

Results of the *autre cercle*-IFOP Survey "Inclusion of LGBT+ people in the workplace in France"

In partnership with france.tv and PwC

While more and more companies are launching inclusive policies directed at LGBT+ people¹, the workplace continues to be an environment where LGBT-phobia persists.

Seven years after the launch of its LGBT+ Charter, *autre cercle* reviews the situation of LGBT+ people in public and private bodies and assesses the tangible impact of its Charter.

One LGBT person out of four has been the victim of at least one LGBT-phobic attack in the workplace

Derogatory jibes or disagreeable remarks, insults or libellous abuse, side-lining from co-workers are the three principal forms of attack to which LGBT people are subjected¹.

This LGBT-phobic situation also finds its daily expression in ordinary conversations between work colleagues. "Dickhead", "faggot", "that's no job for a queer", "dyke" are just some of the LGBT-phobic expressions which more than four workers out of ten hear within their organisation.

Furthermore, about one out of every six LGBT people say that they have been subjected to discrimination by management at least once.

"Very often, sexual orientation and gender identity are seen as "out of bounds" subjects in the workplace, at times taboo, other times played down and considered to belong to the private sphere. Giving the LGBT+ people concerned, and also non-LGBT+ people, a voice is therefore vital to understanding reality as lived on the ground and

measuring the actions for progress which have yet to be undertaken. And the figures speak for themselves!" says Alain Gavand, Vice-President of the National Federation of autre Cercle and Project Leader for the Survey's 2nd edition.

Some additional results

- **41%** of LGBT men with a "feminine" appearance have been subjected to derogatory jibes or disagreeable remarks in the workplace.
- **53%** of LGBT people who recently have had suicidal thoughts because of their orientation have been subjected to derogatory jibes or disagreeable remarks.
- **26%** of workers did not disapprove jibes aimed at LGBT people.
- **55%** of LGBT people have heard LGBT-phobic comments within their organisation.

A majority of LGBT people are still invisible

Within organisations who have signed *autre cercle*'s LGBT+ Charter, 84% of the workforce states that they would feel "comfortable" if a work colleague came out. However, almost half (49%) of LGBT+ people remain discreet about their sexual orientation.

So, in order to remain invisible, 77% of LGBT people living with a partner or spouse acknowledge that they have voluntarily avoided revealing their sexual orientation or gender identity in various work situations (when participating in an event organised by the employer or by work colleagues, giving their partner's name for a health insurance contract). This type of self-exclusion weighs on the morale and the well-being of these people in the workplace. Three out of ten state that they are unhappy about not being visible.

Positive impact of the *autre cercle*'s LGBT+ Charter

The results of this second survey demonstrate that when organisations sign the Charter it fosters confidence and inclusion for LGBT+ people.

¹ Here we refer to LGBT people when the results are drawn from a national cross-section while LGBT+ people are part of a cross-section working for *autre cercle*'s LGBT+ Charter signatory organisations.

Because of this, they are less likely to be victims of LGBT-phobic discrimination within their organisations (one LGBT person out of eight compared to one out of six) and they are less subject to attacks (against their property or their persons, for example, 2% compared to 10%).

This is surely why they are more inclined to reveal and accept their sexual orientation (68%, i.e. 17 points more than the average for LGBT people in France) and more than four LGBT people out of ten state that the Charter has had a positive impact on their visibility.

"The results of the second survey encourage us in our belief that more organisations can keep their promises concerning the inclusion of LGBT+ people and also guarantee its implementation. With the support of autre cercle they can face this challenge", says Christophe Berthier, President of the National Federation of autre cercle.

Some additional results from within the autre cercle's LGBT+ Charter's signatory organisations

- **84%** of workers support their organisation's commitment.
- **62%** of workers know that their organisation has signed the Charter.
- **44%** do not know what the Charter contains, however.
- Finally, in order to improve their inclusion, more than **six LGBT people out of ten** approve the awareness campaigns undertaken by management and the workforce as a whole.

The survey carried out by IFOP for autre cercle with the support of france.tv and PwC

This online poll was carried out:

- from 4th to 30th November 2019 with a cross-section of 16,953 employees working in the autre cercle's LGBT+ Charter's signatory organisations
- from 12th to 24th April 2019 with a representative national cross-section of 1,229 LGBT people aged 18 years or over residing in metropolitan France.

About autre cercle:

An association founded in 1997, autre cercle is a major player in France in the promotion of the inclusion of LGBT+ people in the workplace (Lesbian, Gay, Bisexual and Transgender) and the association's values are respect, humanism, independence, commitment and pragmatism.

Autre cercle works towards a professional environment which is fulfilling, inclusive and respectful of people in all their diversity, regardless of their sexual orientation or gender identity.

In addition to its role as "watchdog", its aims are to support organisations and to promote good practice. The association federates 137 public bodies and private organisations signatories to the LGBT+ Charter which have a total of 1.3 million workers. www.autrecercle.org

About autre cercle's LGBT+ Charter: [click here](#)

About france.tv

In 2016, President Delphine Ernotte Cunci, signed the autre cercle's LGBT+ Charter which commits france.tv to creating an inclusive environment for its LGBT+ workers and to ensuring equal rights and treatment for all workers, regardless of their sexual orientation or their gender identity. With this new commitment, france.tv strengthens its policy built on five priorities: handicap, gender equality, age discrimination, social diversity and the fight against discrimination linked to sexual orientation or gender identity. The award of the Diversity and Professional Equality Labels highlights the efforts of france.tv and is a sign of the organisation's continuing high standards. Being an official partner of the autre cercle-IFOP LGBT+ survey is to fulfil a duty to meet these high standards in the fight against all types of discrimination linked to sexual orientation and gender identity.

About PwC

In France, and the countries of French-speaking Africa, PwC provides services in consultancy, audit and accountancy and gives its priority to a sector-oriented outlook. The PwC entities in France and French-speaking Africa cover 23 countries and employ 6,400 staff members with the strategic ambition of being "Committed Players". In particular, PwC has set itself the aim of having a positive and sustainable impact on society and, amongst its other commitments, PwC undertakes to encourage inclusion and equal opportunity. In 2018, PwC launched SHINE (formerly GLEE) in order to promote the inclusion of all its staff members, regardless of their sexual orientation or gender identity. Within the framework of this commitment to an inclusive environment, PwC also signed the autre cercle's LGBT+ Charter. For further information please consult www.pwc.fr

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