



autre cercle
diversité et inclusion



LGBT* PEOPLE IN THE WORKPLACE IN 2017

Experience – Perception – Expectation

What it means to be a Lesbian, Gay, Bisexual or Transgender person in the workplace in 2017

In 2013 the l'Autre Cercle association launched the LGBT Charter which today has been signed by more than 60 organisations, in both the public and private sectors, **which aim to take action to ensure a workplace that is inclusive for LGBT people.** In order to measure the **experience and perceptions** of LGBT issues within these organisations, and to assess the real impact of the Charter, l'Autre Cercle asked the opinion poll and marketing studies institute IFOP to carry out **an open consultation** between mid-October and mid-November 2017.

This **first edition of the l'Autre Cercle – Ifop LGBT Barometer** has the advantage of a wide participation as the responders included more than 6500 people, in both the public and private sectors, heterosexuals, LGBT people, managers and employees in both metropolitan France and in the French overseas departments and territories. **This successful response provides a significant contribution to the understanding of the condition of LGBT people in the workplace in France in 2017.**

“This survey shows that the commitment of the organisations which have signed the l'Autre Cercle Charter has borne fruit. Some discrimination remains but the feeling of inclusion is stronger and this is especially encouraging”

“This first survey enabled us to question a very wide spectrum with many different profiles. IFOP is pleased to have contributed with l'Autre Cercle to a better understanding of LGBT issues in the workplace”

Marie-Hélène GOIX
President - Fédération l'Autre Cercle



FRÉDÉRIC DABI
Assistant Director General - IFOP



*Lesbian, Gay, Bi, Trans

A successful first survey



2 thirds public sector (62%)
1 third private sector (38%)

79% heterosexual
17% LGBT
54% female
45% male



36% managers or executives
39% middle managers
25% employee/workers

6698 RESPONDERS
from 41 organisations



91% perm.
9% temp.

47% Paris region
53% Other regions



12% 18/29 years
24% 30/39 years
31% 40/49 years
33% 50 years +

Results of the signatory organisations of l'Autre Cercle's LGBT Charter



A positive overall opinion on **inclusion...**

	All responders
89% of LGBT people feel well-integrated in their organisation (72% of transgender persons*)	89%
59% are satisfied with their career opportunities	56%
69% believe that the situation within their organisation is satisfactory in respect of the prevention of discrimination and the encouragement of diversity	73%

77% of LGBT people would recommend working for their organisation to a friend

*Because of the low number of persons concerned in this category, these results must be taken with caution

...but there are disparities for **discrimination**



only **9%** of heterosexuals compared to **30%** of LGBT ... people are aware of cases of discrimination against homosexuals within their organisation.

The 3 principal types of discrimination



Observed by heterosexuals

1	Mocked by co-workers	76%
2	Mocked by executives or managers	34%
3	Sidelined by co-workers	27%



LGBT-experienced

1	Mocked by co-workers	60%
2	Sidelined by co-workers	31%
3	Discrimination in carrer development	29%



At ease? Uneasy? What is the experience with LGBT people?

How do the responders feel when they are with a colleague who is?



At ease



Uneasy



Do not think about it

... gay or lesbian

73%

3%

24%

... transgender

64%

15%

21%

THE LGBT CHARTER

INTRODUCTION OF THE CHARTER



60% of responders know that their organisation has signed the Charter

18%

are familiar with the Charter's contents



85% approve their organisation's signing of the Charter

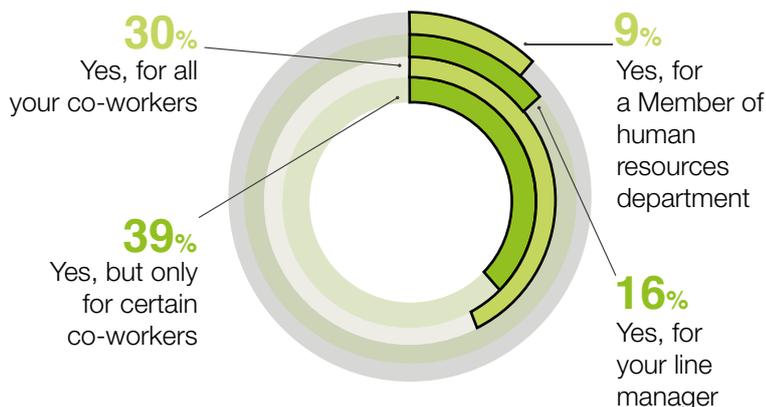
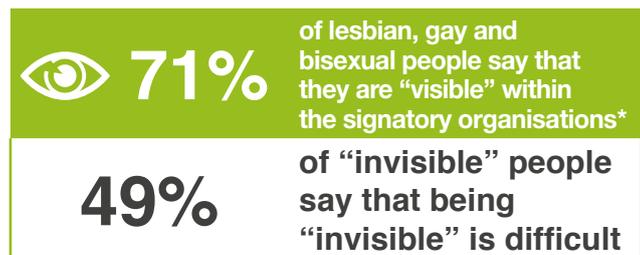


27% believe that it has facilitated the visibility of LGBT people

To be “visible” or “invisible”? That is the dilemma

71% of lesbian, gay and bisexual people say that they are «visible» within the Charter signatory organisations (compared to one third of «LGBT visibles» assessed on average in other studies performed in France by the Halde (the Equality Commission), the «Défenseur des droits» (Ombudsman) or the “l’Autre Cercle” association itself.

Among LGB people, men are more visible than women (75% compared to 64%), which indicates that there is probably a «double glass ceiling» for lesbian and bisexual women in the workplace.



How to be “invisible”

73% of “invisible” people do not talk about their private lives in order to remain “invisible”

14% of “invisible” people pretend to be heterosexual

* to be compared with the two-thirds of «invisibles», on average, recorded in other studies performed in France by the Halde (the Equality Commission) or the “Défenseur des droits” (the Ombudsman)..



Public



Private

More mockery in the public sector

More discrimination in the private sector

LGBT victims of discrimination have faced:

62%

56%

mockery

27%

31%

discrimination in career development

AWARENESS OF ACTUAL COMMITMENTS



Guarantee of equal rights in respect of parentage

71%



Implementation of rules against discriminations

64%



Co-worker awareness

63%



Top management awareness

60%



Top management speaks out

59%

THE 3 MOST USEFUL MEASURES of the Charter

1st



Awareness actions on LGBT issues directed at all staff members and management

2nd



A diversity representative is present within the organisation

3rd



Top management speaks out on LGBT issues

5 THINGS WE LEARN FROM this survey of the organisations which have signed Autre Cercle's LGBT Charter



- ▶ **29%** of LGBT people are “**invisible**” in the workplace...
...compared to 5% within a circle of friends and 13% in families



- ▶ Less than 4% of the responders feel “**uneasy**” with a gay, lesbian or bisexual co-worker...
...but 15% feel uneasy with a transgender person



- ▶ **83%** of heterosexuals have not observed discrimination against homosexuals in the workplace...
...compared to 67% of LGBT people



- ▶ **85%** of responders (both LGBT people and heterosexuals) **support their organisation's decision to sign “l'Autre Cercle's LGBT Charter”**...
...and only 4% do not approve



- ▶ **63%** of persons who know about the Charter have observed that **actions to increase awareness of LGBT inclusion** have been organised after their organisation has signed the Charter



About l'Autre Cercle

L'Autre Cercle was established in 1998 as an association of LGBT professionals (Lesbian, Gay, Bisexual and Transgender people and their friends) and has a vision of a professional environment which is enriching, inclusive and respectful of everybody in their diversity, regardless of their sexual orientation or gender identity.

www.autrecercle.org

About IFOP

For almost 80 years IFOP has been a groundbreaker in the sphere of opinion polls and marketing studies and today it is one of the leaders in the field. IFOP is structured on the basis of seven centres of expertise (Opinion & Company Strategy, Consumer & Retail, Cosmetics, Services, Media & Digital, Healthcare and Luxury) and creates value for its clients by guaranteeing the quality of the information collected and by giving it direction and perspective.

www.ifop.com

Partners of l'Autre Cercle

