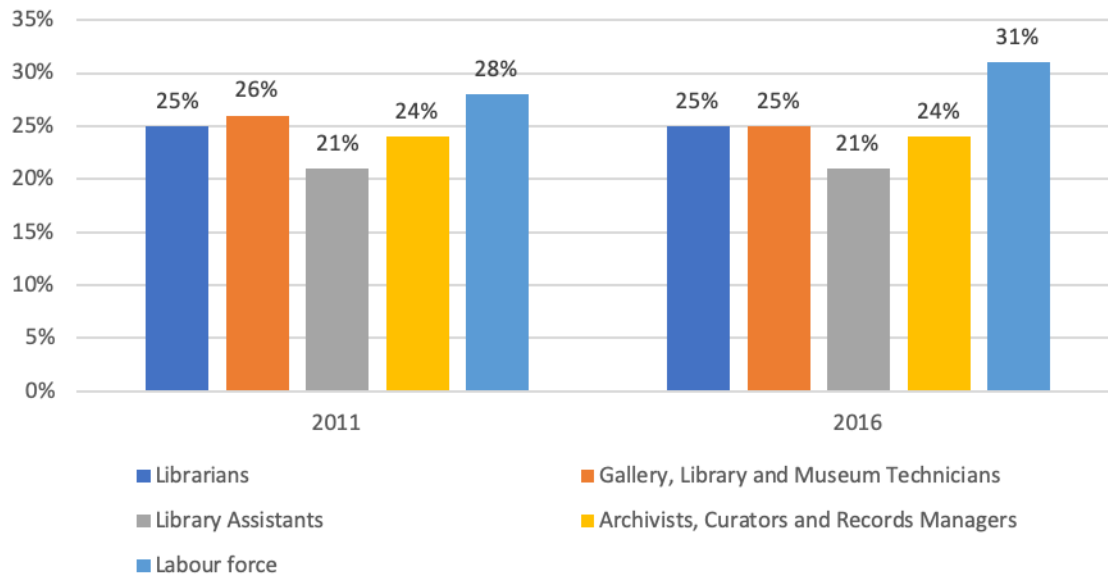
Nearly a third of the total labour force in 2016 (31%) stated that they were born overseas. WA had the highest percentage, with 39% of workers born overseas. Tasmania had the lowest percentage, with 12% (figure 10).

Fig 10: Percentage of labour force with country of birth outside Australia (2016)



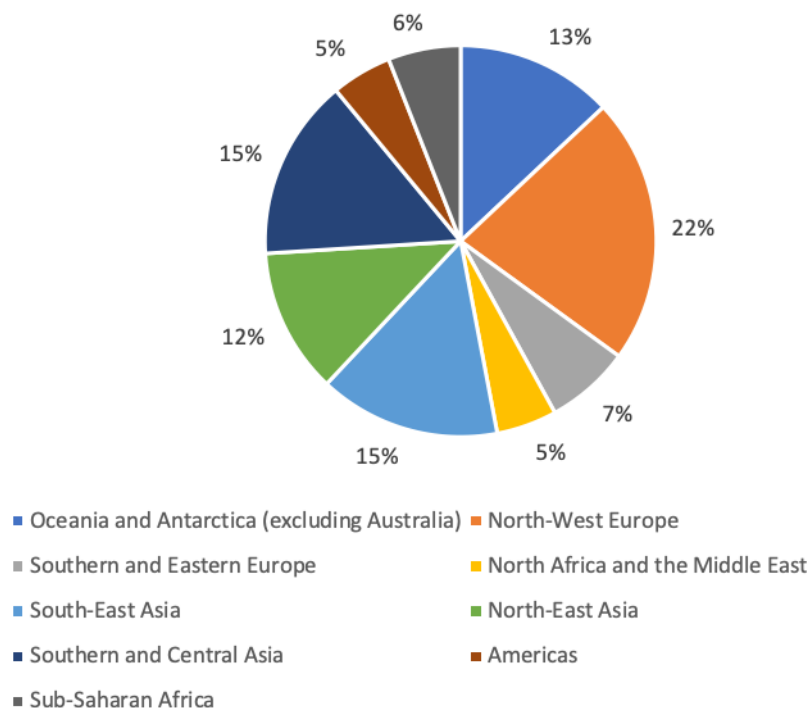
The numbers were too small to provide an accurate breakdown of Librarians, Gallery, Library and Museum Technicians, Library Assistants, Archivists, Curators and Records Managers by state and territory, but we were able to compare the percentage of Librarians, Gallery, Library and Museum Technicians, Library Assistants, Archivists, Curators and Records Managers born outside Australia with the percentage in the total labour force. The figures for Librarians, Gallery, Library and Museum Technician, Library Assistants and Archivists, Curators and Records Managers were almost static between 2011 and 2016 at between 21% to 26%, while the labour force statistic increased from 28% to 31% (figure 11), indicating that the gap was widening.

Fig 11: Percentage of workers born outside Australia



Of the 31% of workers born overseas in the total labour force in 2016, the greatest percentage (22%) was born in North-West Europe. The smallest percentages were those born in the Americas and those born in North Africa and the Middle East, both 5% (figure 12).

Fig 12: Countries of birth for labour force born overseas (2016)



Comparing the breakdown of employees born overseas by country of birth (figures 13-16), there were differences between the GLAMR (galleries, libraries, archives, museums and records) sector and the total labour force. In summary, the GLAMR sector was over-represented in terms of people born in Europe and the Americas and under-represented in terms of people born in Asia and Africa.

Fig 13: Countries of birth for Librarians born overseas (2016)

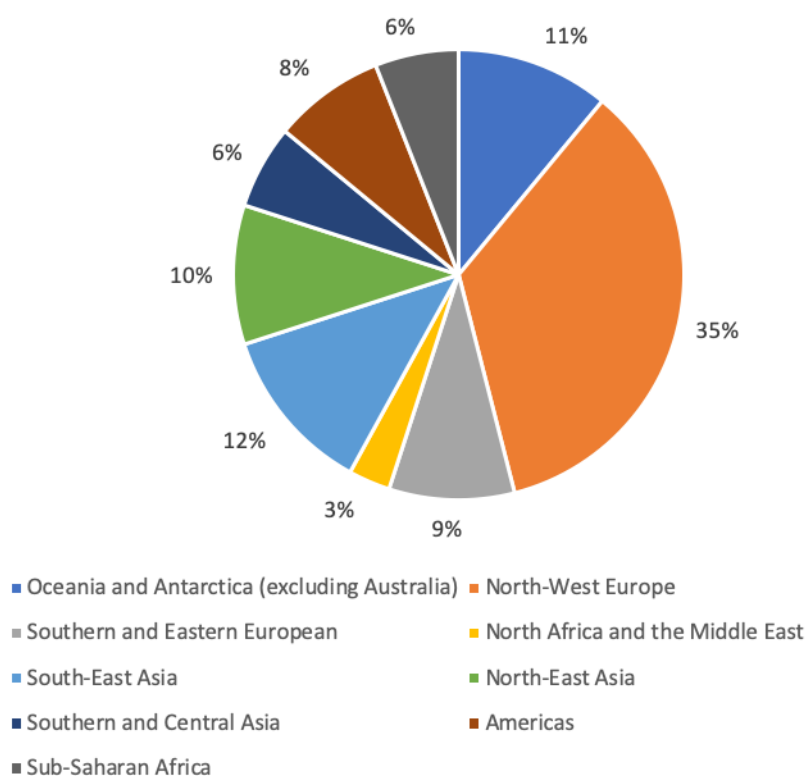


Fig 14: Countries of birth for Gallery, Library and Museum Technicians born overseas (2016)

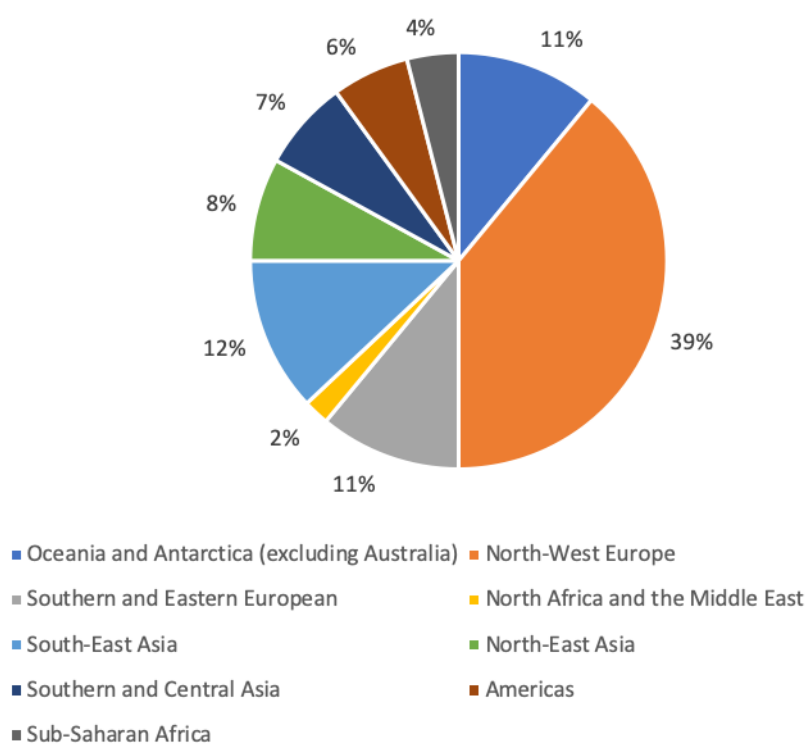


Fig 15: Countries of birth for Library Assistants born overseas (2016)

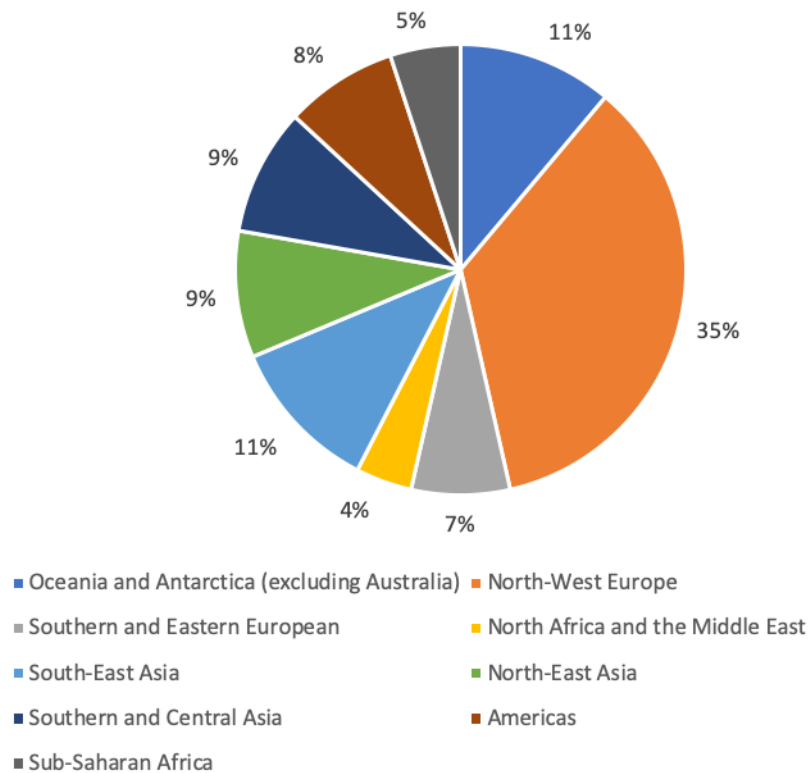
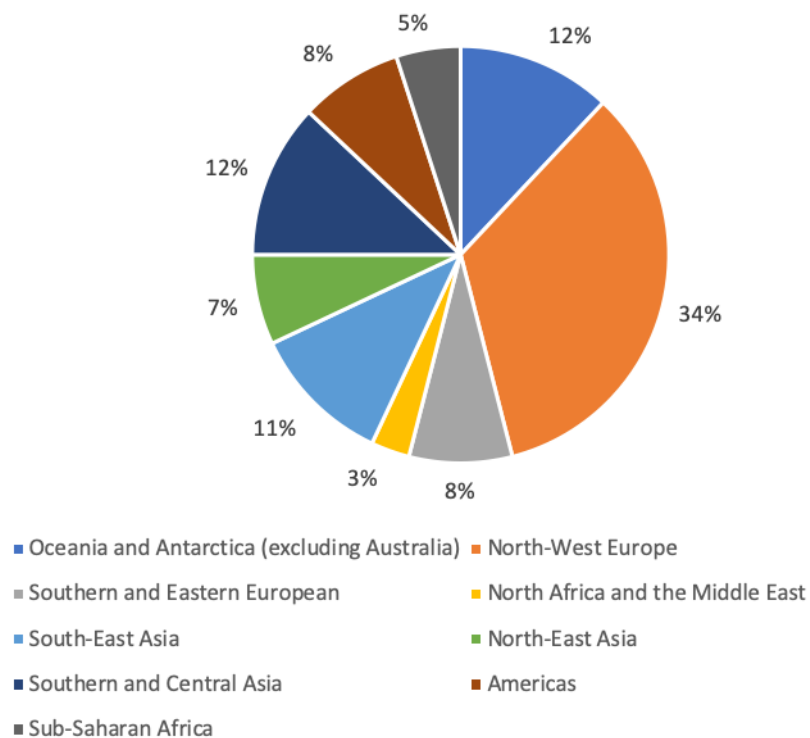


Fig 16: Countries of birth for Archivists, Curators and Records Managers born overseas (2016)





Comparing the breakdown of employees in the GLAMR sector by country of birth with the total workforce highlighted the scale of the differences (figures 17-25).

Fig 17: Percentage of workers born in Oceania and Antarctica excluding Australia (2016)

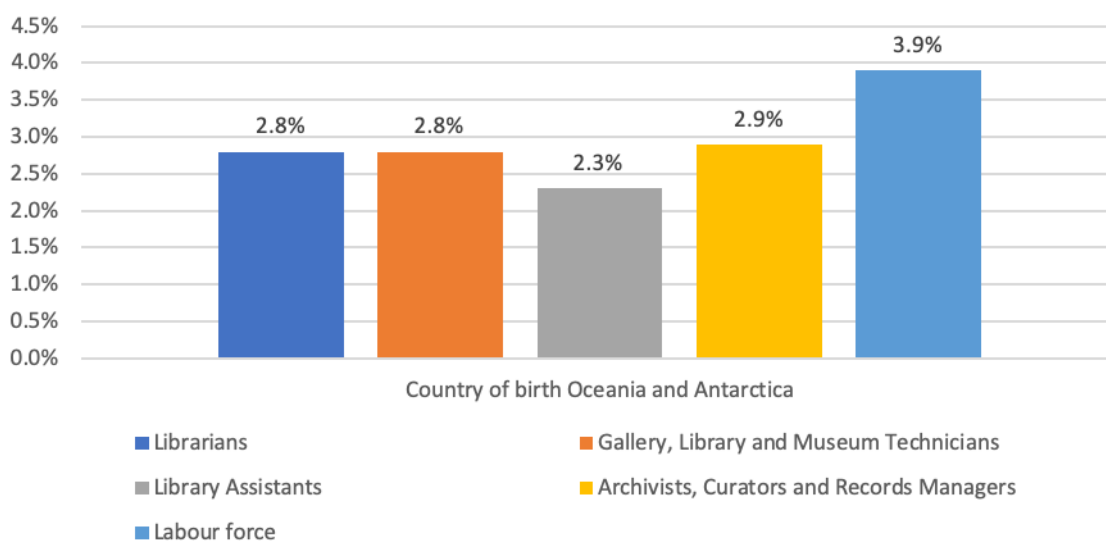


Fig 18: Percentage of workers born in North-West Europe (2016)

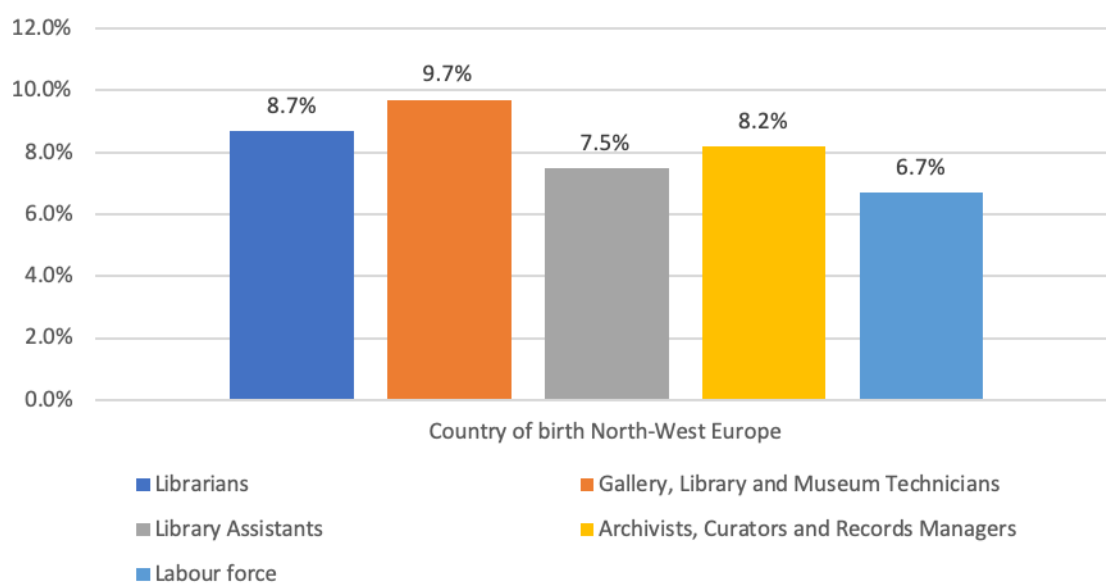


Fig 19: Percentage of workers born in Southern and Eastern Europe (2016)

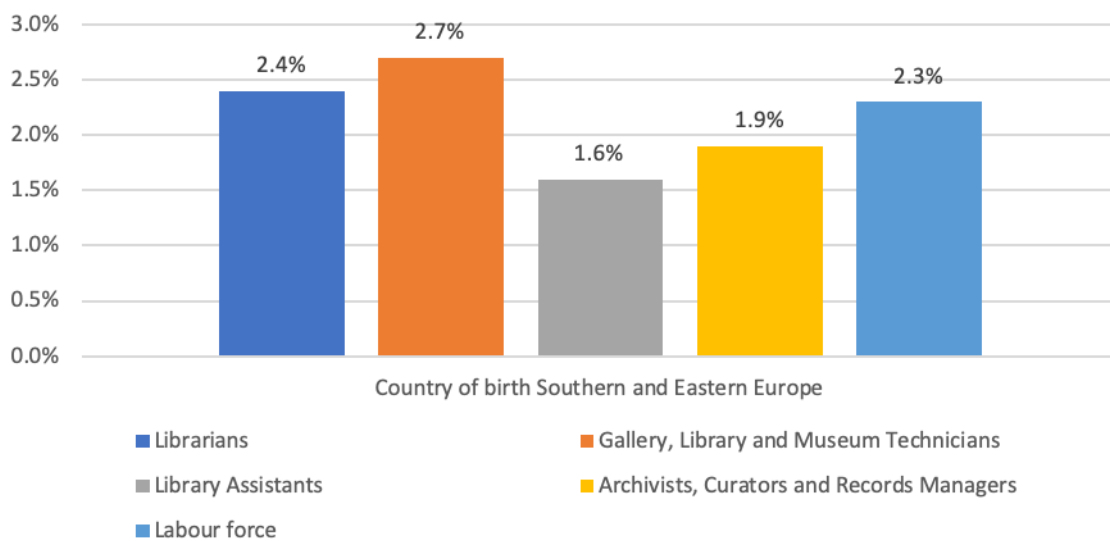


Fig 20: Percentage of workers born in North Africa and the Middle East (2016)

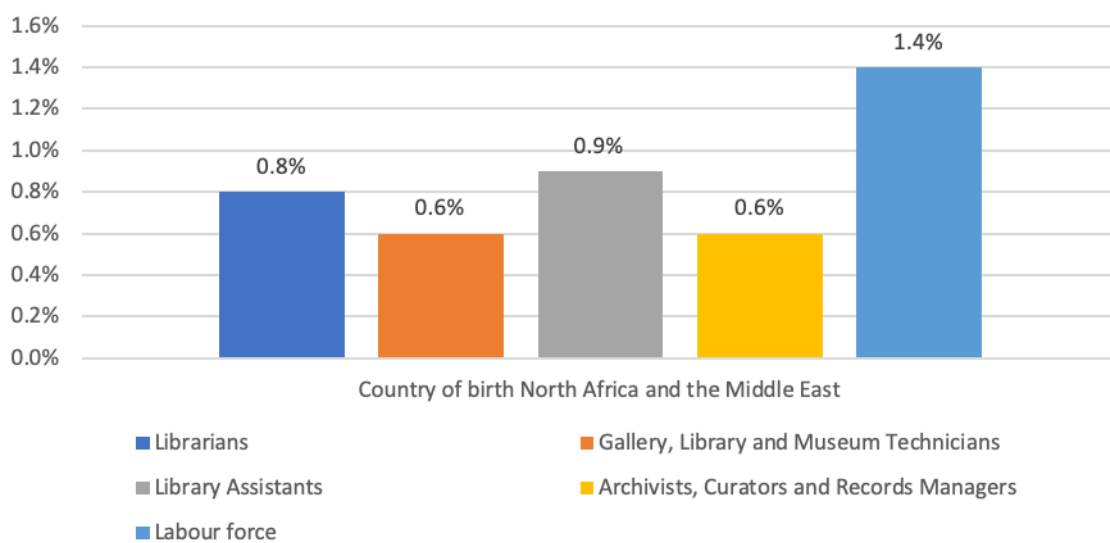


Fig 21: Percentage of workers born in South-East Asia (2016)

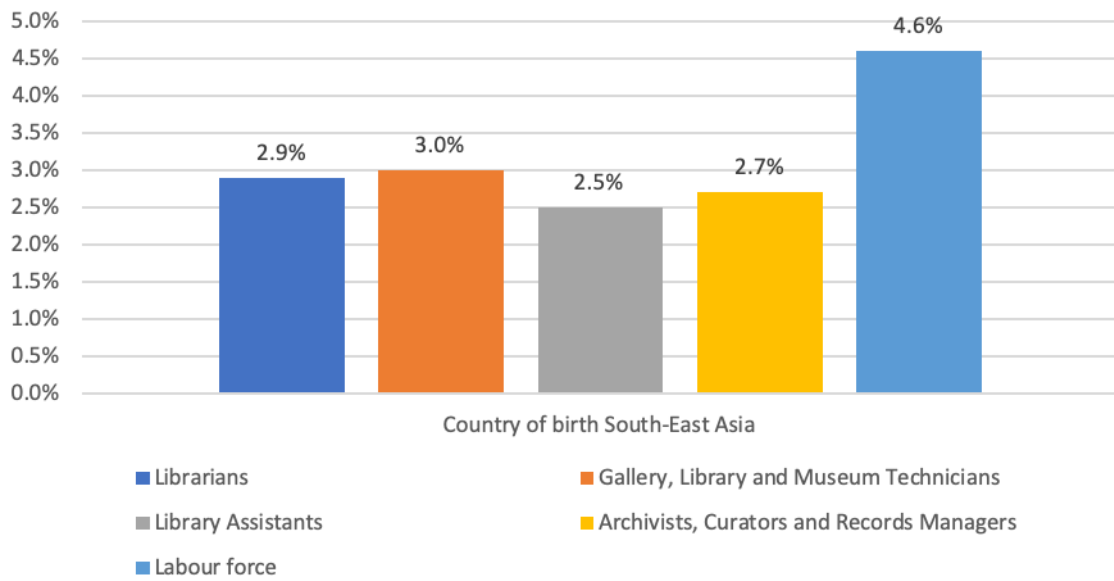


Fig 22: Percentage of workers born in North-East Asia (2016)

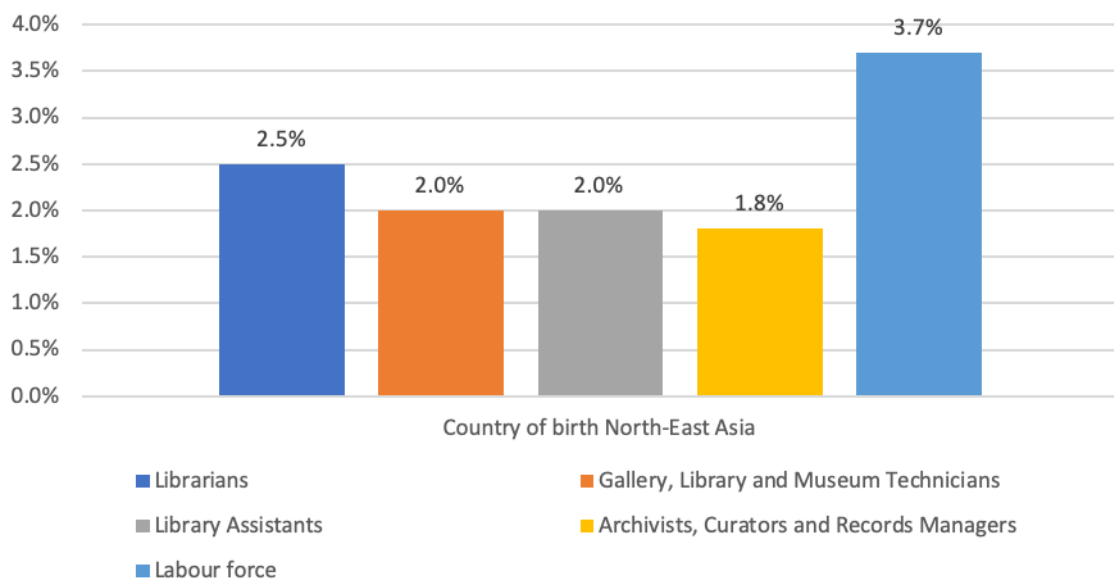


Fig 23: Percentage of workers born in Southern and Central Asia (2016)

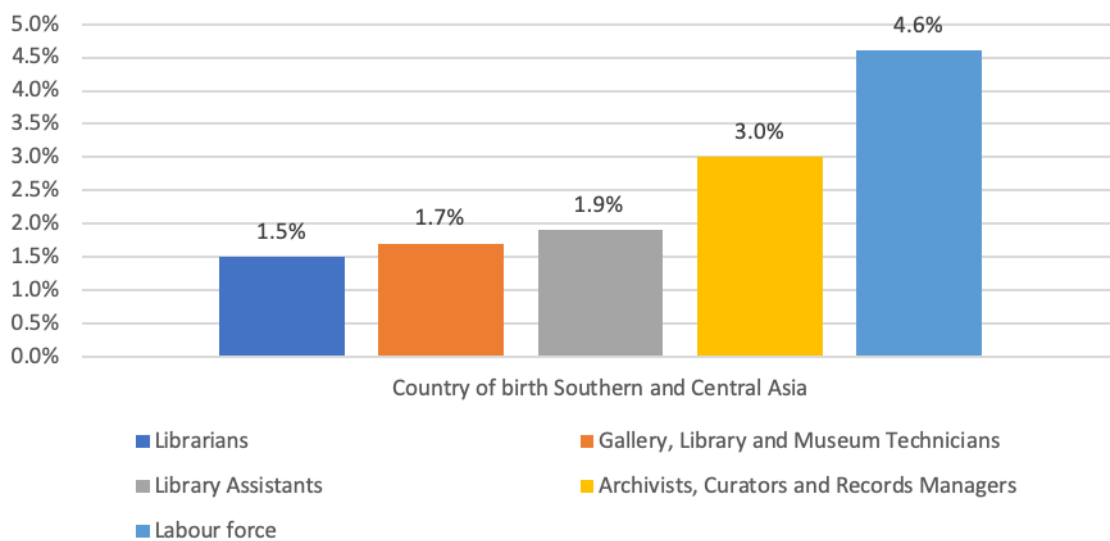


Fig 24: Percentage of workers born in the Americas (2016)

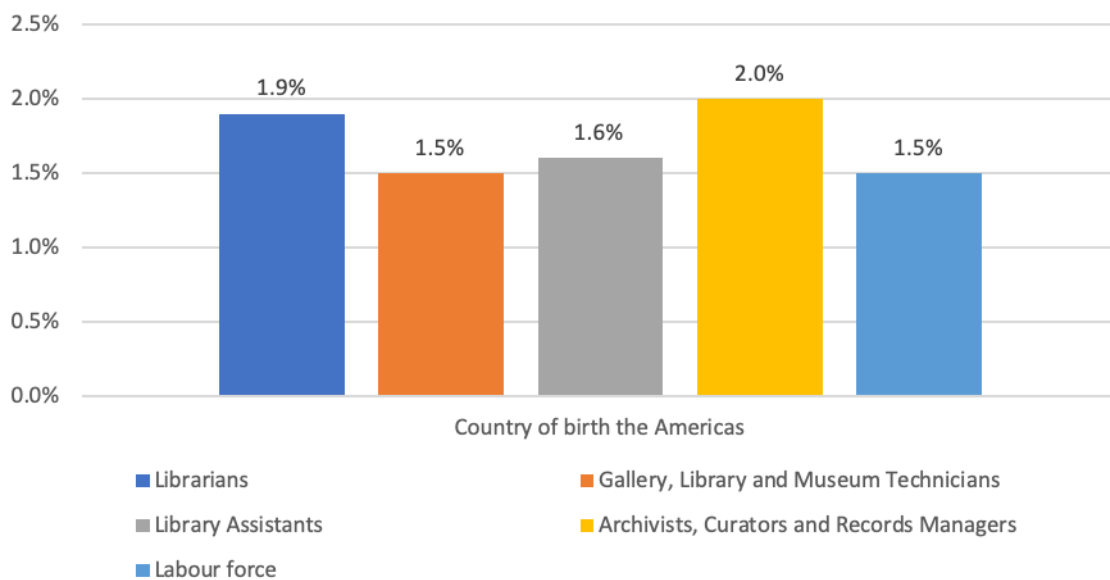
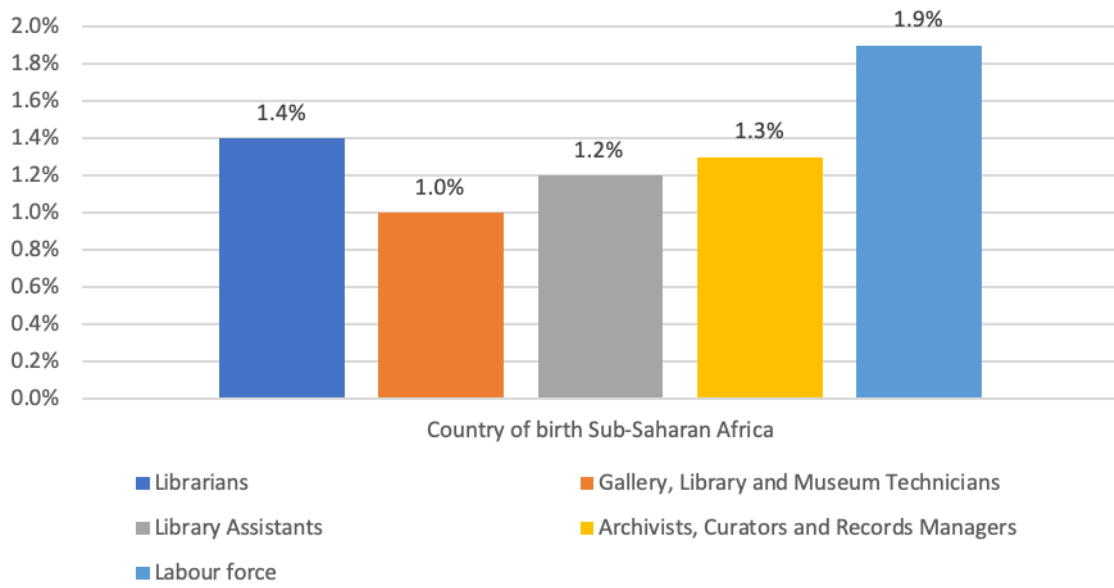




Fig 25: Percentage of workers born in Sub-Saharan Africa (2016)

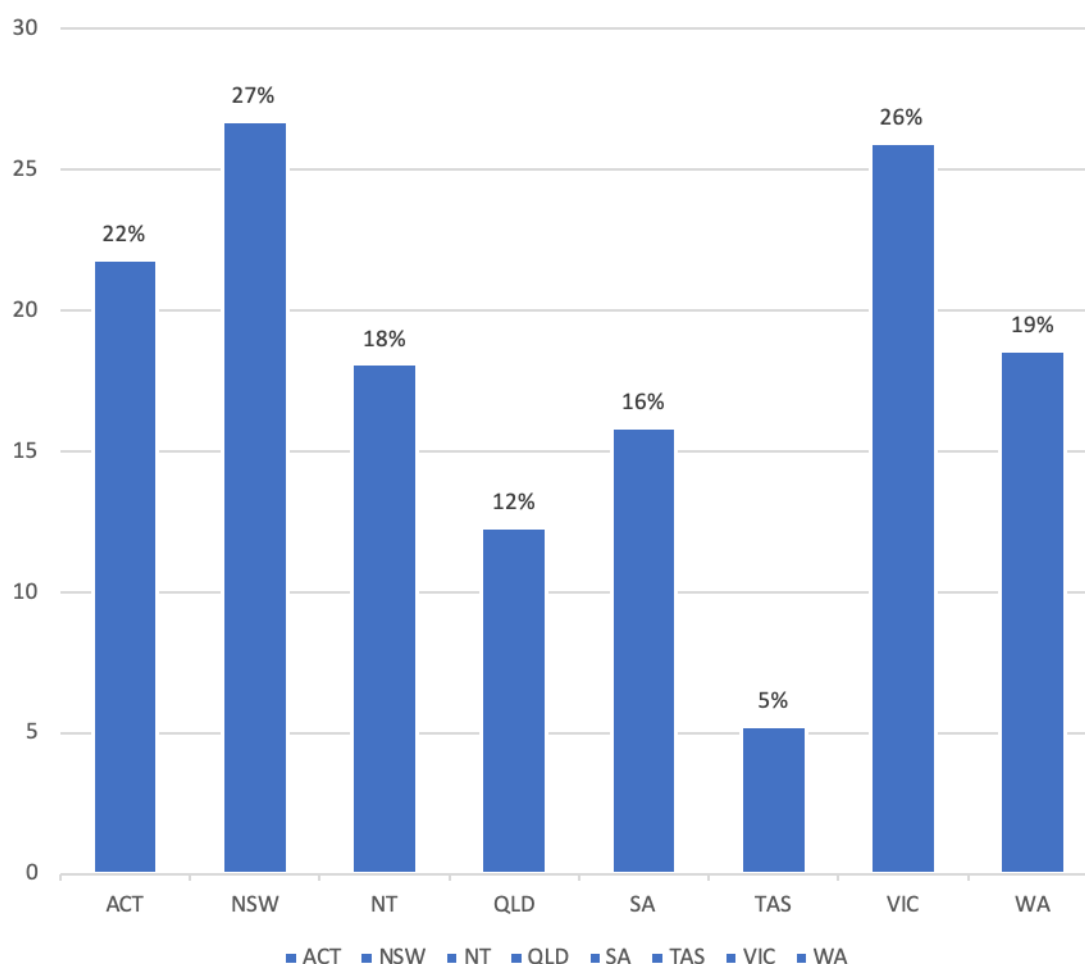


## Languages other than English spoken at home

As well as country of birth, we looked at languages other than English (LOTE) spoken at home, as a further signifier of cultural diversity.

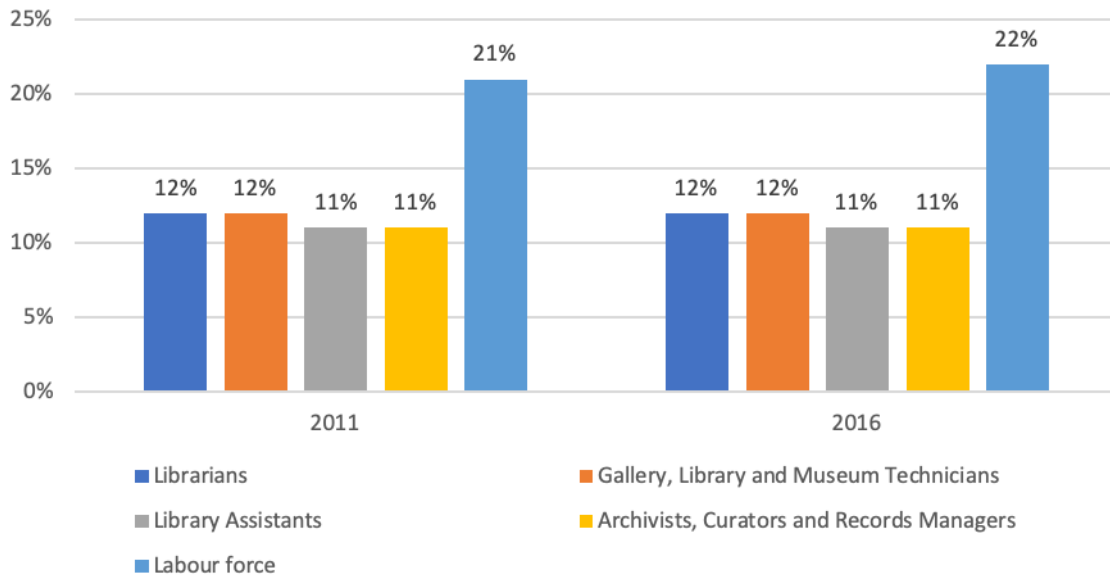
From the 2016 Census, 22% of workers in the total labour force were from LOTE households (figure 26). NSW had the highest proportion, with 27%, and Tasmania the lowest, with 5%.

Fig 26: Percentage of labour force from LOTE households (2016)



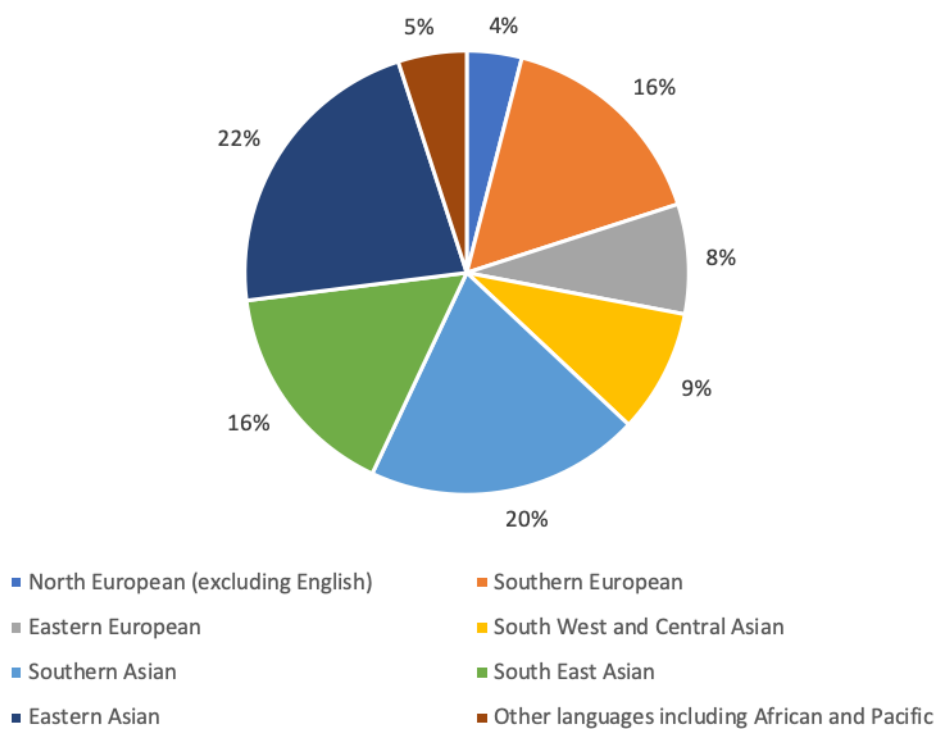
The numbers were too small to provide an accurate breakdown of Librarians, Gallery, Library and Museum Technicians, Library Assistants, Archivists, Curators and Records Managers by state and territory, but we were able to compare the percentage of GLAMR (galleries, libraries, archives, museums and records) workers from LOTE households with the percentage in the total labour force (figure 27).

Fig 27: Percentage of workers from LOTE households



Of the workers from LOTE households in the total labour force in 2016, the highest language group was Eastern Asian, accounting for 22% (figure 28). The lowest were North European (excluding English) at 4% and other languages, including African and Pacific languages, at 5%.

Fig 28: Language groups for labour force from LOTE households (2016)



There were some differences for workers in the GLAMR sector (figures 29-32). In summary, the GLAMR sector was over-represented in European language groups and under-represented in Asian and other language groups, including African and Pacific languages.

Fig 29: Language groups for Librarians from LOTE households (2016)

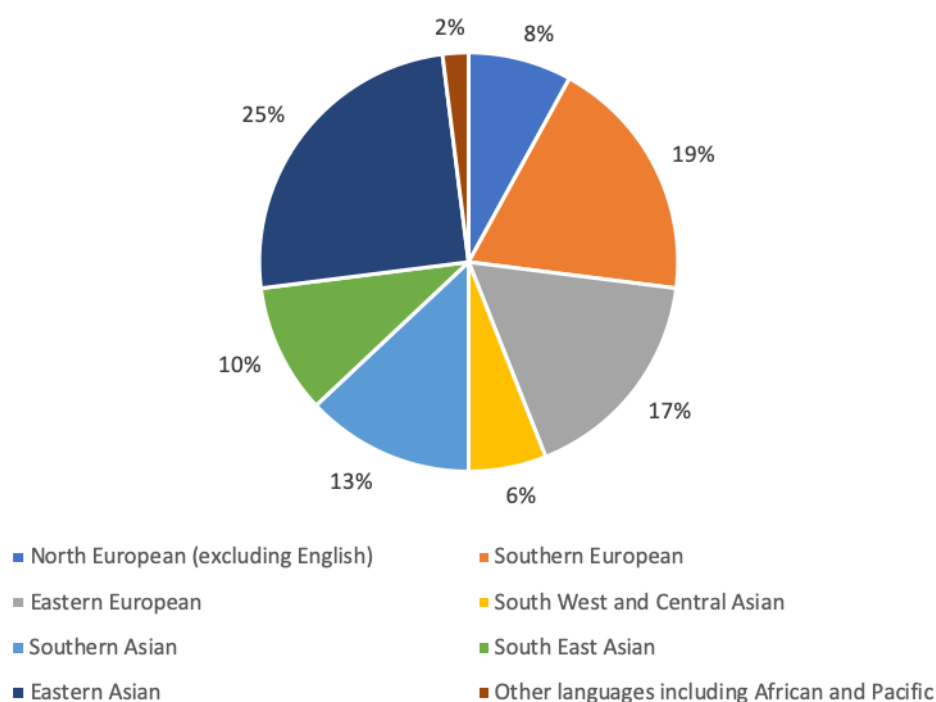


Fig 30: Language groups for Gallery, Library and Museum Technicians from LOTE households (2016)

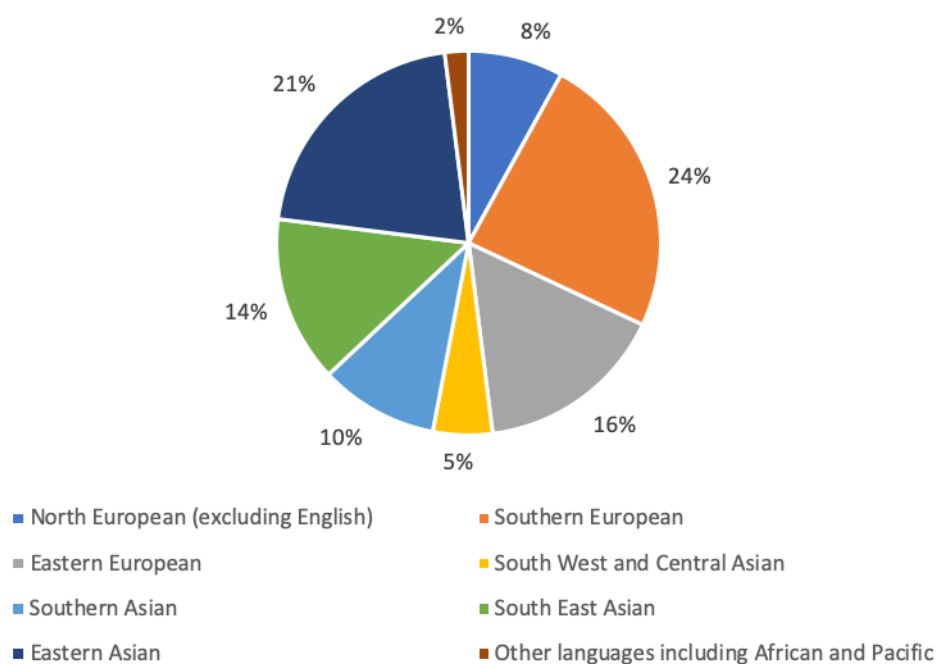


Fig 31: Language groups for Library Assistants from LOTE households (2016)

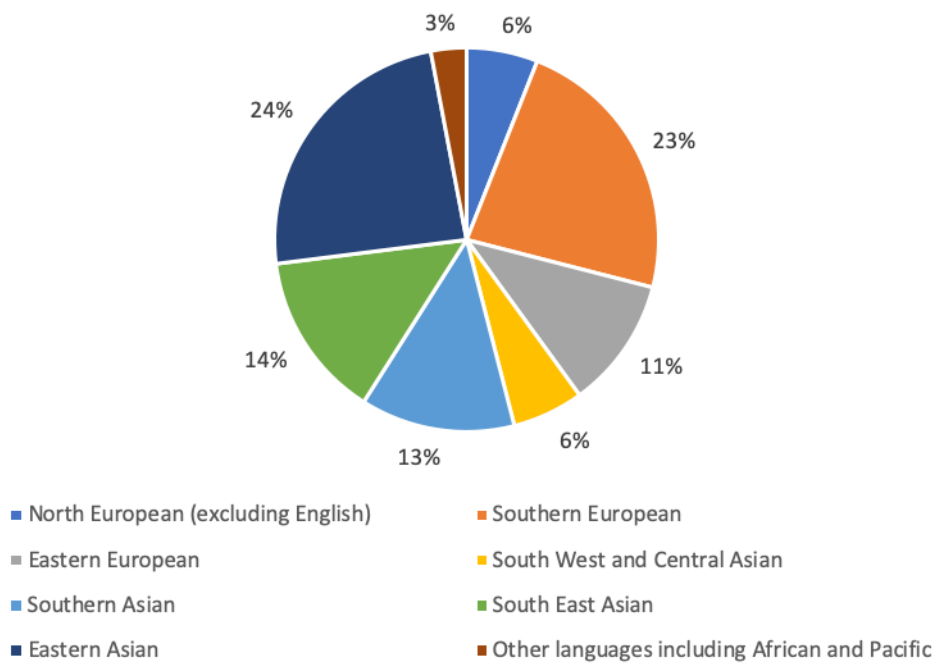
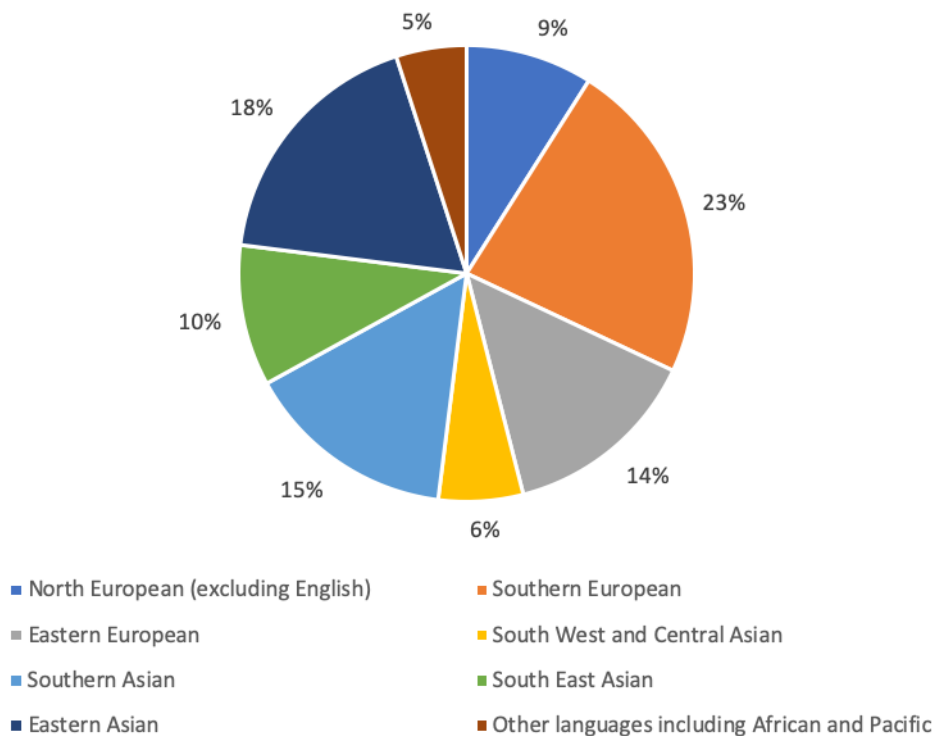
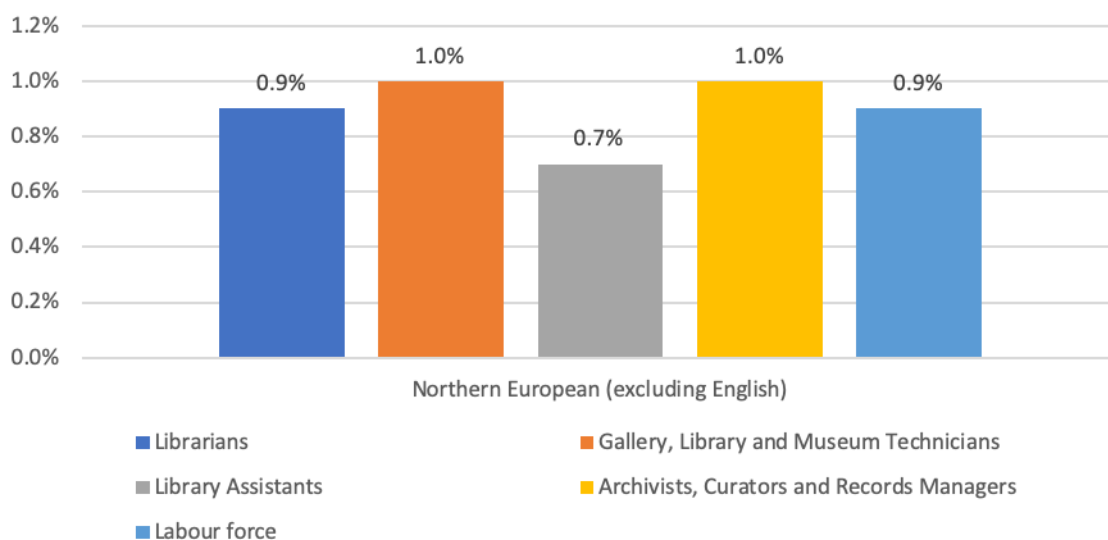


Fig 32: Language groups for Archivists, Curators and Records Managers from LOTE households (2016)



Comparing the breakdown of employees in the GLAMR sector by languages spoken at home with the total workforce highlighted the scale of the differences (figures 33-40).

**Fig 33: Percentage of workers speaking Northern European languages at home (excluding English) (2016)**



**Fig 34: Percentage of workers speaking Southern European languages at home (2016)**

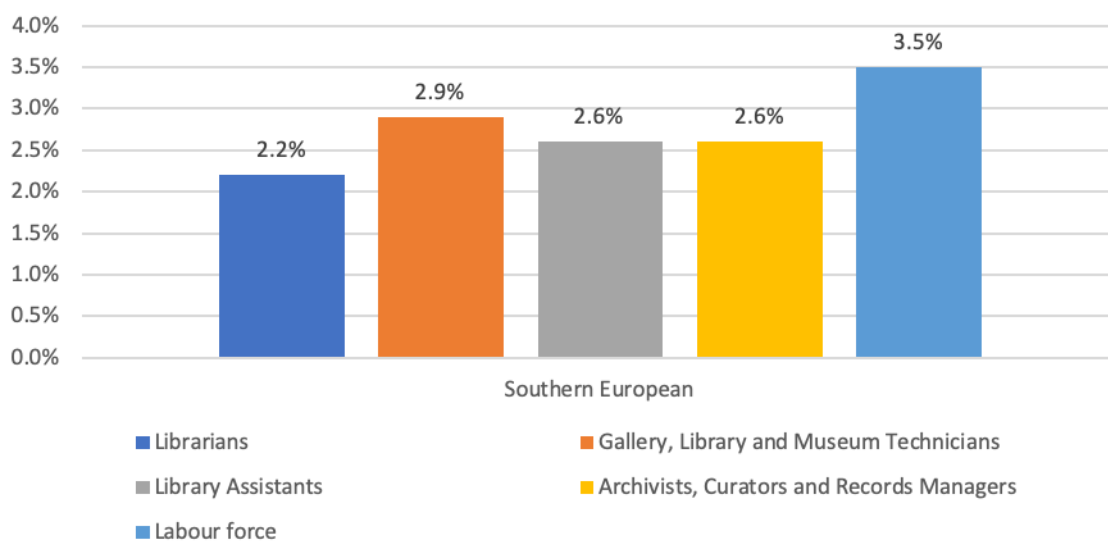


Fig 35: Percentage of workers speaking Eastern European languages at home (2016)

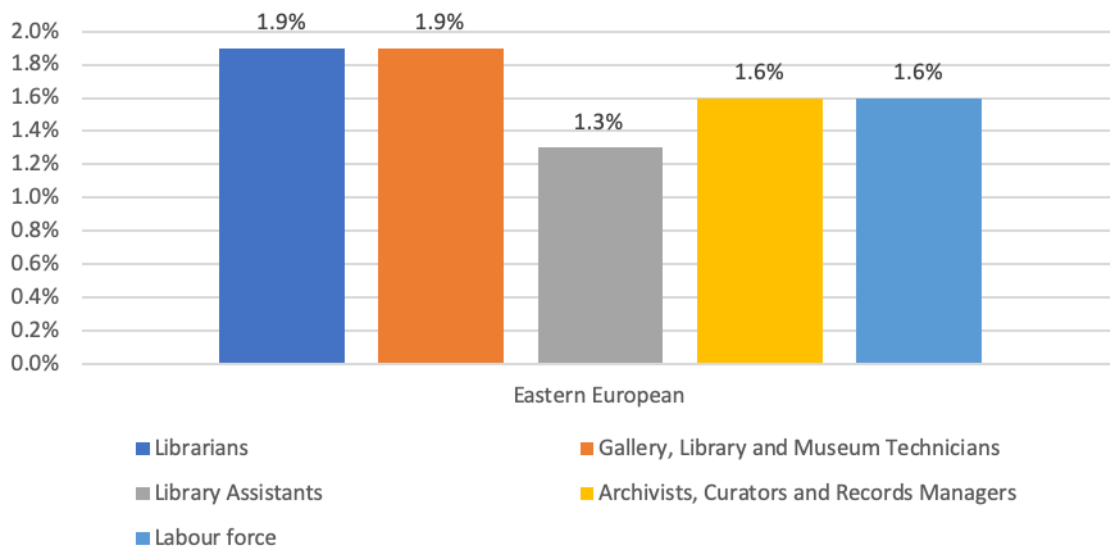


Fig 36: Percentage of workers speaking South West and Central Asian languages at home (2016)

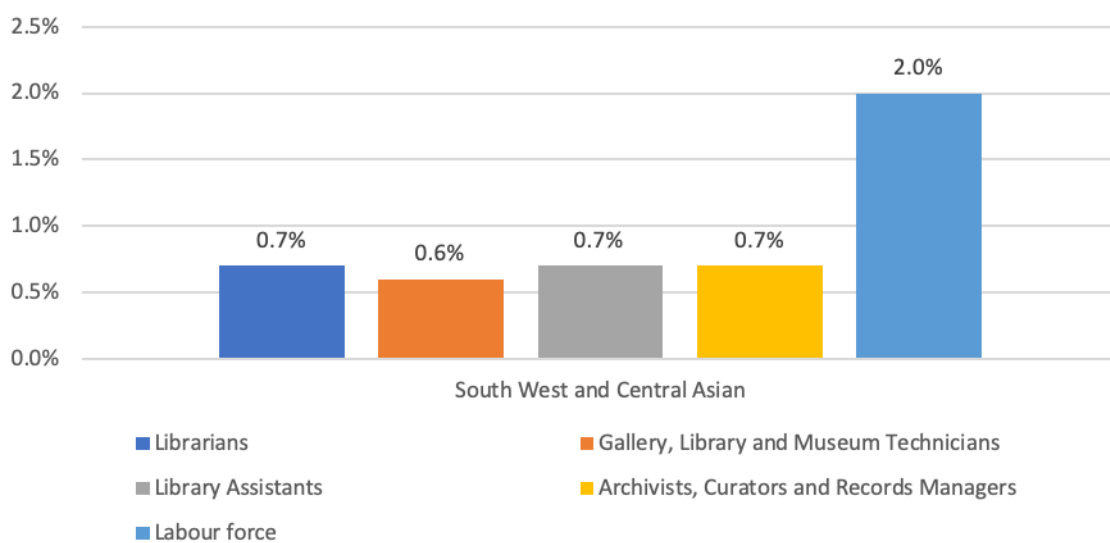




Fig 37: Percentage of workers speaking Southern Asian languages at home (2016)

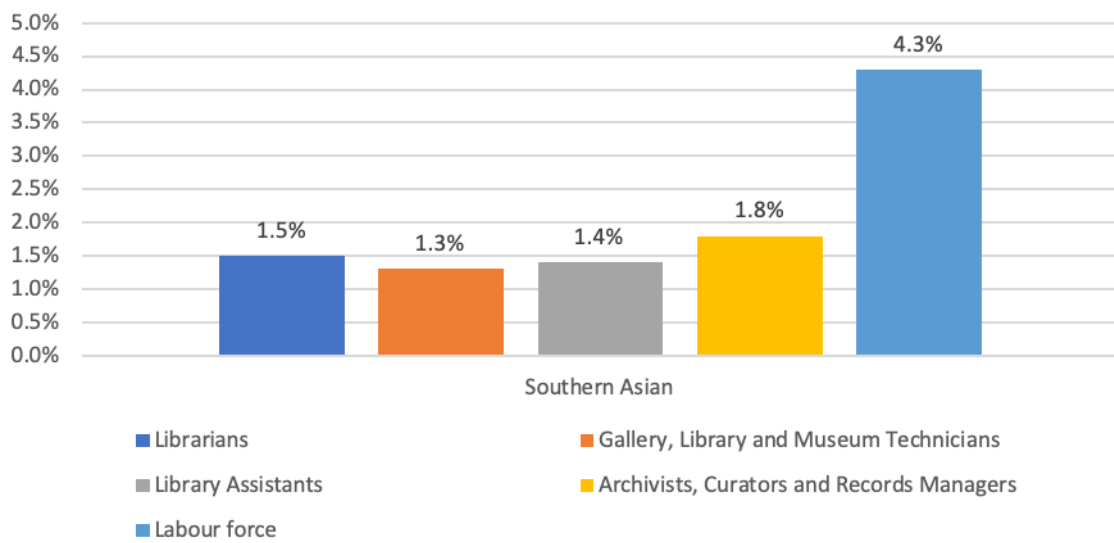


Fig 38: Percentage of workers speaking South East Asian languages at home (2016)

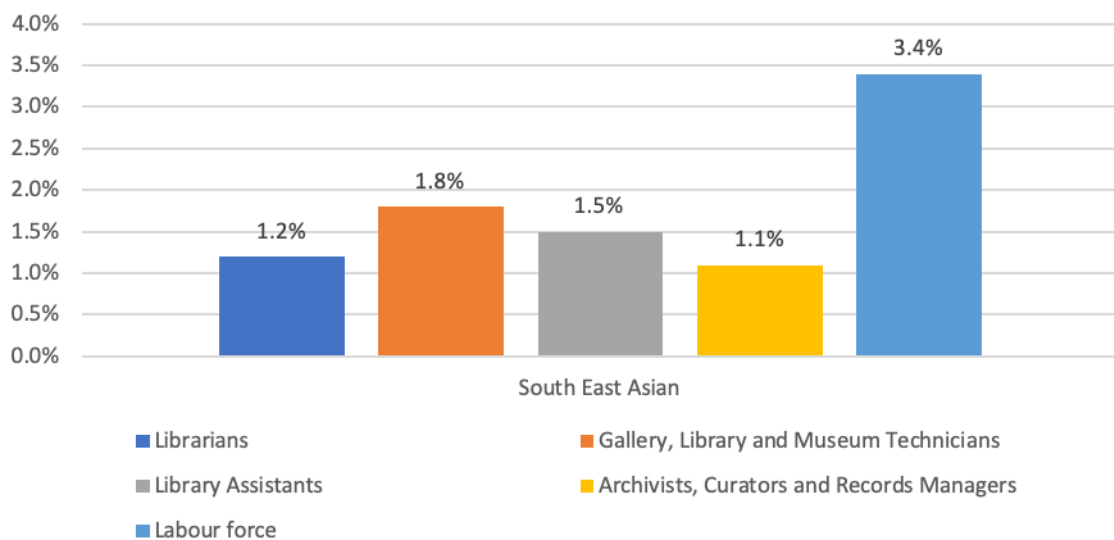


Fig 39: Percentage of workers speaking Eastern Asian languages at home (2016)

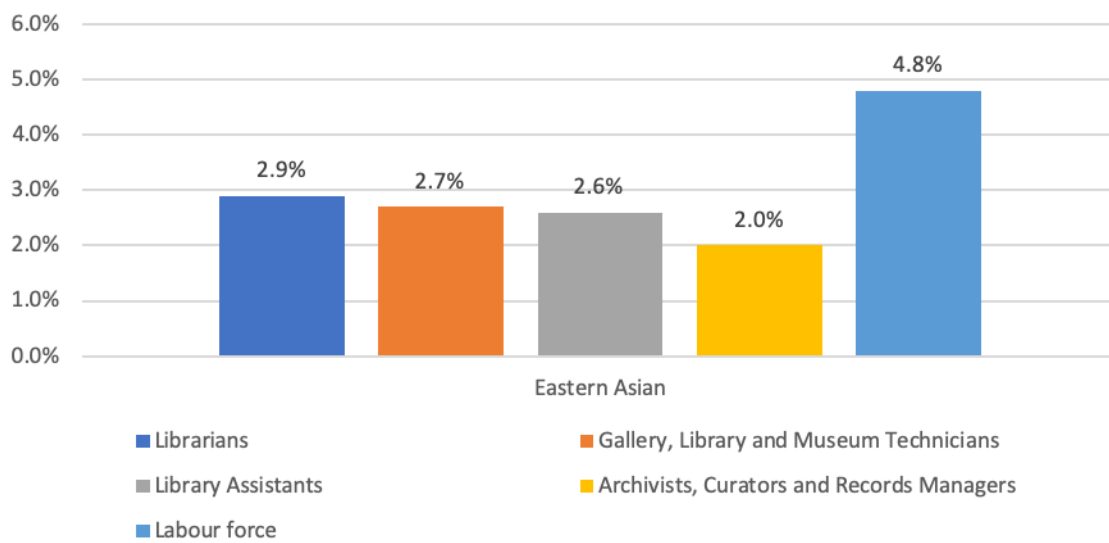
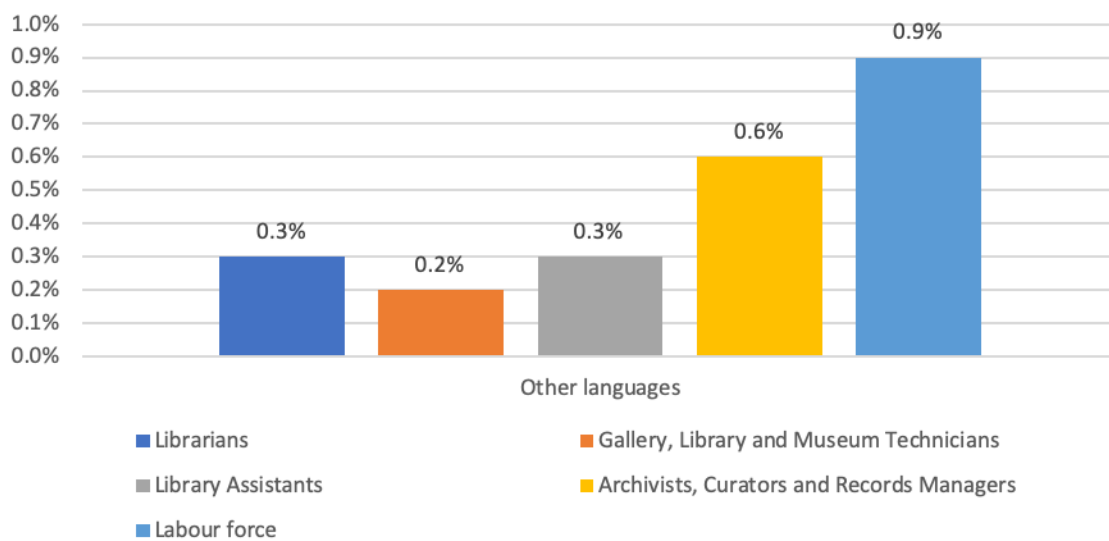


Fig 40: Percentage of workers speaking other languages at home (2016)



# Conclusion

## Age

The older age profile of Librarians, Gallery, Library and Museum Technicians, Library Assistants, Archivists, Curators and Records Managers denoted the sector's attraction for people seeking a second career in library and information. The growth in the share of GLAMR (galleries, libraries, archives, museums and records) workers aged 60 to 69-years confirmed anecdotal evidence that people were staying in the GLAMR workforce longer.

## Gender imbalance

The predominance of women in the GLAMR sector has been long established and was confirmed by the Census data. Moving the percentages closer to those of the total labour force would be in the interests of gender equality.

## Aboriginal and Torres Strait Islander professionals

In order for the sector to reflect the figures for the total workforce, we would need to double the number of GLAMR workers identifying as being from Indigenous backgrounds.

## People living with disability

Employment of people living with disability in the library and information sector was on a par with the total workforce. In common with other sectors, though, it is widely recognised that we need to continue to provide opportunities for people with disability to join the GLAMR workforce.

## Cultural diversity

The data indicated that a focus on the recruitment of GLAMR workers born in Asia, Africa, the Middle East and Oceania, and from the South-West, Central, Southern, South-East and Eastern Asian language groups would be required to improve cultural diversity in the sector and mirror the levels in the total labour force.

# Datasets

ABS Census TableBuilder was used to generate the information used in this report from the 2006, 2011 and 2016 Census of Population and Housing.

Census – Employment, Income and Unpaid Work/Education

- **Geographical Areas (Usual Residence)**
  - Local Government Areas
    - New South Wales
    - Victoria
    - Queensland
    - South Australia
    - Western Australia
    - Tasmania
    - Northern Territory
    - Australian Capital Territory
- **Employment, Income and Unpaid Work**
  - Age
    - Age in Ten Year Groups
      - 20-29 years
      - 30-39 years
      - 40-49 years
      - 50-59 years
      - 60-69 years
  - Birthplace
    - Country of Birth of Person
      - Oceania and Antarctica
        - » New Zealand
        - » Melanesia
        - » Micronesia
        - » Polynesia (excludes Hawaii)
        - » Antarctica
      - North-West Europe
        - » United Kingdom, Channel Islands and Isle of Man
        - » Ireland
        - » Western Europe
        - » Northern Europe
      - Southern and Eastern Europe
        - » Southern Europe
        - » South Eastern Europe
        - » Eastern Europe
      - North Africa and the Middle East
        - » North Africa
        - » Middle East

- South-East Asia
  - » Mainland South-East Asia
  - » Maritime South-East Asia
- North-East Asia
  - » Chinese Asia (includes Mongolia)
  - » Japan and the Koreans
- Southern and Central Asia
  - » Southern Asia
  - » Central Asia
- Americas
  - » Northern America
  - » South America
  - » Central America
  - » Caribbean
- Sub-Saharan Africa
  - » Central and West Africa
  - » Southern and East Africa
- Employment
  - Labour Force Status
    - Employed, worked full-time
    - Employed, worked part-time
    - Employed, away from work
    - Unemployed, looking for part-time work
- Indigenous Status
  - Indigenous Status
    - Aboriginal
    - Torres Strait Islander
    - Both Aboriginal and Torres Strait Islander
- Language
  - Language Spoken at Home
    - Northern European Languages
      - » Celtic
      - » German and Related Languages
      - » Dutch and Related Languages
      - » Scandinavian
      - » Finnish and Related Languages
    - Southern European Languages
      - » French
      - » Greek
      - » Iberian Romance
      - » Italian
      - » Maltese
      - » Other Southern European Languages

- Eastern European Languages
  - » Baltic
  - » Hungarian
  - » East Slavic
  - » South Slavic
  - » West Slavic
  - » Other Eastern European Languages
- Southwest and Central Asian Languages
  - » Iranian
  - » Middle Eastern Semitic Languages
  - » Turkic
  - » Other Southwest and Central Asian Languages
- Southern Asian Languages
  - » Dravidian
  - » Indo-Aryan
  - » Other Southern Asian Languages
- Southeast Asian Languages
  - » Burmese and Related Languages
  - » Hmong-Mien
  - » Mon-Khmer
  - » Tai
  - » Southeast Asian Austronesian Languages
  - » Other Southeast Asian Languages
- Eastern Asian Languages
  - » Chinese
  - » Japanese
  - » Korean
  - » Other Eastern Asian Languages
- Other Languages
  - » American Languages
  - » African Languages
  - » Pacific Austronesian Languages
  - » Oceanian Pidgins and Creoles
  - » Papua New Guinea Languages
- Need for Assistance
  - Core Activity Need for Assistance
    - Has need for assistance with core activities
- Occupation
  - Occupation
    - Professionals
      - » Business, Human Resources and Marketing Professionals
        - Information and Organisation Professionals
        - Archivists, Curators and Records Managers
        - Librarians

- Technicians and Trades Workers
  - » Other Technicians and Trade Workers
    - Miscellaneous Technicians and Trade Workers
    - Gallery, Library and Museum Technicians
- Clerical and Administrative Workers
  - » Other Clerical and Administrative Workers
    - Miscellaneous Clerical and Administrative Workers
    - Library Assistants
- Sex
  - Sex
    - Male
    - Female







