



SINGAPORE  
LGBT  
WORKFORCE  
AUDIT 2018

## INTRODUCTION

Diversity in the workplace is a topic that is growing in importance on a global scale, with many multinational corporations like Google leading the way with its progressive policies.

Achieve Group is therefore pleased to announce that it has pioneered the first study in Singapore to investigate how open and accepting Singapore companies are towards LGBT (lesbian, gay, bisexual and transgender) talent in the workplace.

The survey examined the following:

- The importance of diversity, inclusion and tolerance in the workplace;
- Singapore companies' perspective of the importance of positioning themselves as an 'Equal Opportunity Employer';
- The proportion of Singapore companies that hold discriminatory practices/policies that impact the corporate advancement/promotion of LGBT individuals in the workplace;
- Perspective of HR and corporate leaders on whether a gay employee's openness about his/her sexual orientation in the workplace could help create more *authenticity*, *integrity* and *trust* within the team, with a view of ultimately improving *teamwork* and *productivity*;
- Perceived acceptance of openly gay colleagues in the workplace.

## METHODOLOGY

The first 'Singapore LGBT Workforce Audit 2018' has polled close to 500 human resource professionals and corporate leaders in Singapore. The companies surveyed comprised a mix of small and medium-sized enterprises (SMEs) as well as multinational corporations (MNCs) across a diverse cross-section of industries including Banking & Finance; Healthcare & Pharmaceutical; Information & Communications Technology; Hospitality, Retail & F&B; Shipping & Logistics; Industrial Manufacturing & Engineering; Oil & Gas; Professional Services and Property & Construction. The survey was conducted over the phone and via an online questionnaire, over a two-week period in June 2018.

*“Achieve Group has chosen to conduct this unique survey for the purpose of gathering professional insight into equal employment practices, particularly with a view towards the dynamics of LGBT talents within the workplace, from both an interpersonal, team and policy standpoint.*

*We hope these survey results can serve as a catalyst to empower LGBT individuals to be authentic on an individual level and consequently, help create more openness and trust amongst teams thereby improving teamwork and productivity within organisations. We also hope that these results will help spark a more informed dialogue on the subject of diversity, enhance awareness on the topic, and possibly lead to a strengthening of the social fabric of our country.”*

*- Joshua Yim, CEO, Achieve Group*

## **ABOUT ACHIEVE GROUP**

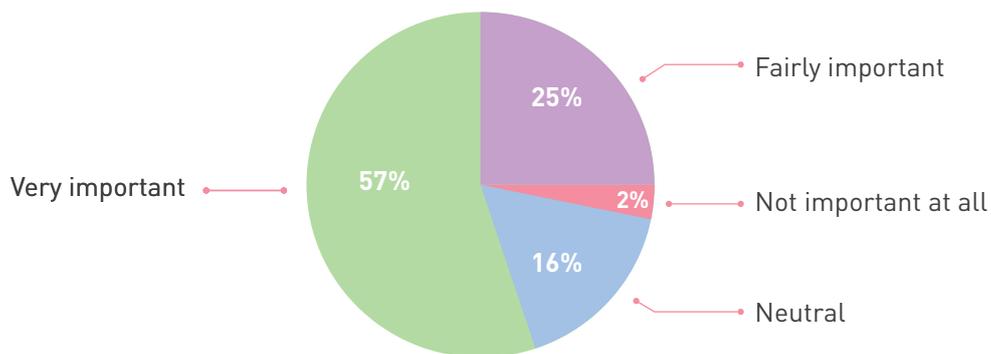
Established in 1990, Achieve Group is a multi award-winning human resource consultancy providing human capital solutions for national conglomerates and MNCs in the Asia Pacific region. Headquartered in Singapore with an office in Malaysia, the ISO-certified company has placed more than 40,000 job seekers and candidates over its 28 years in business. Achieve Group has garnered several prestigious awards in the course of its years in business including the Singapore Enterprise 50 Award, ASEAN Business Award, and Singapore Prestige Brand Award.

## SURVEY FINDINGS

### 1. Importance of 'Equal Opportunity Employer' Branding

We asked all the Singapore companies surveyed how important it is for their organisation to be regarded as an 'Equal Opportunity Employer'. 57% stated that it was 'Very important', 25% said it was 'Fairly important', 16% were 'Neutral' and 2% believe it to be 'Not important at all'.

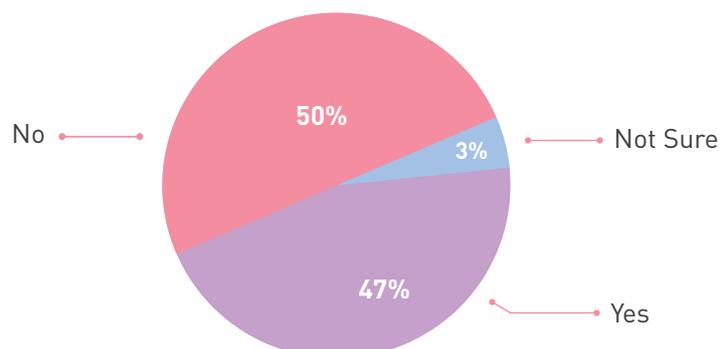
#### *How important is it for your organisation to be regarded as an 'Equal Opportunity Employer?'*



### 2. 'Equal Employment Opportunity' (EEO) Corporate Policy

The survey polled companies on whether they currently had an official Equal Employment Opportunity (EEO) policy in place. Half (50%) did not have an existing EEO policy while 47% do. 3% were not sure if such a policy existed within their organisation.

#### *Does your company have an Equal Employment Opportunity (EEO) Policy in place?*



### 3. Link Between Being Openly 'Out' and Perceived Impact on Authenticity, Integrity & Trustworthiness, and Effects on Teamwork & Productivity

The survey also investigated the link between an LGBT employee being open about his/her sexual orientation in the workplace, and its perceived impact on the authenticity, integrity and trustworthiness of the individual, as well as its effects on teamwork and productivity.

#### 3.1. Perceived Impact on Authenticity

60% of those surveyed stated that they would perceive an LGBT employee to be more authentic if he/she was open about his/her sexual orientation in the workplace. 30% felt it would not necessarily translate to greater authenticity and 5% were neutral.

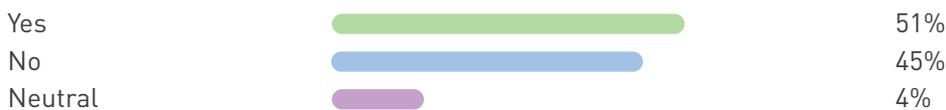
##### *Would you perceive an openly gay individual to be more authentic?*



#### 3.2. Perceived Impact on Integrity

51% of those surveyed stated that they would perceive an LGBT employee to have more integrity if he/she was open about his/her sexual orientation in the workplace. 45% felt it would not necessarily translate to higher integrity, and 4% were neutral.

##### *Would you perceive an openly gay individual to have more integrity?*



### 3.3. Perceived Impact on Trustworthiness

44% of those surveyed stated that they would perceive an LGBT employee to be more trustworthy if he/she was open about his/her sexual orientation in the workplace. 52% felt it would not necessarily translate to higher trustworthiness, and 4% were neutral.

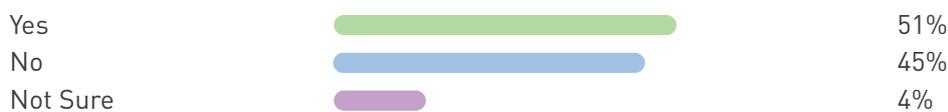
#### *Would you perceive an openly gay individual to be more trustworthy?*



### 3.4. Perceived Impact on Teamwork & Productivity

51% of those surveyed agreed that an LGBT employee's openness about his/her same-sex orientation would help improve teamwork and productivity by building a greater sense of openness and trust within the team. 45% felt it would not necessarily translate to improved teamwork and productivity, and 4% were neutral.

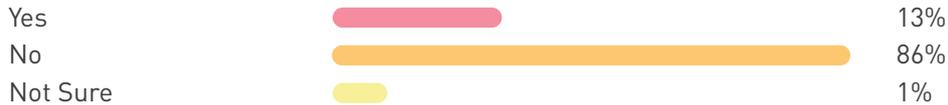
#### *Would an LGBT employee's openness about same-sex orientation help improve teamwork & productivity?*



**4. Impact on Corporate Advancement/Promotion**

The majority of Singapore companies polled (86%) stated that if an LGBT employee's same-sex orientation is made known in the workplace, it would not hurt his/her chances of a promotion within the organisation. 13% reported that it would, and 1% were unsure.

***Would an LGBT employee's openness about same-sex orientation hurt his/her chances of advancement/promotion?***



**5. Acceptance Amongst Colleagues**

The survey also examined whether respondents believed that staff/colleagues would have trouble accepting and working with an openly gay colleague in the workplace. The majority (74%) said 'No' while 21% said 'Yes'. 5% were unsure.

***Would your staff would have trouble accepting and working with an openly gay colleague in the workplace?***



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