#BeingLGBTI

**PROMOTING LGBTI INCLUSION IN THE WORKPLACE**

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

**LGBTI WORKERS ARE A DIVERSE GROUP**

- **Age**
- **Educational Level**
- **Religion**
- **Ethnicity**
- **Urban & Rural Areas**
- **Work for Both Private & Government Sectors**

**WHAT ARE THE EXPERIENCES OF LGBTI PEOPLE IN THE WORKPLACE?**

- LGBTI people surveyed experienced difficulties right from the beginning of the job search.
- 10-28% of respondents believed that they were denied a job due to SOGIE or intersex status.
- 21% of respondents reported being harassed, bullied, discriminated against by others at work due to gender identity/sexual orientation in their current or latest workplace.
- 30% of respondents in the Philippines said they had seen a job advertisement that implicitly excludes their SOGIE(*) in the job requirement.
- 23% of respondents reported making critical comments about how LGBTI co-workers dress, behave or speak.
- 60% of respondents believed that they were denied a job due to SOGIE or intersex status.

**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.

**IMPLICATION:**

Higher number of protective policies strongly correlates with less experience of workplace discrimination & higher levels of reported job satisfaction.

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

**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.

* SOGIE: Sexual Orientation, Gender Identity and Expression
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.

Some LGBTI people are especially prone to negative treatment at work. 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.

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There is little recourse to remedy the situation when LGBTI people experience workplace discrimination. 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.

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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.

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This infographic contains findings of a 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.