

# Human Rights and Employment

## EQUALITY AND DIVERSITY [102-8]

BCA's business continuity is supported by 24,603 competent and creative human resources (HR). They all have equal opportunities to improve their work quality and gain experience in diversity in their working interactions. This work culture is a form of appreciation for human rights (HAM), and its implementation is monitored by the Human Capital Management Division. In practice, the human rights aspect ensures equality and diversity, and that there is no underage or forced labor.

The 2019-2021 CLA Article 7 paragraph 2 contains information concerning the absence of child labor and forced labor. A clear policy on working hours to ensure there is no forced labor is contained in CLA Article 13, Article 14, Article 19, Article 20, and Article 21. The equality and work diversity in BCA as at the end of December 2020 is shown in the following tables. All BCA employees are full-time employees.

### Total Employees based on Gender and Employment Status

Employment Status	2020		2019		2018	
	Male	Female	Male	Female	Male	Female
Permanent	8,913	14,280	9,049	14,162	9,366	14,467
Not permanent (contract, probation, trainee)	617	793	658	920	507	601
<b>Total based on gender</b>	<b>9,530</b>	<b>15,073</b>	<b>9,707</b>	<b>15,082</b>	<b>9,873</b>	<b>15,068</b>
<b>Total overall</b>	<b>24,603</b>		<b>24,789</b>		<b>24,941</b>	

### Total Employees based on Gender and Position

Position	2020		2019		2018	
	Male	Female	Male	Female	Male	Female
Board of Commissioners	5	0	5	0	5	0
Director	10	2	8	3	9	3
Senior Manager	105	81	105	76	108	66
Middle Manager	843	795	846	759	814	712
Line Manager	3,678	6,068	3,677	5,929	3,721	5,880
Staff	4,096	7,719	4,131	7,946	4,212	8,230
Non-Staff	793	408	935	369	1,004	177
<b>Total based on gender</b>	<b>9,530</b>	<b>15,073</b>	<b>9,707</b>	<b>15,082</b>	<b>9,873</b>	<b>15,068</b>
<b>Total overall</b>	<b>24,603</b>		<b>24,789</b>		<b>24,941</b>	

### Employee Composition based on Gender and Length of Service

Length of Service	2020		2019		2018	
	Male	Female	Male	Female	Male	Female
> 20 Years	4,434	5,991	4,772	6,049	5,246	6,440
> 15 - 20 Years	292	532	489	947	600	1,112
> 10 - 15 Years	380	528	352	489	327	446
> 5 - 10 Years	1,782	3,806	1,317	2,547	928	1,698
> 1 - 5 Years	1,990	3,328	2,016	3,969	2,262	4,705
≤ 1 Years	652	888	761	1,081	510	667
<b>Total based on gender</b>	<b>9,530</b>	<b>15,073</b>	<b>9,707</b>	<b>15,082</b>	<b>9,873</b>	<b>15,068</b>
<b>Total overall</b>	<b>24,603</b>		<b>24,789</b>		<b>24,941</b>	