

PROMOTING LGBTI INCLUSION IN THE WORKPLACE



International
Labour
Organization



Empowered lives.
Resilient nations.

FINDINGS OF THE UNDP AND ILO MULTI-COUNTRY STUDY
ON LGBTI EMPLOYMENT DISCRIMINATION
IN CHINA, PHILIPPINES AND THAILAND.

INFOGRAPHIC

LGBTI WORKERS ARE A DIVERSE GROUP

in terms of

- AGE+
- EDUCATIONAL LEVEL
- RELIGION
- ETHNICITY

come from both
URBAN & RURAL AREAS

work for both
PRIVATE & GOVERNMENT SECTORS



► It is a common belief that LGBTI workers **are all economically well off** urban elites. However, this is not the case.

IMPLICATION:

The economic lives of LGBTI people are relevant to organizations of different backgrounds in all locales.

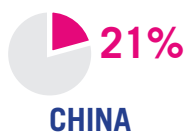
WHAT ARE THE EXPERIENCES OF LGBTI PEOPLE IN THE WORKPLACE?

► LGBTI people surveyed experienced difficulties right from the beginning of the job search.



of the respondents in **China, Philippines** and **Thailand** said they had seen a job advertisement that implicitly excludes their **SOGIE*** in the job requirement.

* SOGIE: Sexual Orientation, Gender Identity and Expression



of respondents reported being **HARASSED, BULLIED, DISCRIMINATED** against by others at work due to **gender identity/sexual orientation** in their current or latest workplace.

THE TOP THREE NEGATIVE TREATMENTS REPORTED WERE THE SAME FOR ALL THREE COUNTRIES

- 1 People making jokes or slurs about LGBTI persons.
- 2 Gossiping or sharing rumours about certain LGBTI co-workers.
- 3 Making critical comments about how LGBTI co-workers dress, behave or speak.

IMPLICATION:

LGBTI people often experience a rather hostile workplace ridden with harassment, bullying and discrimination.

ALTHOUGH VERY FEW WORKPLACES HAVE AN LGBTI-INCLUSIVE POLICY IN PLACE, WHERE IN PLACE SUCH POLICIES HAVE A POSITIVE IMPACT.

Higher number of **PROTECTIVE POLICIES**

↓ Less experience of **WORKPLACE DISCRIMINATION**



↑ Higher levels of **REPORTED JOB SATISFACTION**

strongly correlates

IMPLICATION:

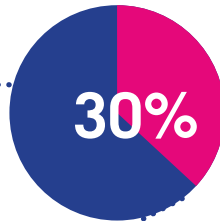
Having LGBTI-inclusive policies is essential for preventing workplace discrimination and improving job satisfaction among LGBTI employees. Companies that develop and implement LGBTI-inclusive policies can even establish a competitive advantage over other companies that do not have such policies in place.

SOME LGBTI PEOPLE ARE ESPECIALLY PRONE TO NEGATIVE TREATMENT AT WORK.

IMPLICATION:

Intersectionality is important in understanding LGBTI people's lives in the workplace. Being transgender, working in the public sector, and being open about one's SOGIE or intersex variation may subject LGBTI people to more severe and multiple forms of workplace discrimination.

THERE IS LITTLE RECOURSE TO REMEDY THE SITUATION WHEN LGBTI PEOPLE EXPERIENCE WORKPLACE DISCRIMINATION.



of respondents who experienced workplace harassment, bullying and discrimination **reported the problem**. When they did so, it was mostly to the immediate supervisor or the human resources department.

An even smaller percentage were **satisfied** with the result.



of respondents said that a **sexual orientation non-discrimination policy** exists in their organization.



of respondents said that a **gender identity non-discrimination policy** exists in their organization.



of respondents stated that their organizations have an **official complaint procedure for LGBTI discrimination cases** in place.

LEVELS OF WORKPLACE DISCRIMINATION for those LGBTI people who are more open about their **SOGIE** or **intersex variation**, especially transgender people:

are higher in **PRIVATE SECTORS (NATIONAL AND LOCAL GOVERNMENT AND STATE-OWNED ENTERPRISES)**

are lower in **MULTINATIONAL COMPANIES & INTERNATIONAL NON-GOVERNMENTAL ORGANIZATION (INGOS)**

IMPLICATION:

Government and the private sector should develop and implement formal policies and dispute resolution mechanisms for non-discrimination and equal treatment of LGBTI employees. Training and awareness raising are needed to make sure such policies and mechanisms are properly implemented.

LGBTI PEOPLE HIDE THEIR SOGIE IN THE WORKPLACE, FEEL LESS SATISFIED WITH THEIR JOB, ARE MORE LIKELY TO CONSIDER LEAVING THE CURRENT ORGANIZATION, BECAUSE OF THE DISCRIMINATION THEY EXPERIENCE.



Many LGBTI people felt the need to hide their **SOGIE** in the workplace.



Those LGBTI people who had been subject to discrimination also reported to feel less satisfied with their job and are more likely to consider leaving the current organization.

IMPLICATION:

An LGBTI-unfriendly workplace means LGBTI employees cannot bring their whole selves to work, less job satisfaction, and difficulties for an organization to retain talent. A more open and affirming workplace is likely to encourage satisfaction and greater loyalty among LGBTI employees.

This infographic contains findings of multi-country study examining discrimination in the workplace based on sexual orientation, gender identity or expression, or intersex status in China, Philippines and Thailand. The study included a desk review and analysis of qualitative and quantitative data gathered from national discussions with 151 participants and from online surveys with 1,571 respondents. The study was developed by UNDP through the Being LGBTI in Asia programme in partnership with ILO.