

Survey of LGBT Issues in the Workplace Environment 2015

Nijiro Diversity (NPO)

Collaborative Research: Center for Gender Studies, International Christian University (CGS)



Outline

- Survey summary
- Survey results
- Conclusion

Survey Summary



Study Author



Nijiuro Diversity (NPO)

- Aims to create workplace environments that are easy for sexual minorities to work in
- Active since 2012, 2 members of staff, 6 casual staff and affiliates, plus supporting members

<Main Activities>

- LGBT related study groups and lectures (for businesses, administrations and general public)
- Educational events at businesses & collaborators e.g. CSR study group at Osaka Gas, WorkWithPride@Panasonic
- Consulting: Supporting businesses & administrations in creating LGBT policies
- Surveys & Research: LGBT and Workplace Environment Survey, hearings with business representatives
- Media appearances: Newspapers, radio, television, magazines
- Achievements: 2014 LGBT and Workplace Environment Survey (in collaboration with CGS), checklist for media workers
- Events: Lectures at BB Labo, Toilet Research Lab, Toyo Keizai, Japan Advertising Agencies Association
- Commissioned activities: Yodogawa Ward LGBT support activities, activities to support awareness programs for workers
- Funding awarded: Google Impact Challenge Award

Collaborative Partner

Center for Gender Studies at International Christian University (CGS@ICU)



- A communication space opened for everybody who is interested in gender and sexuality
- Inaugurated April 2004, 21 members, 1 regular staff, 1 special staff, 8 assistants, volunteer students
- Actively builds networks with individuals and organizations outside the school
- Supports Gender and Sexuality major

<Main Activities>

- Newsletter, issues annual journal
- Symposiums, lectures and workshops. Held “R-Week” event in June
- 2013 – Held lecture reporting results from the first Nijiro Diversity Internet Survey during R-Week
- 2008 – Japan Coordinator for the Bilingual English-Japanese News Exchange Project
- 2012 – LGBT Student Guidebook: Transgender/GID edition, collection of resources (other universities, junior high schools, high schools, media)
- 2012 – Established and supports the management of the ICU Breastfeeding Room
- 2013 – Established the Special Gender and Sexuality Consultation Service (weekly, can be used by all university affiliates)
- Ties within the university, induction course for university halls, implementation of sexuality lectures for 1st year students
- Location: Tokyo, Mikata City (15 minutes from JR Chuo Line Musashi-Sakai Station by bus + walk). Open weekdays 11am–5pm

Research Collaborators

- MURAKI Maki (Nijihiro Diversity Representative)
- KOBAYASHI Waka (Nijihiro Diversity Staff)
- TANAKA Kazuko (CGS Research Fellow)
- NIKI Izumi (CGS Research Associate)
- HIRAMORI Daiki (Department of Sociology, University of Washington)
- KATO Yuji (CGS Office Manager)

- Cooperation from : Nijihiro Diversity Staff

Survey Background and Aims

【Background】

- Understanding what problems sexual minorities face and what needs they have is difficult because a very small number of LGBT (Lesbian, Gay, Bisexual, Transgender) individuals in Japan choose to come-out in their workplaces
- It is necessary to understand what those issues are in order to develop LGBT policies

【Aims of the survey】

- To accumulate data that will help to create accessible workplaces for sexual minorities, such as LGBT individuals, as part of all-inclusive diversity measures

Overview of the Survey

ご協力をお願いします!

LGBTに関する 職場環境アンケート 2015

このアンケートはLGBT(レスビアン、ゲイ、バイセクシュアル、トランスジェンダーの原文字)等の性的マイノリティが働きやすい職場づくり及び、性的マイノリティも含む職場のダイバーシティ政策推進のための調査です。日本の職場で働いた経験のある方でしたらどなたでも回答できますので、是非ご協力をお願いします。

回答期間 2月14日(土)～3月31日(火)
URL <https://ps.surveymonkey.com/s/lgbtwork2015>
必要端末 パソコン、スマートフォン、タブレットから回答可能(右のQRをご利用ください)
所要時間 全35問(標準回答時間 15分～20分)



アンケートの結果は、統計処理の上、
虹色ダイバーシティのホームページ等で公開予定です。

ご注意

- アンケートの対象者は、日本の職場で働いた経験のある方です。アルバイトなどの非正規雇用も含みます。
- 会社名やメールアドレスなど、個人が特定可能な情報を入力する欄はありません。
- 性的マイノリティの当事者も、当事者以外の方も回答する事が出来ます。
- 複数の方が同じ端末から回答する事はできません。

 NIJIHIRO DIVERSITY
虹色ダイバーシティ

[問合せ先] 特定非営利活動法人虹色ダイバーシティ
<http://www.njdiversity.jp/>

共同研究：国際基督教大学ジェンダー研究センター <http://web.icu.ac.jp/cgs/>

- Web based survey (SurveyMonkey paid service)
- Open from 2/14/2015 to – 3/31/2015 (45 days)
- 2,154 participants (In 2013 there was 1,815 participants)
- ✖ This includes people who did not finish answering the survey
- Circulated via Twitter, Facebook, mixi, LGBT organization mailing lists, flyers, requests to existing Nijihiro Diversity clients
- Collaborative research conducted with CGS at ICU

Information given before answering survey

【Please read before answering】

- There are between 33 and 35 questions, it should take about 15 to 20 minutes to complete
- You will not be asked to write any personally identifying information, such as the name of your workplace or your e-mail address
- Two sections ask for you to write freely if you would like to, the rest are multiple-choice
- The survey is looking for participants who have experience working in Japan (including part-time and irregular work). We're sorry but we ask that you do not answer the survey if you do not have experience working in Japan
- You can answer the survey whether or not you identify as a sexual minority
- If you are not currently working, please tell us about your most recent employment
- If you have multiple work places, please tell us about the main one
- If you currently work outside of Japan, please tell us about your most recent workplace in Japan
- If you would like to tell us about a previous workplace, or a second-job, please use the free space provided in the final section
- You can answer this survey using a computer, smart phone or tablet
- You cannot answer the survey more than once from the same device

Questions (35 in Total)

Multiple-choice, closed questions

【age】【gender identity】【gender at time of birth】【gender at workplace】【sexual orientation】
【employment status】【prefecture of residence】【employment type】【company size】【work hours】
【diversity awareness at workplace】【sexual harassment】【sickness】【presence of allies】【desired LGBT
policies and reality】【whether you have come out or not (including at work)】【industry】【type of work】
【relationship status】【educational background】

About the work environment

- Are you productively employed? 【stress】
- Can you stay with the company? 【willingness to continue working】【number of job changes】
【diversity awareness】
- Effective use of human resources? 【LGBT policies & hopes】【difficulties in finding work】【workplace
selection and LGBT policies】
- Team building? 【personal connections】

Other

【LGBT consumer policies】【consumer preferences】【partners and co-habiting】【share of living costs】

Survey Results Report



Classification of Sexuality

Sex at birth	Gender Identity	Cis/Transgender	Sexual Orientation	Classification	Sexual Minority/ Non-sexual minority
Female	Female	Cis-gender	Female	Cis-gendered lesbian	Sexual minority
			Male	Cis-gendered heterosexual female	Non-sexual minority
			Both/ no preference	Cis-gendered bisexual female	Sexual minority
			Not applicable	Other	
			Other	Other	
	Male	Transgender	All	FTM	Sexual minority
	X-gender • gender neutral	Transgender	All	FTX	
Other	Other	All	Other		
Male	Female	Transgender	All	MTF	Sexual minority
	Male	Cis-gender	Female	Cis-gendered heterosexual male	Non-sexual minority
			Male	Cis-gendered gay	Sexual minority
			Both/ no preference	Cis-gendered bisexual-male	
			Not applicable	Other	
			Other	Other	
	X-gender • gender neutral	Transgender	All	MTX	Sexual minority
Other	Other	All	Other		

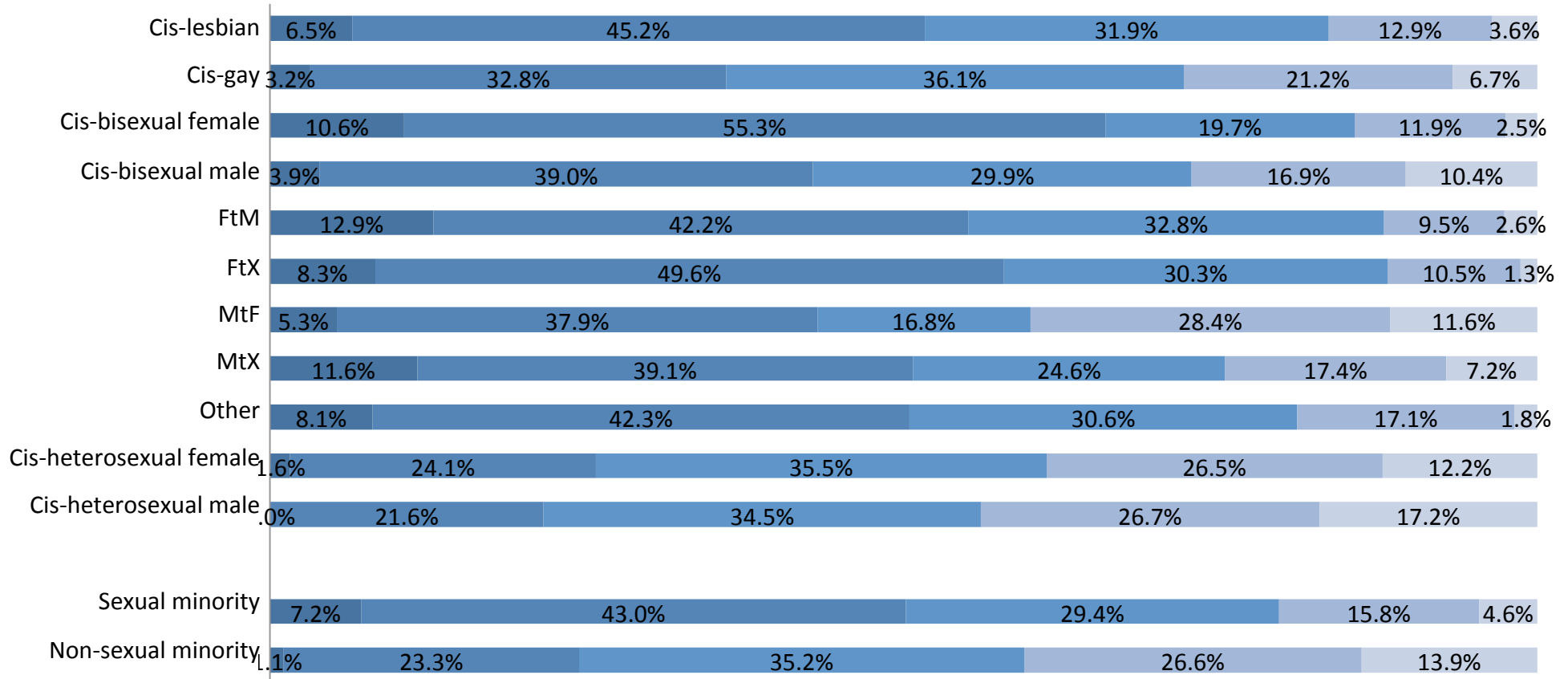
※ 'Other' refers to sexual minorities other than LGBT

※ Transgender includes a variety of sexual orientations, such as gay and bisexual

※ This survey is about workplaces, and the analysis was conducted on the supposition that in contemporary society one's sex at birth has a greater influence on one's work than one's sexual orientation, and the classifications in this table reflect this

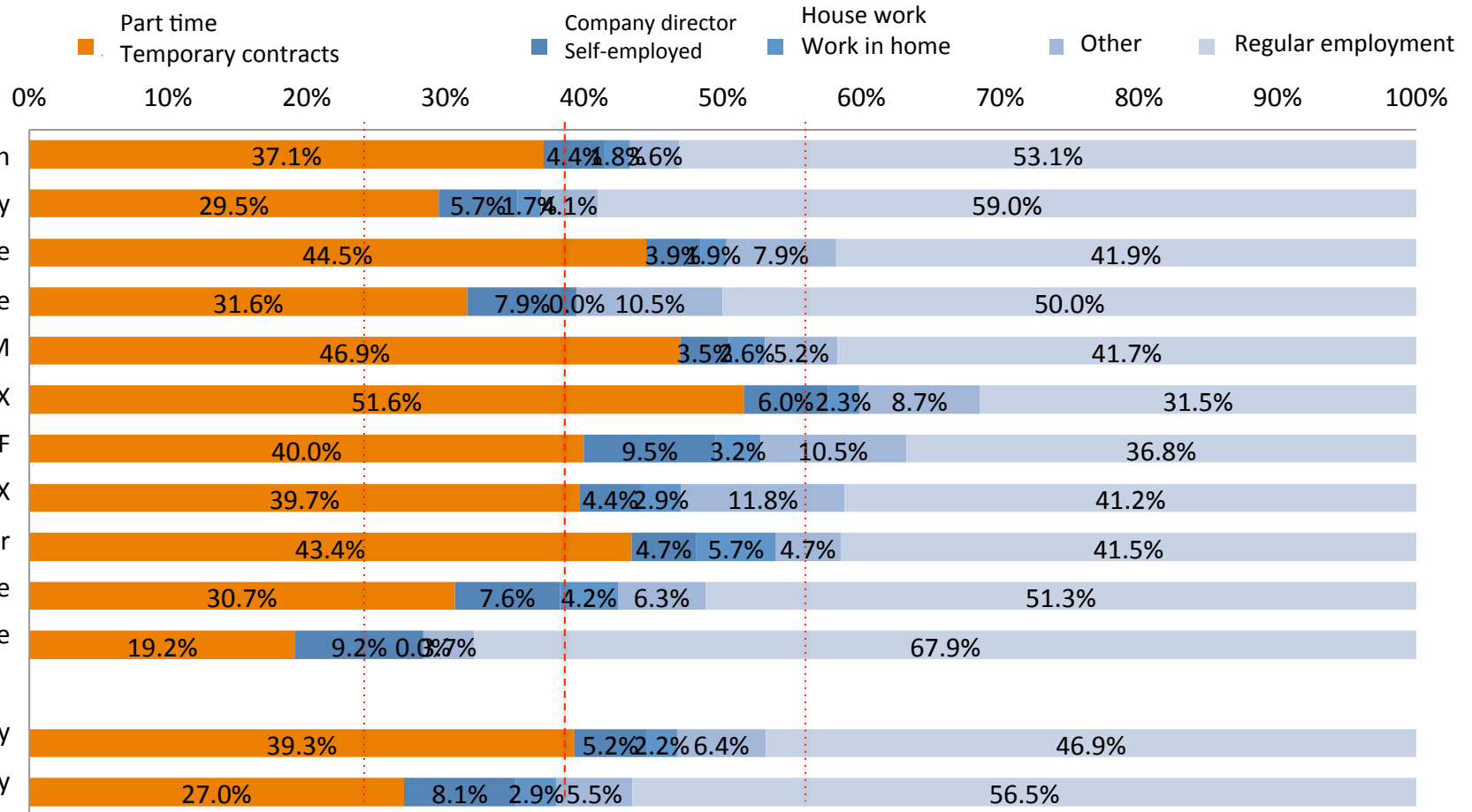
1. Age

~19 20-29 30-39 40-49 50+



N=	Cis-lesbian	Cis-gay	Cis-bisexual female	Cis-bisexual male	FtM	FtX	MtF	MtX	Other	Cis-heterosexual female	Cis-heterosexual male	Sexual minority	Non-sexual minority
	279	466	320	77	116	228	95	69	111	245	116	1,761	361

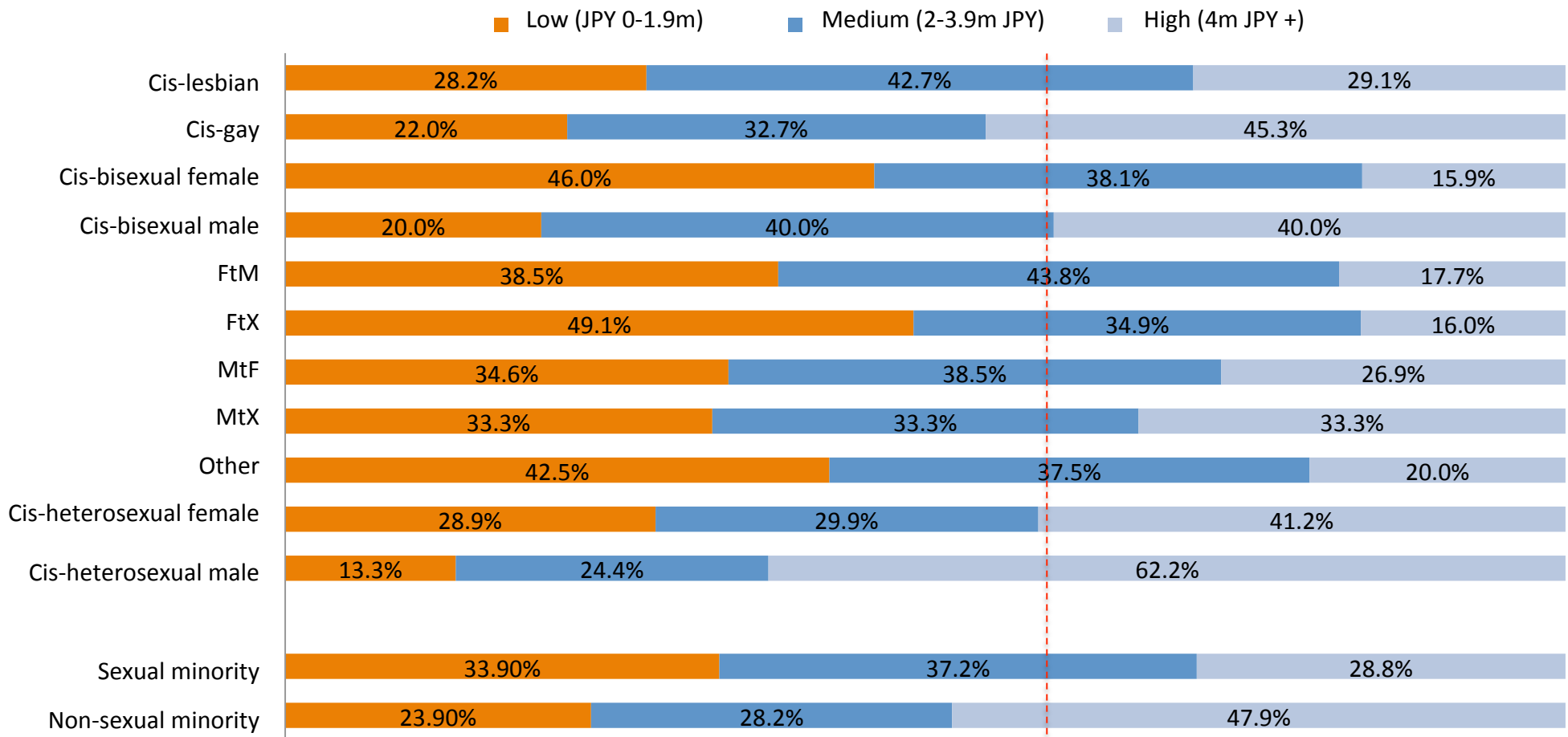
8. Employment Status



2012 irregular workers 38.2%, male 22.1%, female 57.5% (Employment Status Survey– Statistics Bureau)

N=	Cis-lesbian	Cis-gay	Cis-bisexual female	Cis-bisexual male	FtM	FtX	MtF	MtX	Other	Cis-heterosexual female	Cis-heterosexual male	Sexual minority	Non-sexual minority
	275	461	315	76	115	219	95	68	106	238	109	1,730	347

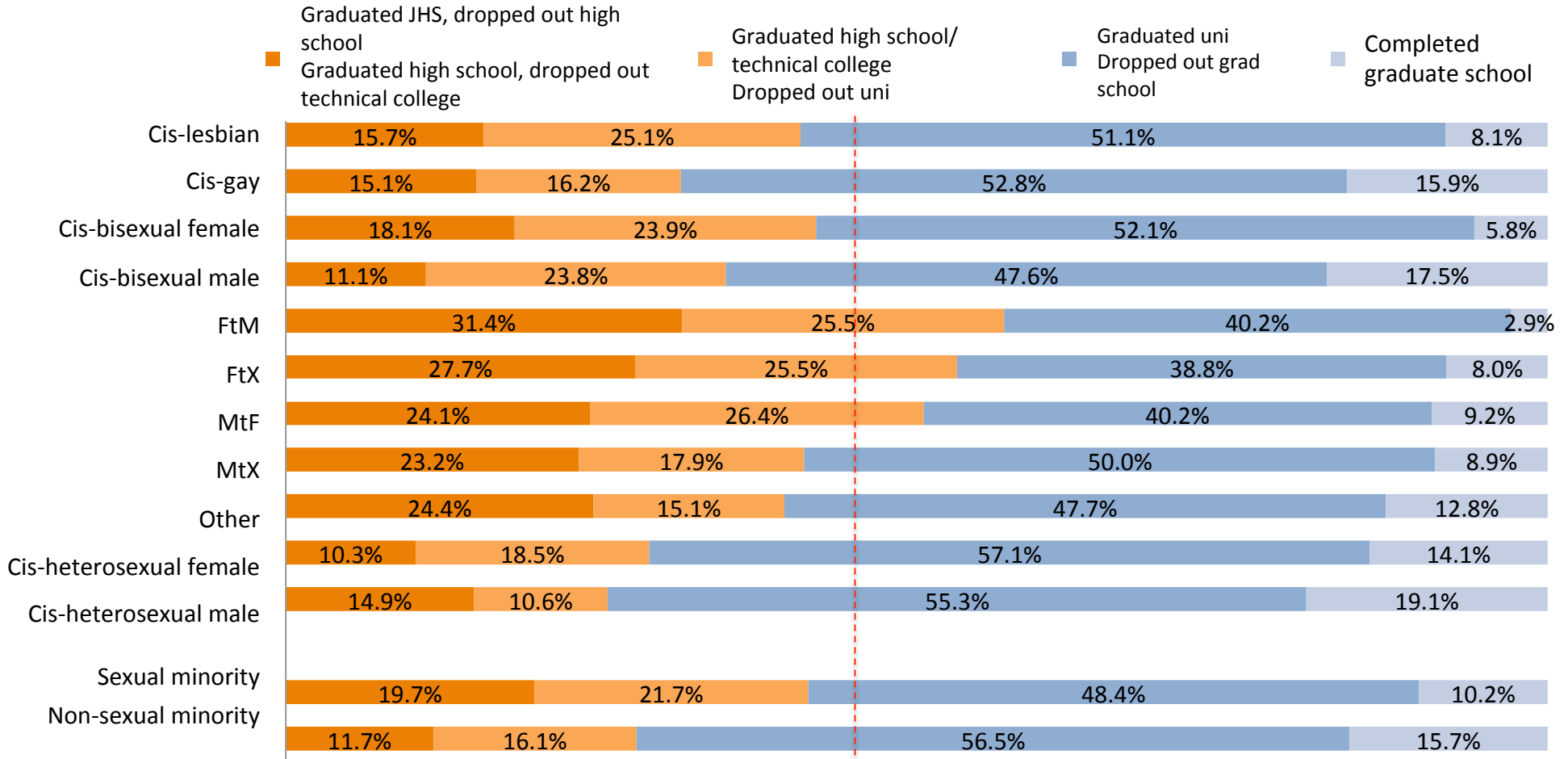
33. Annual Income



59.0% earn less than 4m JPY p.a. 2012 National Tax Office (Salaried worker average income 4.08m JPY p.a.)

N=	Cis-lesbian	Cis-gay	Cis-bisexual female	Cis-bisexual male	FtM	FtX	MtF	MtX	Other	Cis-heterosexual female	Cis-heterosexual male	Sexual minority	Non-sexual minority
	227	382	239	60	96	175	78	51	80	194	90	1,388	284

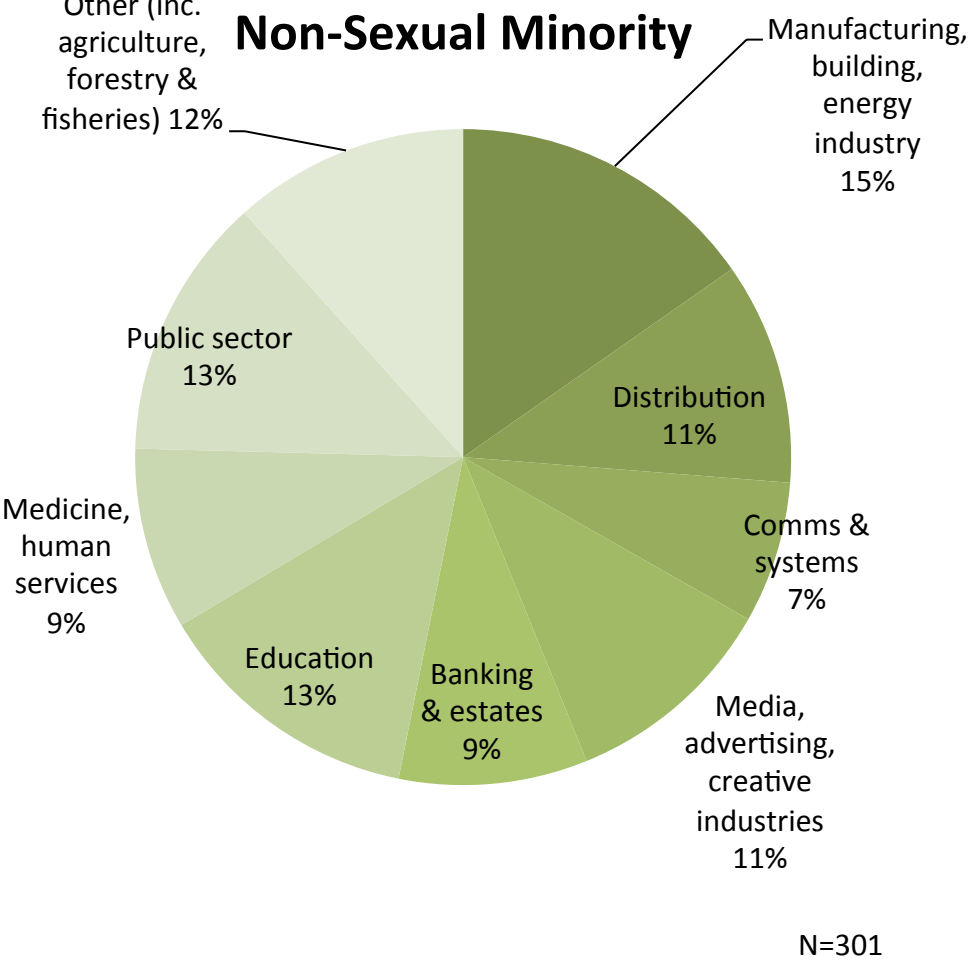
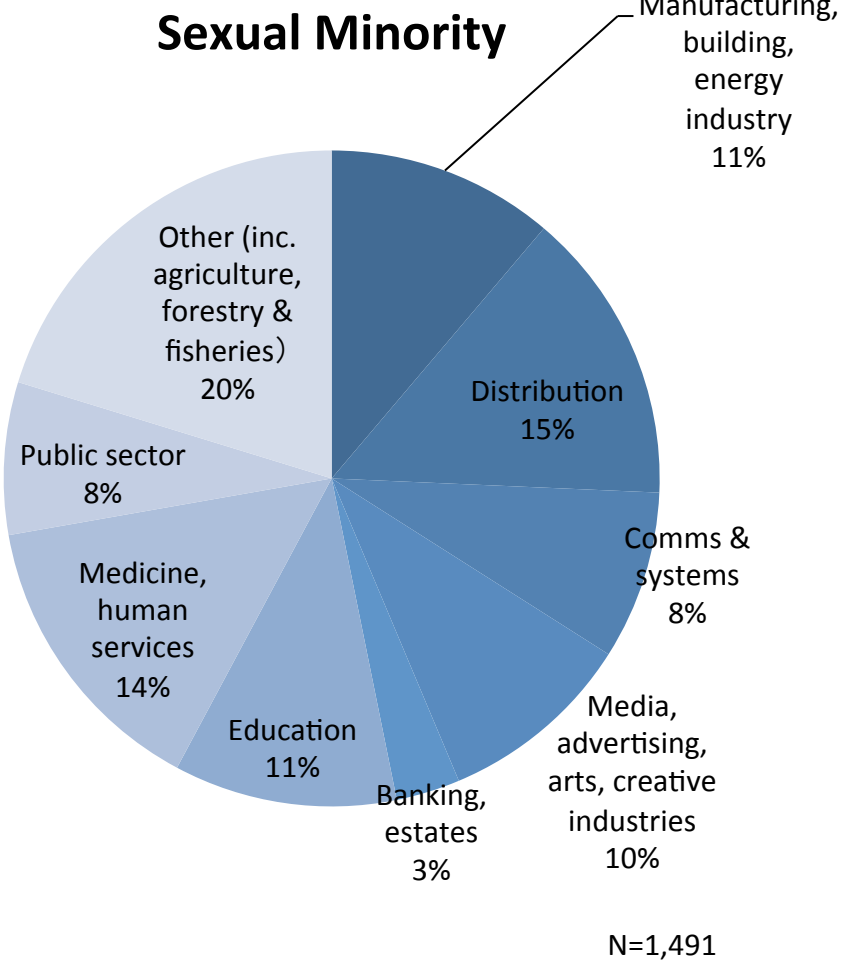
34. Educational Background



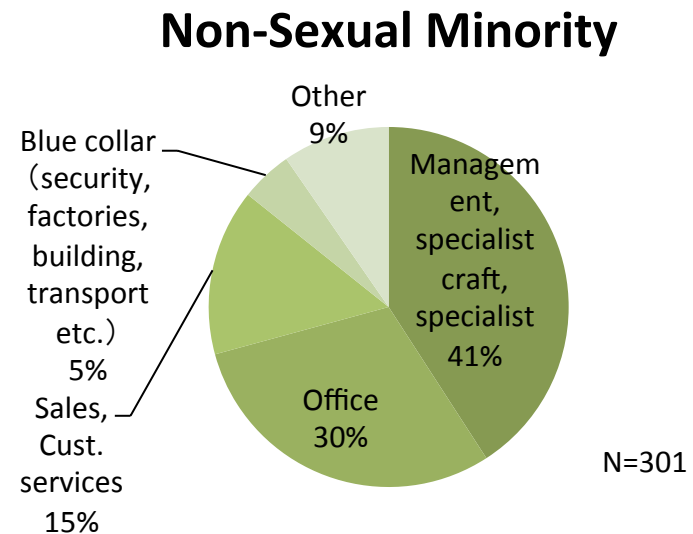
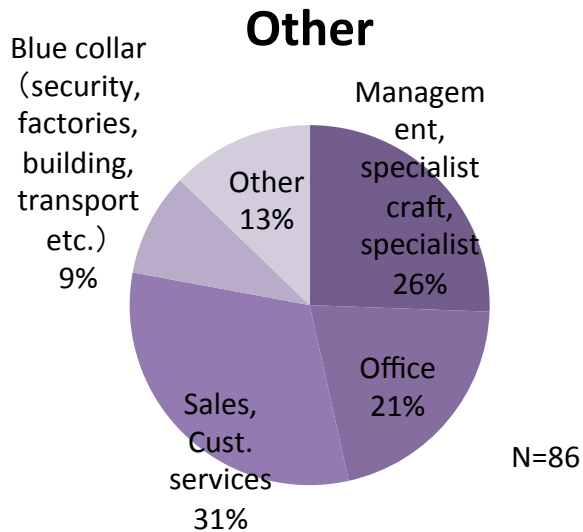
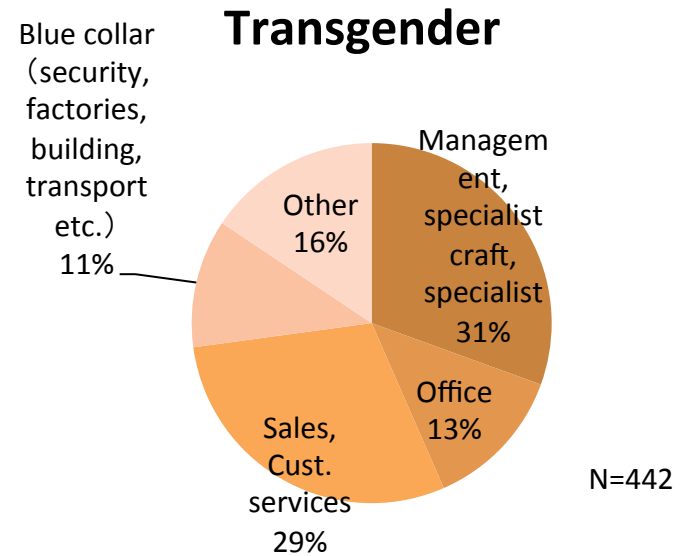
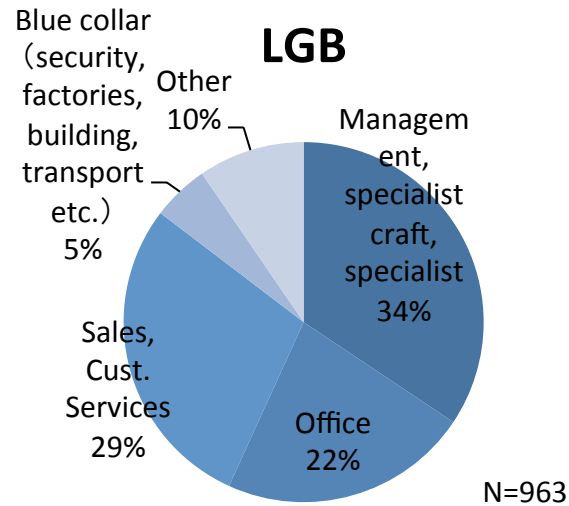
Percent that continue to university 49.9% (2013) MEXT Schools Survey

N=	Cis-lesbian	Cis-gay	Cis-bisexual female	Cis-bisexual male	FtM	FtX	MtF	MtX	Other	Cis-heterosexual female	Cis-heterosexual male	Sexual minority	Non-sexual minority
	235	396	259	63	102	188	87	56	86	205	94	1,472	299

28. Industry

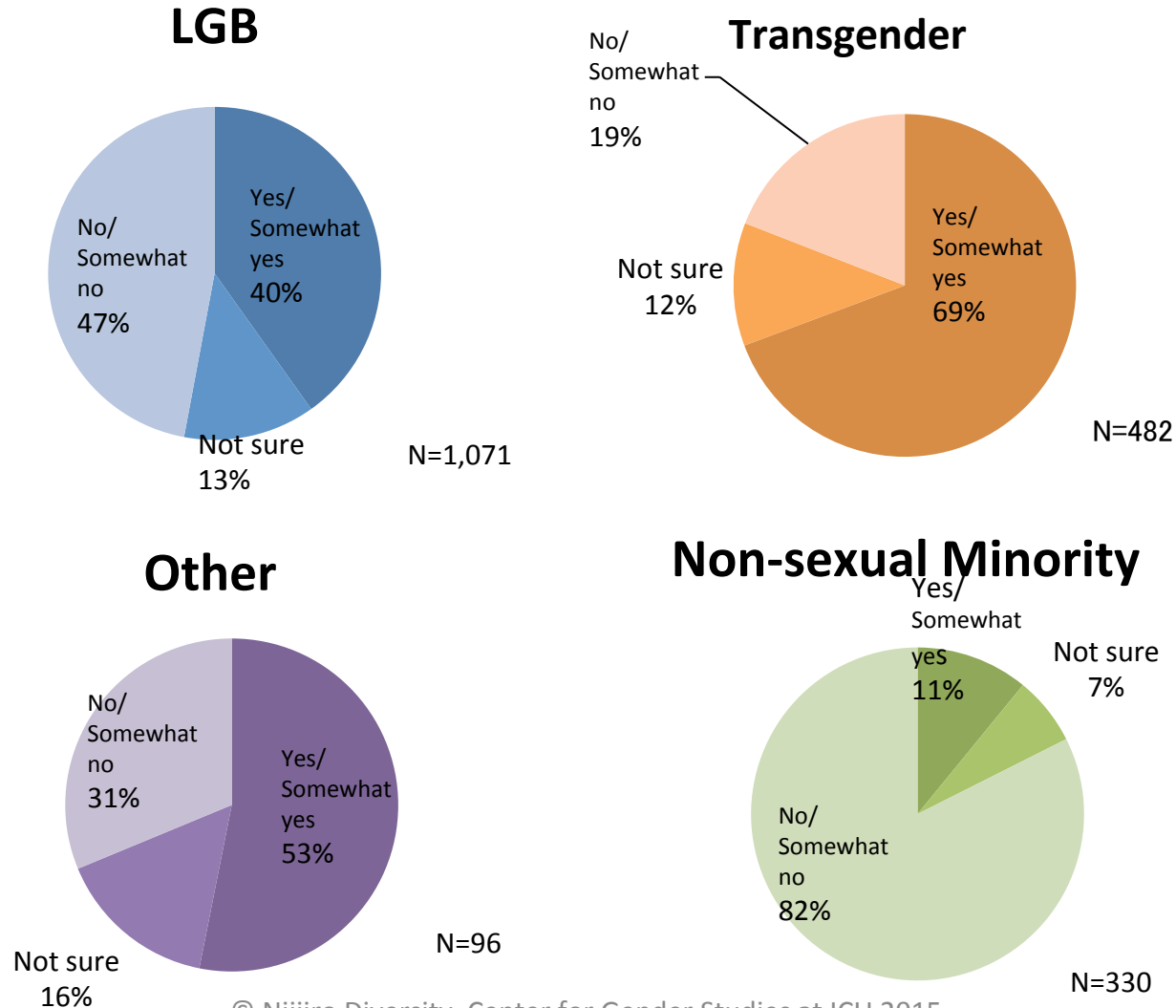


29. Employment Type

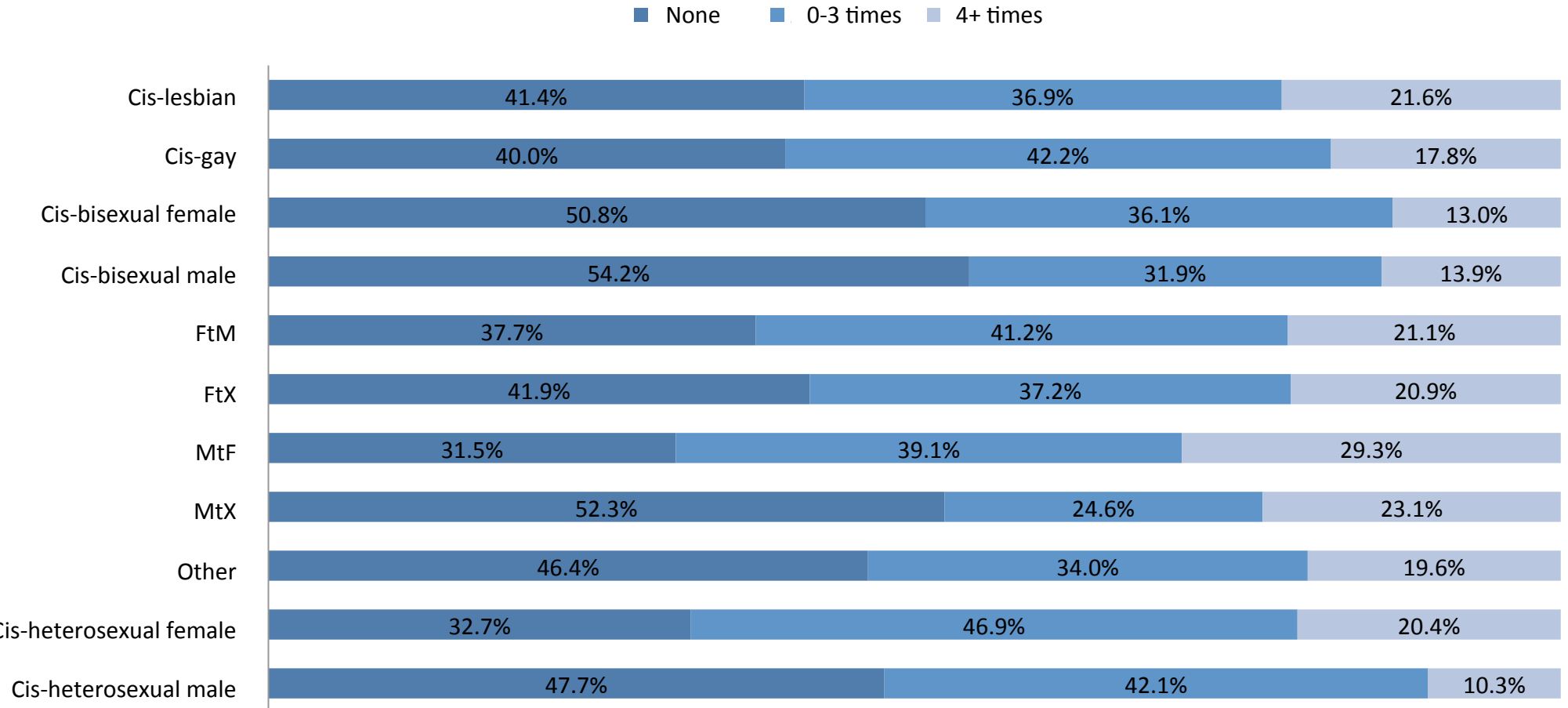


13. Difficulties in Finding Work

Do you feel like you have ever experienced issues about your sexuality or partner when applying for jobs?

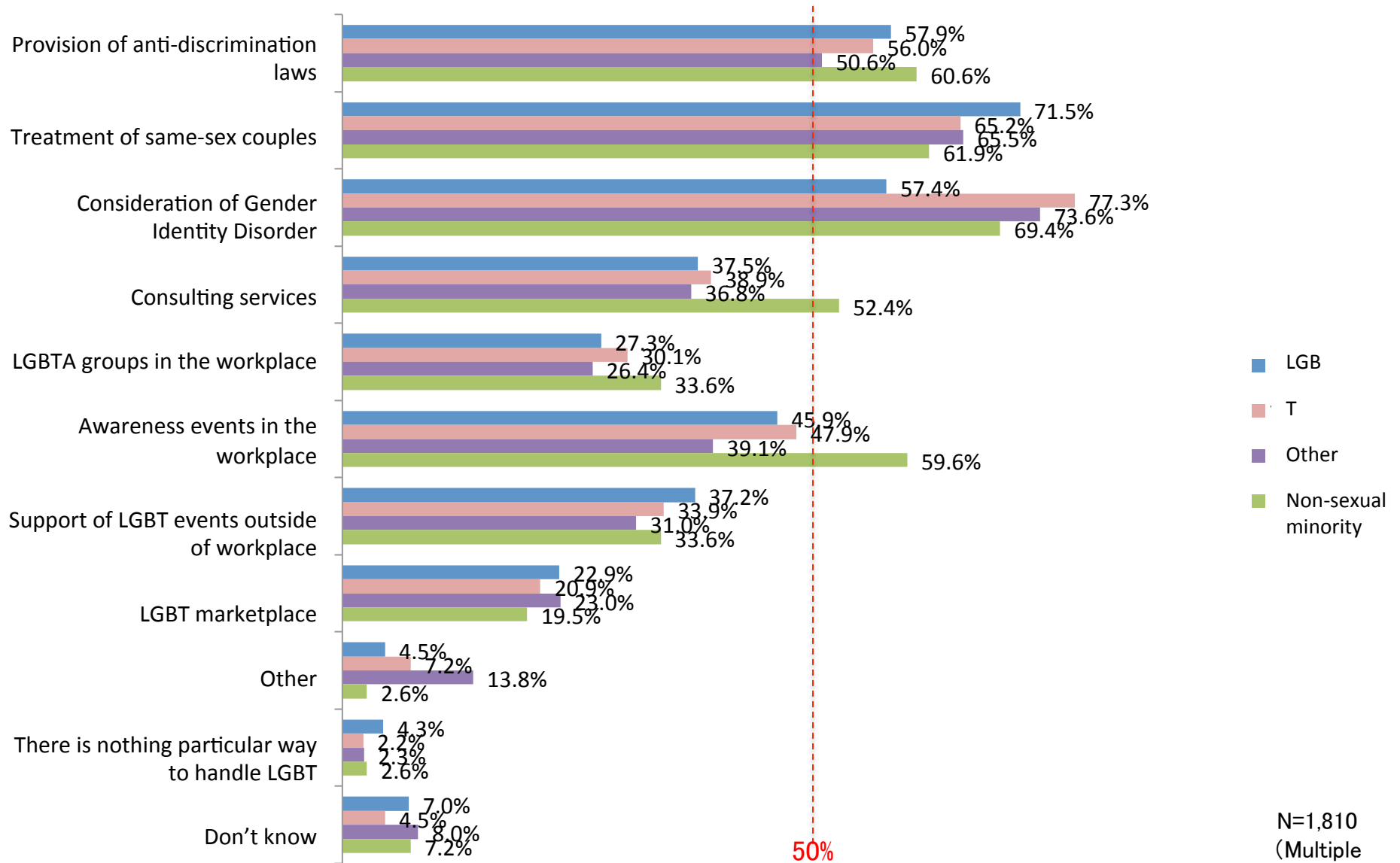


12. Number of Job Changes



N=	Cis-lesbian	Cis-gay	Cis-bisexual female	Cis-bisexual male	FtM	FtX	MtF	MtX	Other	Cis-heterosexual female	Cis-heterosexual male
	268	443	299	72	114	215	92	65	97	226	107

23. Desired LGBT Policies



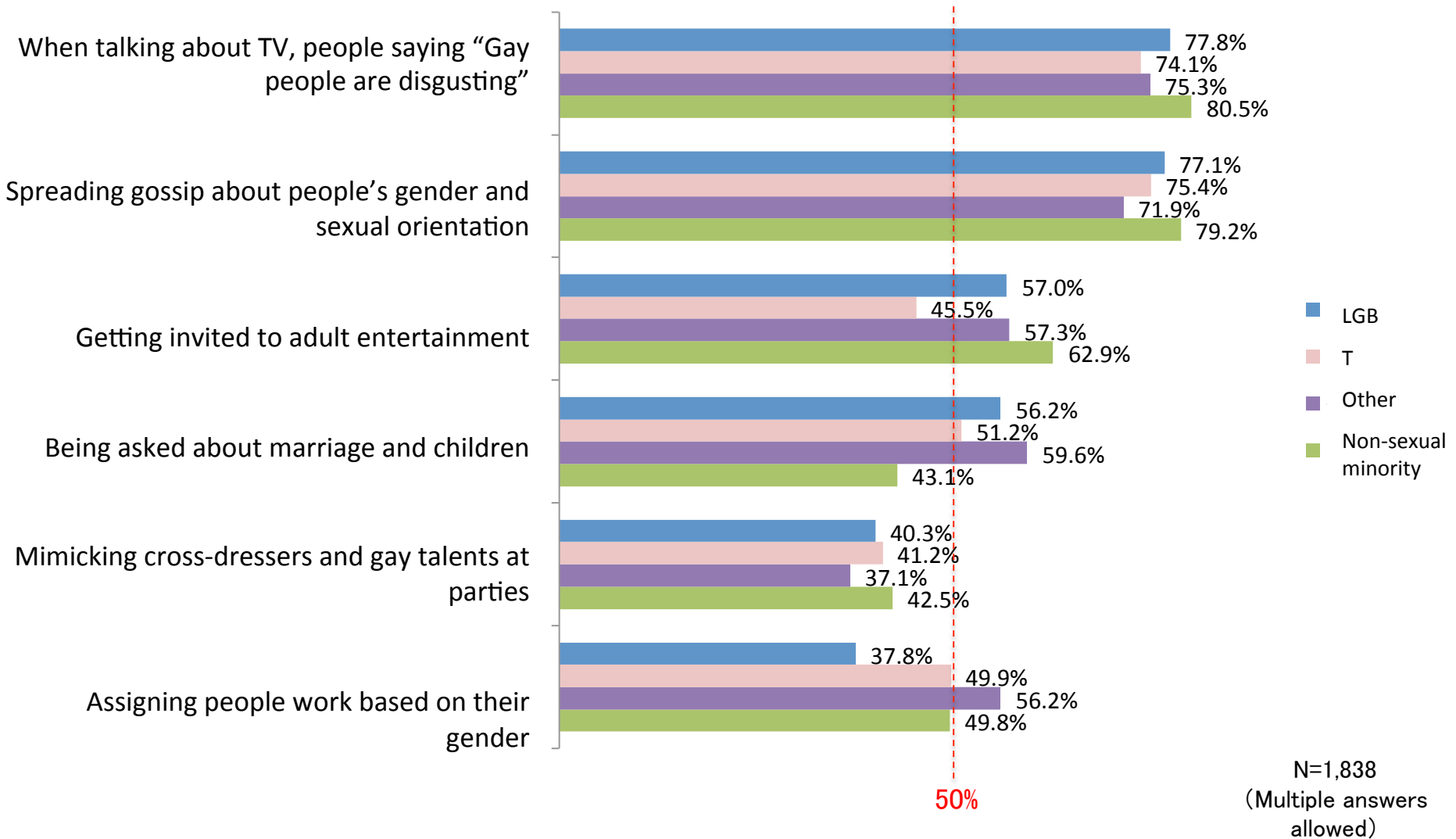
27. Whether or Not You Have Come Out (Including at Work)

	Cis-lesbian	Cis-bisexual female	FtM	FtX	MtF	Cis-gay	Cis-bisexual male	MtX	Other	Average
I have not come out at all	4%	8%	3%	10%	2%	8%	16%	8%	15%	8%
I have come out to friends	92%	77%	92%	83%	90%	87%	62%	90%	64%	84%
I have come out to family	52%	31%	78%	51%	75%	42%	19%	54%	42%	47%
I have come out at work	30%	23%	59%	36%	57%	35%	17%	37%	27%	34%
I have come out in other places	10%	11%	23%	18%	28%	15%	14%	20%	29%	16%

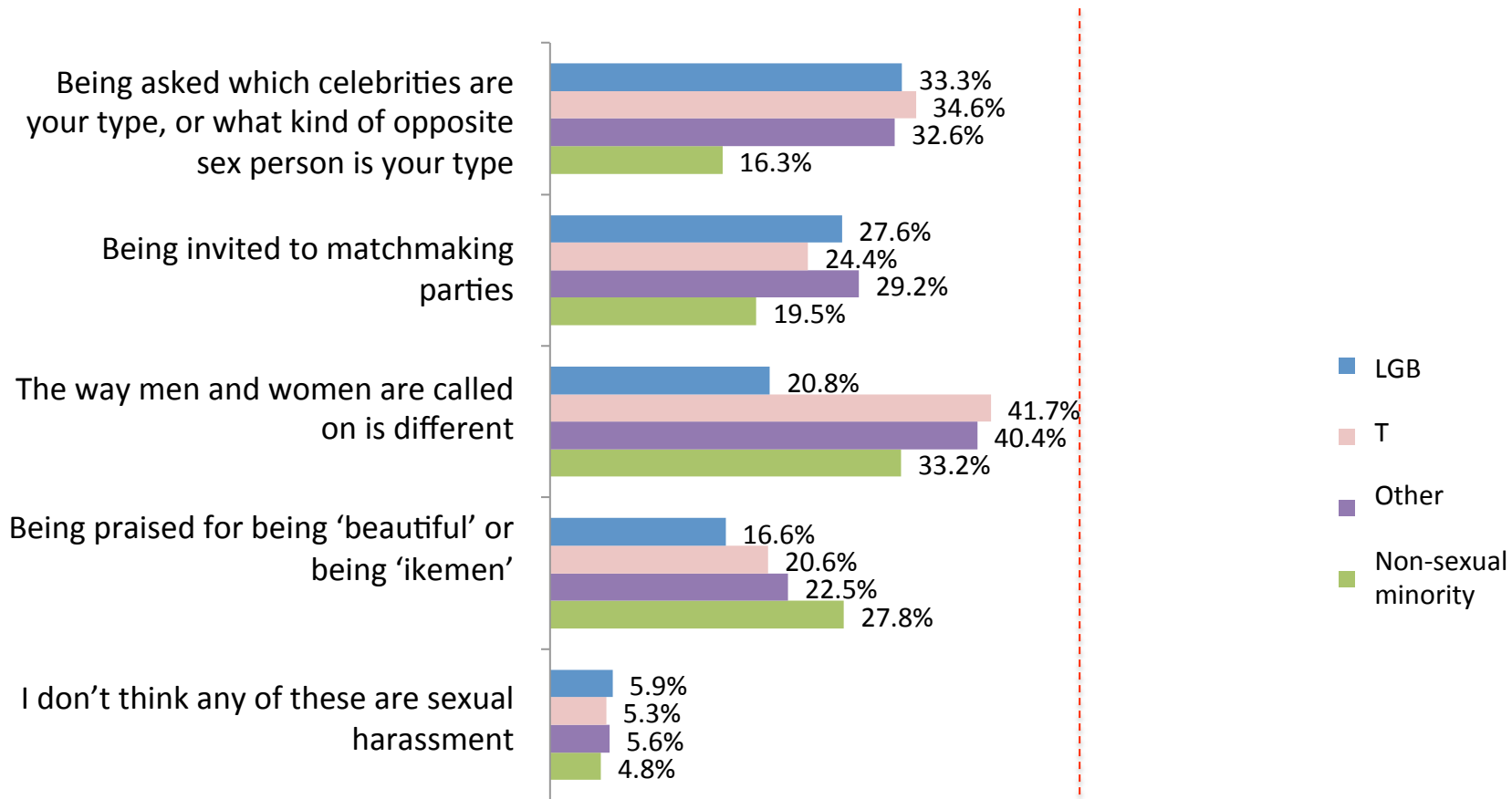
N=	Cis-lesbian	Cis-bisexual female	FtM	FtX	MtF	Cis-gay	Cis-bisexual male	MtX	Other	Total
	237	263	104	192	87	401	63	59	86	1,492

(Multiple answers allowed)

19. Perception of Sexual Harassment (1)



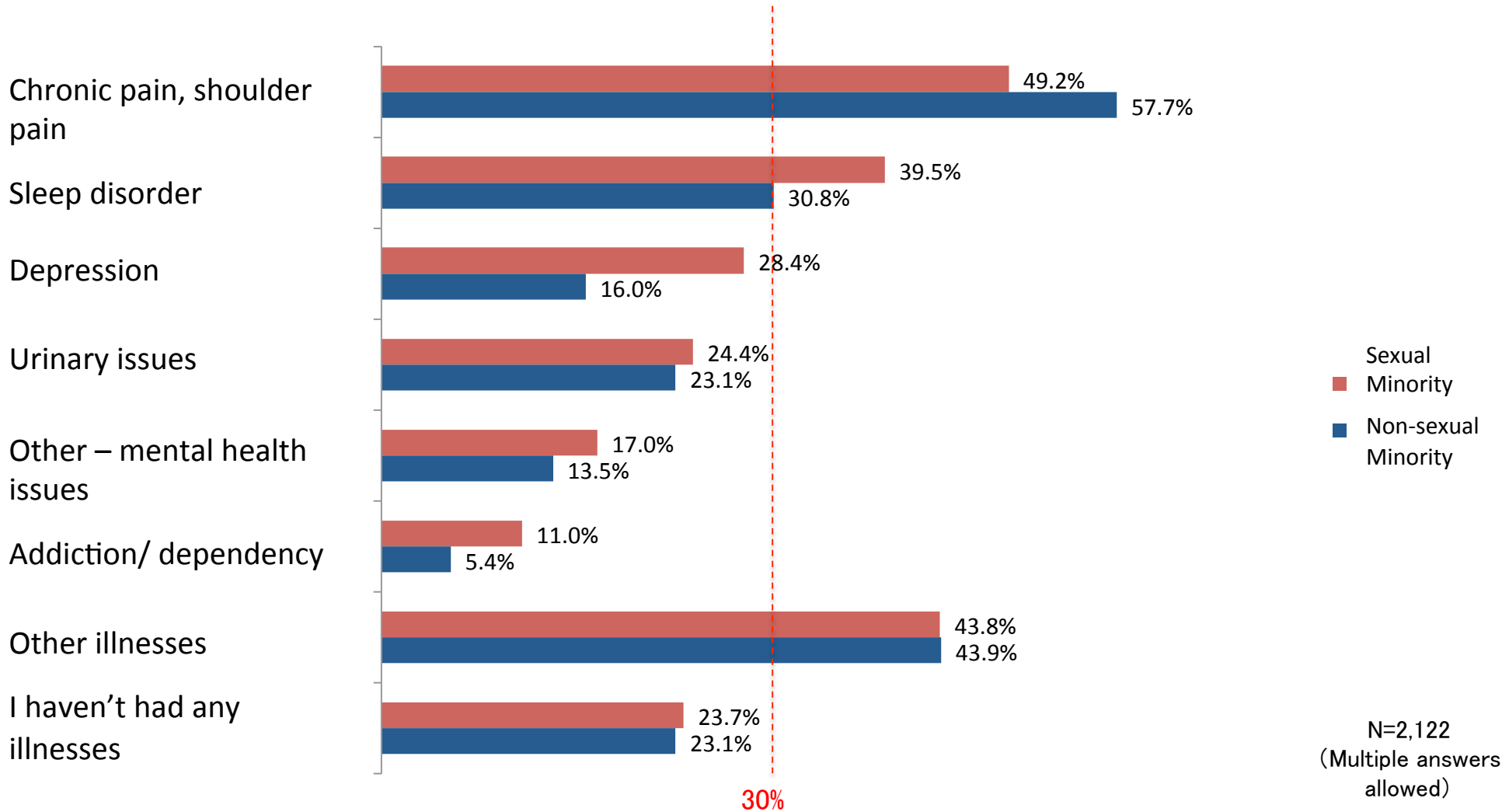
19. Perception of Sexual Harassment (2)



50%

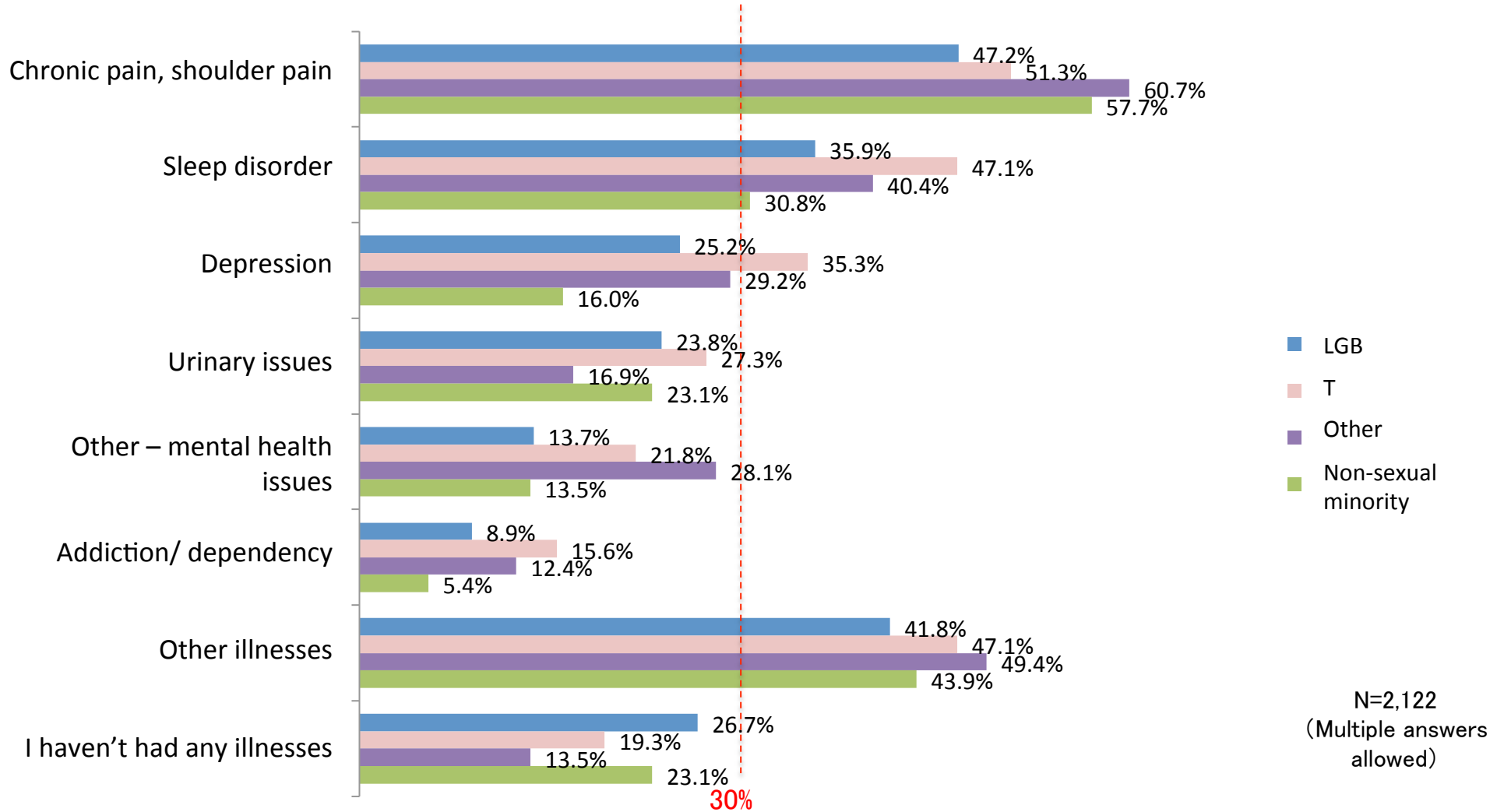
N=1,838
(複数回答)

20. Illness (1)



The average incidence of depression is 3~7% (Kawakami, Norito 「Depression in the world, Depression in Japan—current epidemiology」 『Igaku no Ayumi』 Vol. 219 Issue 13)

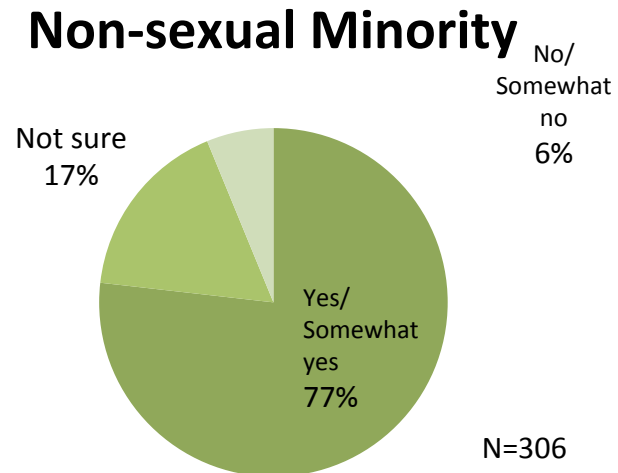
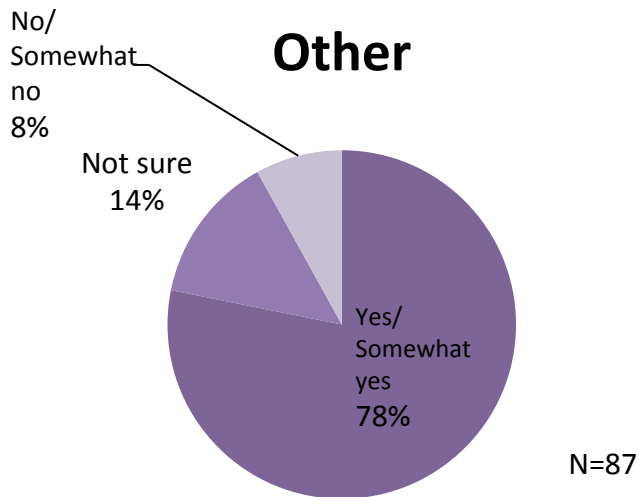
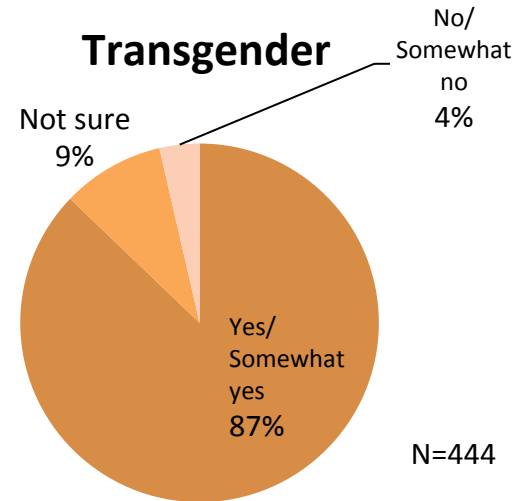
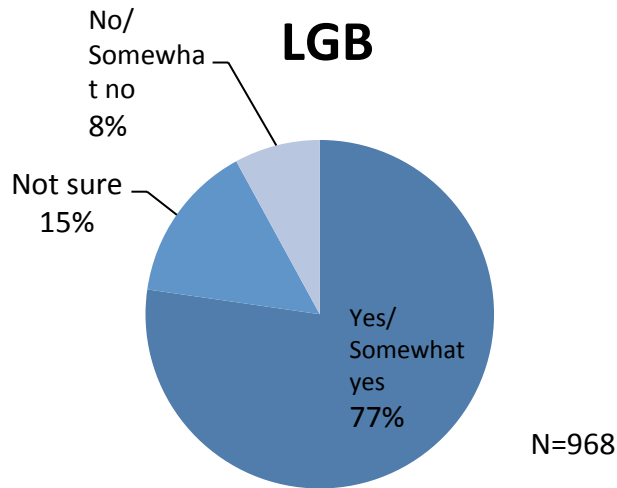
20. Illness (2)



The average incidence of depression is 3~7% (Kawakami, Norito 「Depression in the world, Depression in Japan—current epidemiology」 『Igaku no Ayumi』 Vol. 219 Issue 13) © Nijiirō Diversity, Center for Gender Studies at ICU 2015

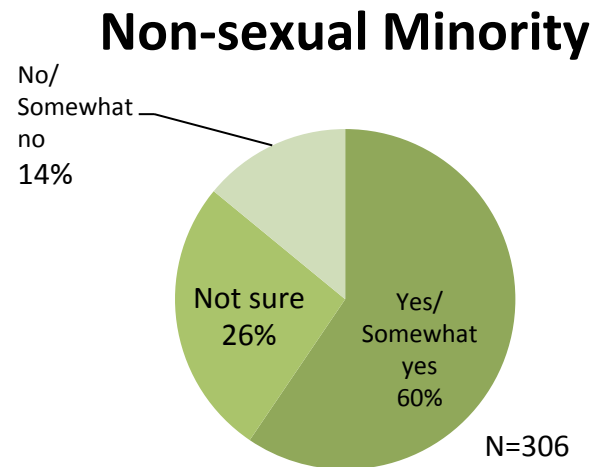
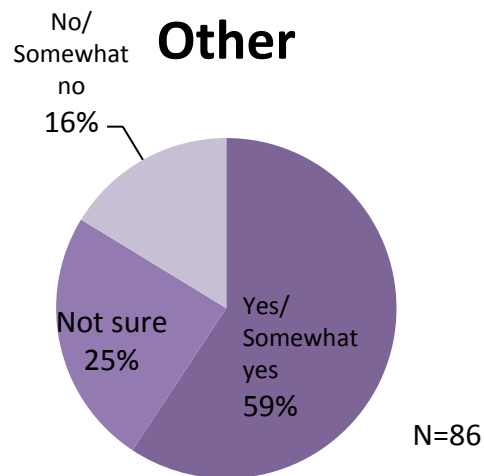
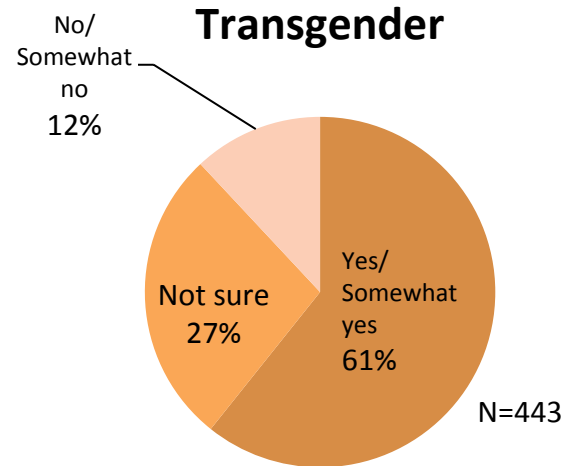
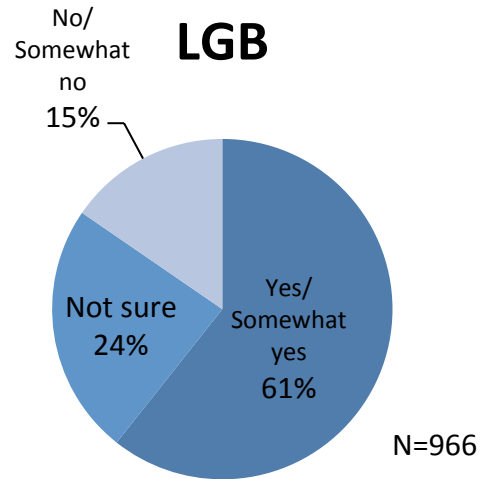
24. Sexual Minority Policies and Workplace Selection

Did the idea that a particular company would be accepting of LGBT individuals, or the idea that they would be considerate to LGBT individuals affect your choice of company when job-hunting?



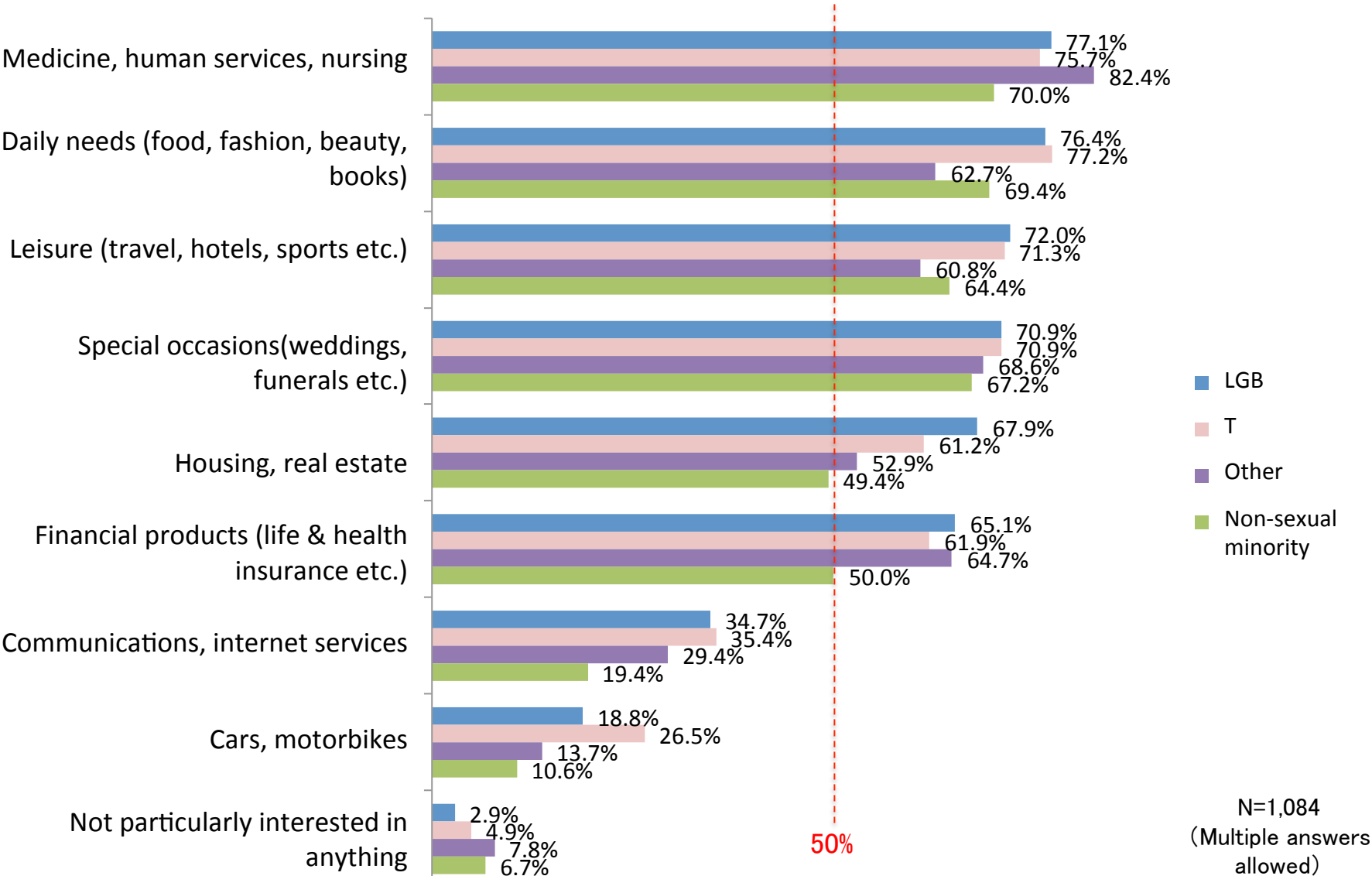
25. LGBT Policies and Consumerism

When it comes to goods and services, do you think its important that those companies care about sexual minorities?



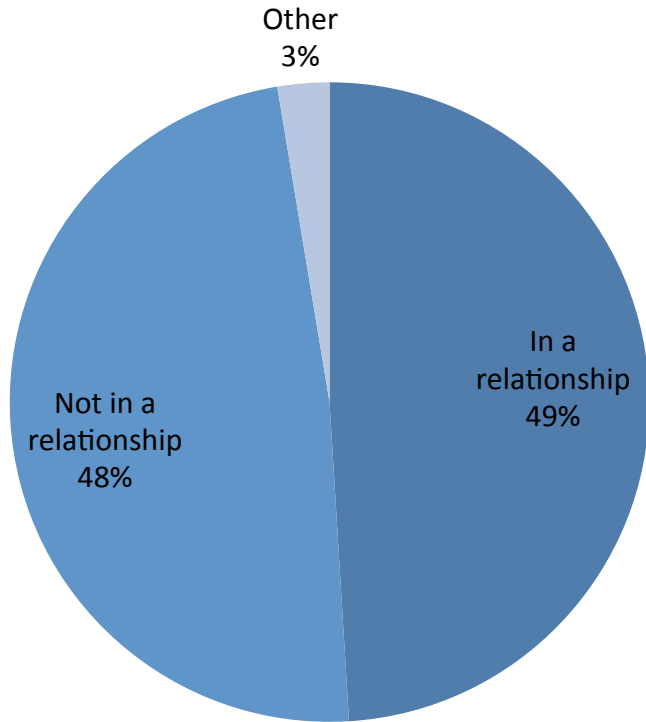
26. Interest in Consumer Products/Services

(This question was only posed to people who replied 'Yes' or 'Yes a little' in the previous question)



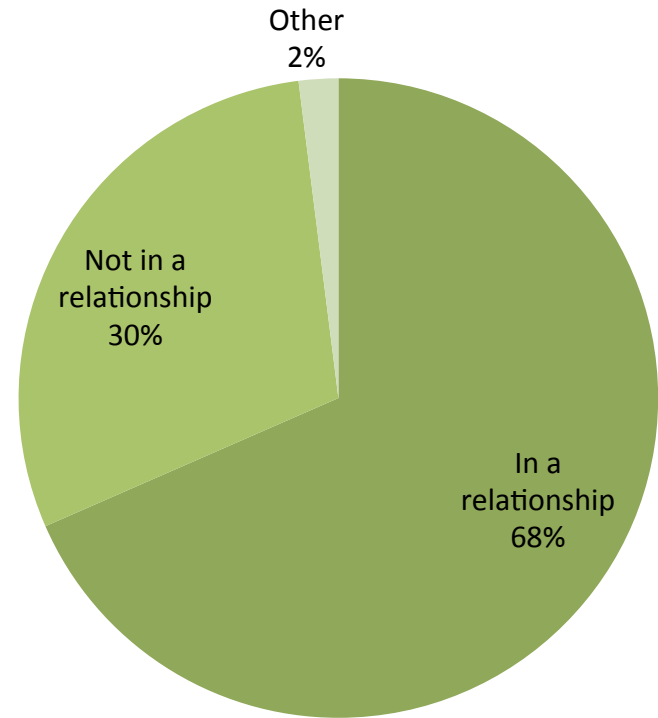
30. Relationship Status

Sexual Minority



N=1,491

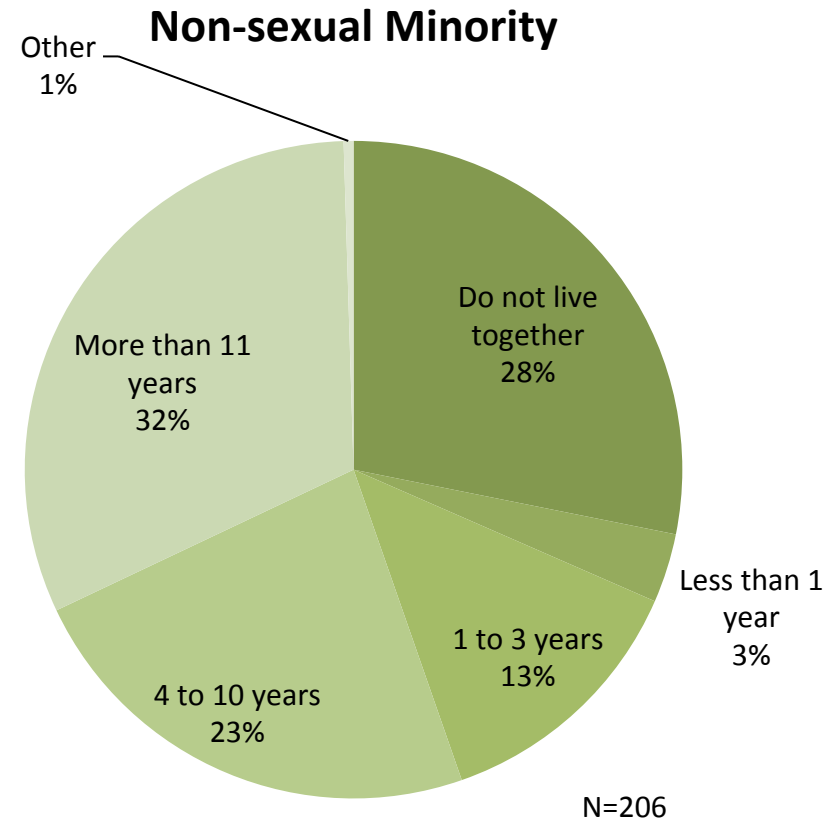
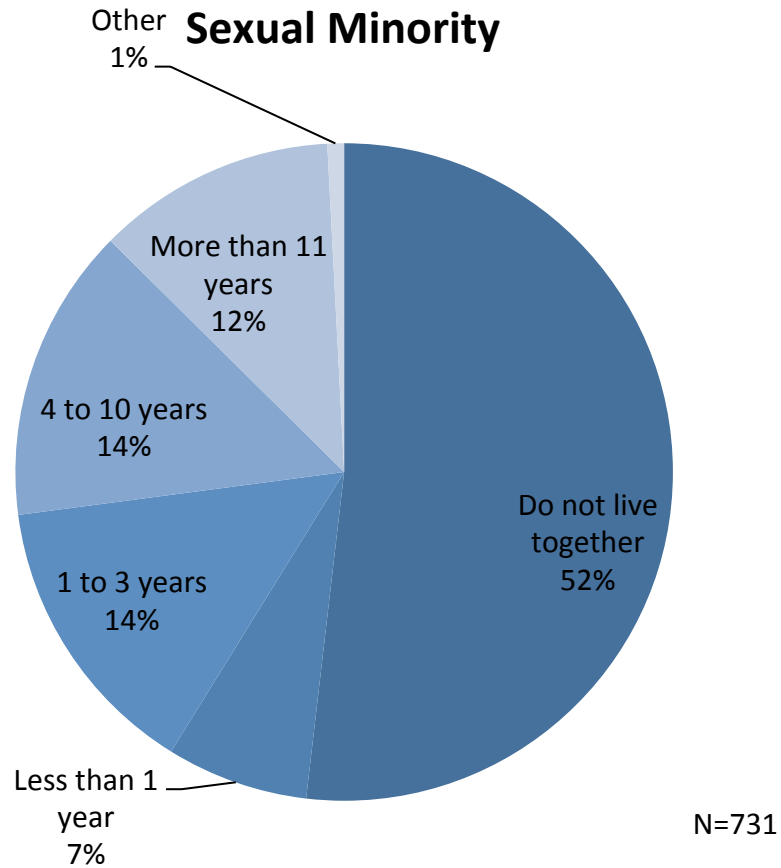
Non-sexual Minority



N=301

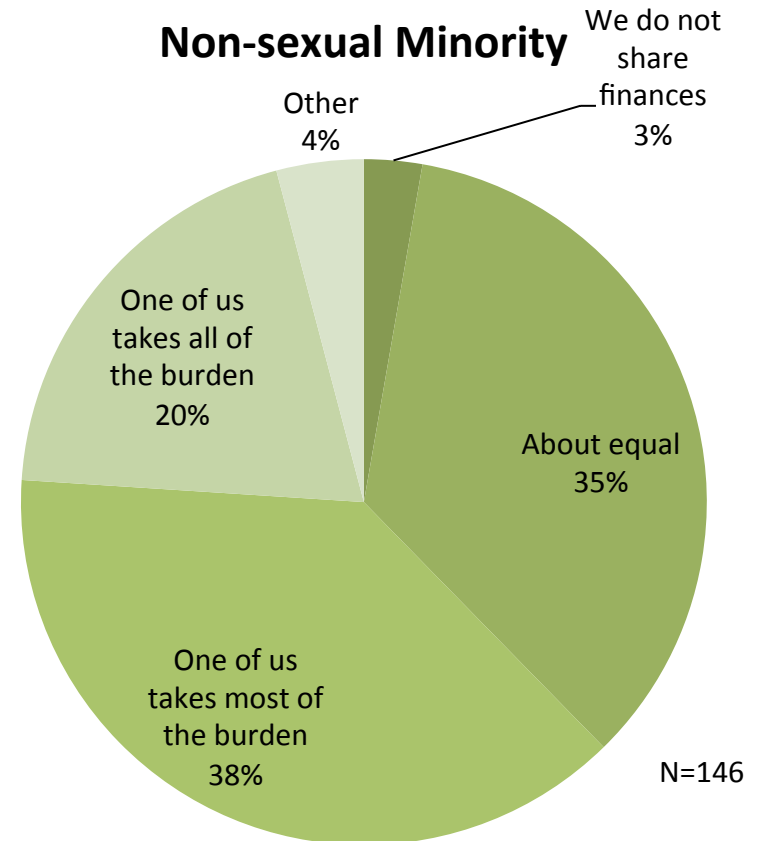
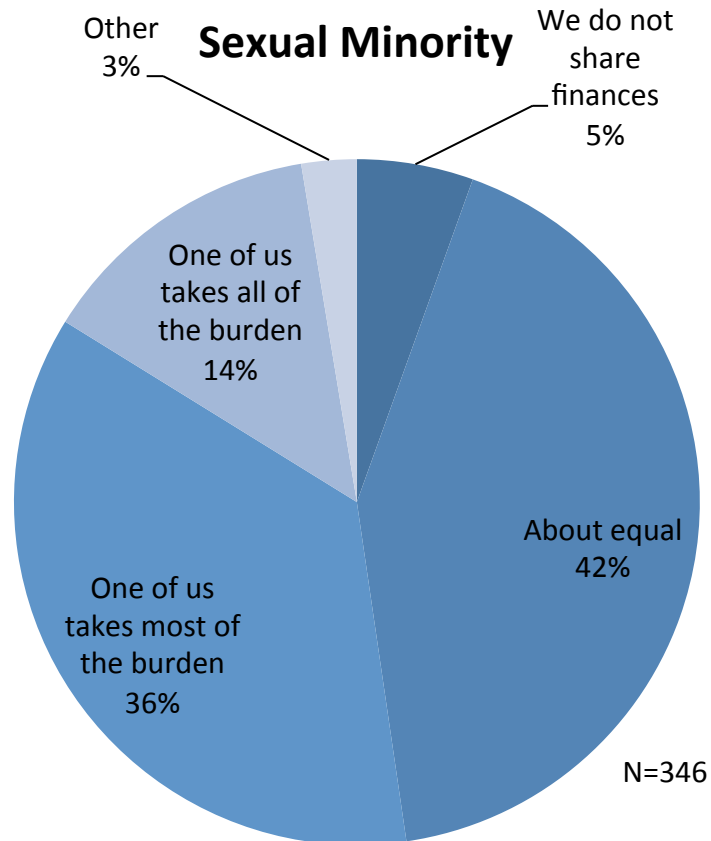
31. Cohabitation Status

Only participants who answered that they were in a relationship were asked this question



32. Share of Financial Burden


This question was only asked to those who answered that they live with their partner in question 31



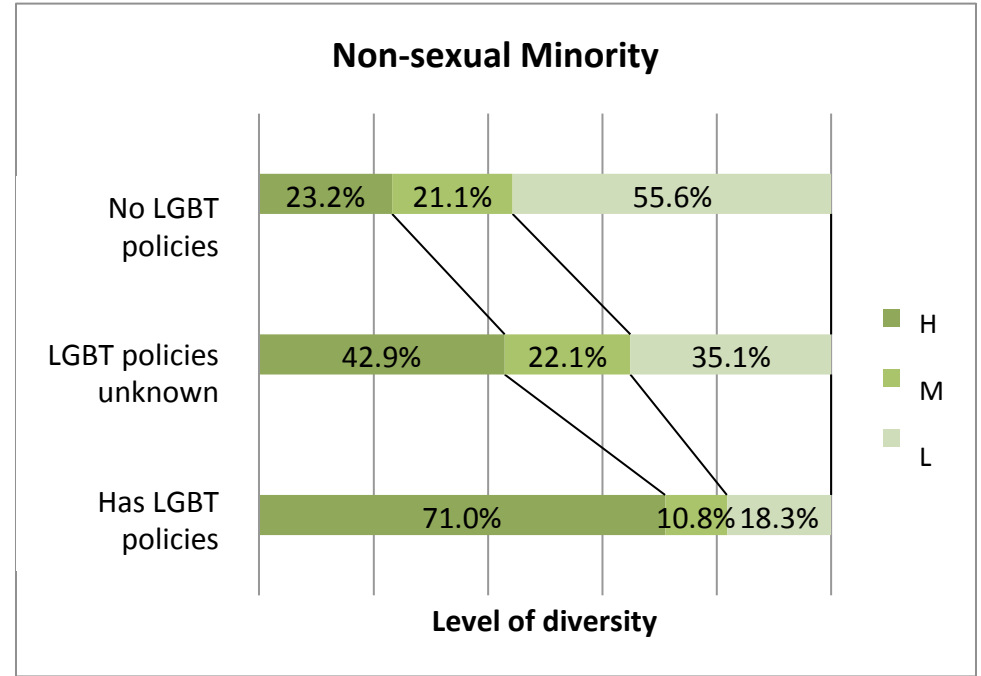
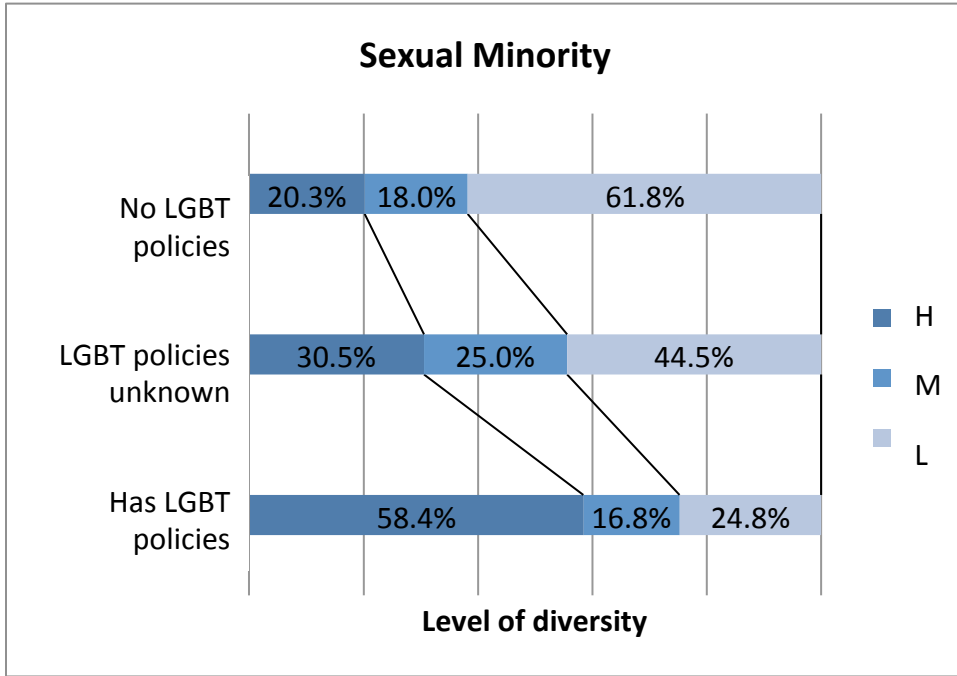
Correlation Analysis

	Willingness to continue working	Relationships with others	Discriminatory language	Diversity awareness
Willingness to continue working	—	.501**	-.160**	.323**
Relationships with others	.501**	—	-.226**	.283**
Discriminatory language	-.160**	-.226**	—	-.264**
Diversity awareness	.323**	.283**	-.264**	—

*p < 0.05; **p < 0.01

 Willingness to continue working, relationships with others, discriminatory language and diversity awareness show statistical correlation

LGBT Policies & Diversity Awareness



NB: **H**=High **M**=Medium **L**=Low

N=1,511

N=312

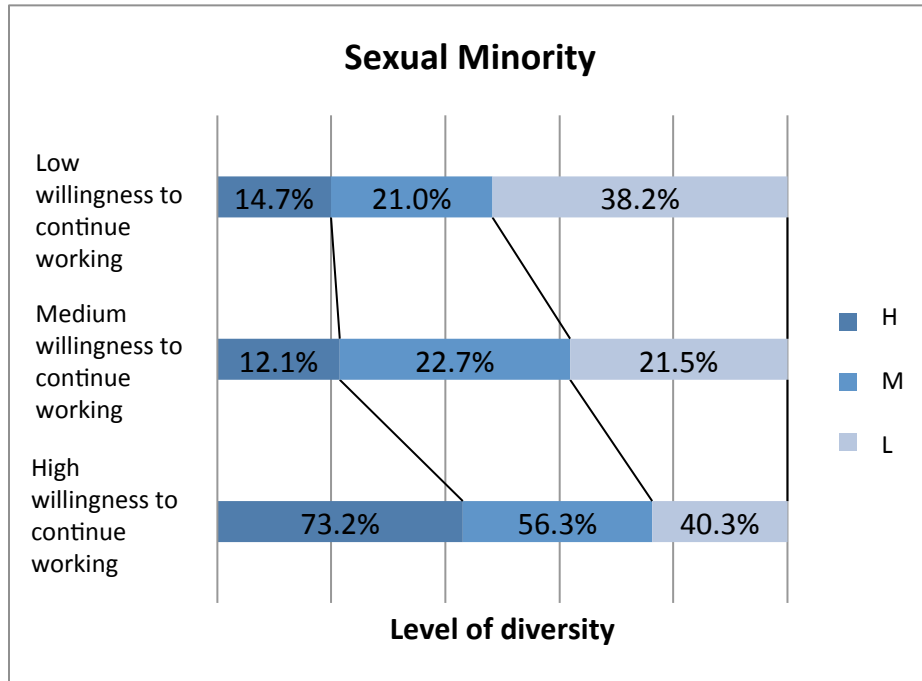


There is a correlation between LGBT policies and diversity awareness

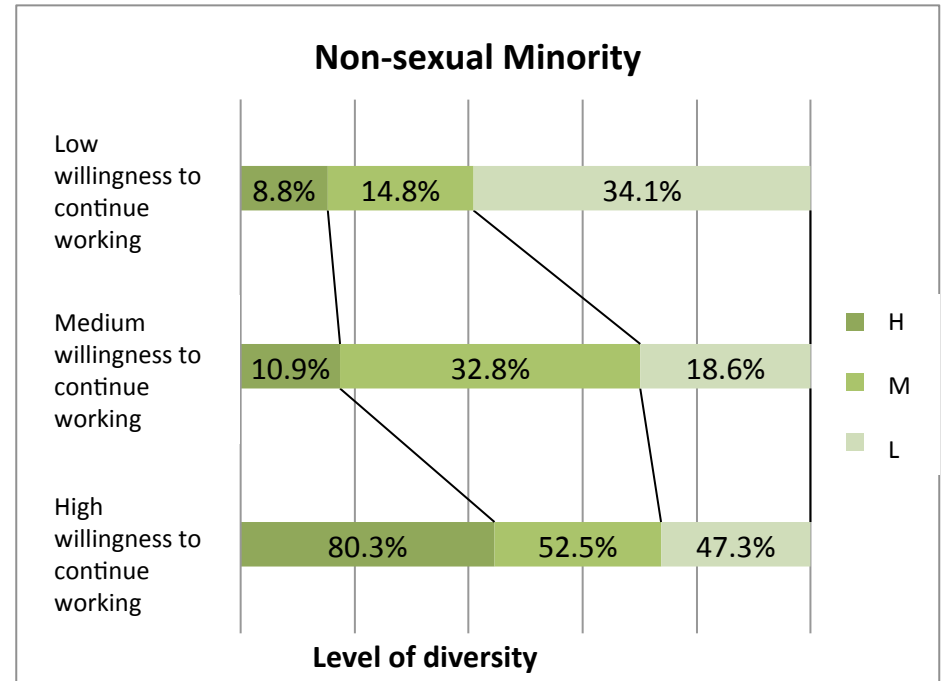


It appears that if LGBT policies are in place, understandings and acceptance of diversity also deepens

Diversity Awareness and Willingness to Continue Working



N=1,636



N=327



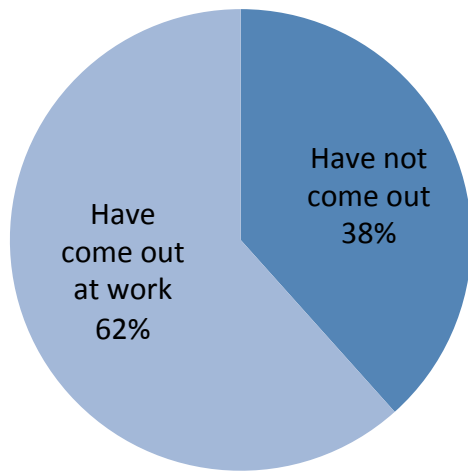
There is a correlation between diversity awareness and willingness to continue working



The number of people who wished to continue working increased with the number of respondents who thought that diversity awareness was high in their workplace

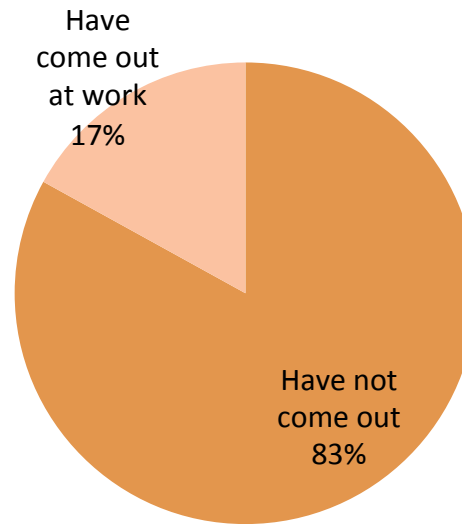
The Existence of Allies and Coming Out

Have Allies



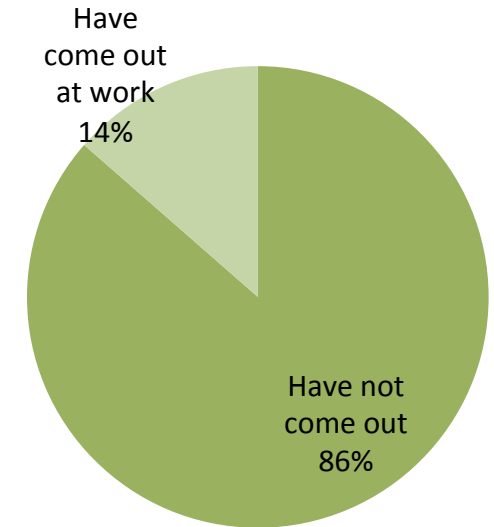
N=602

Unknown



N=536

No Allies



N=354

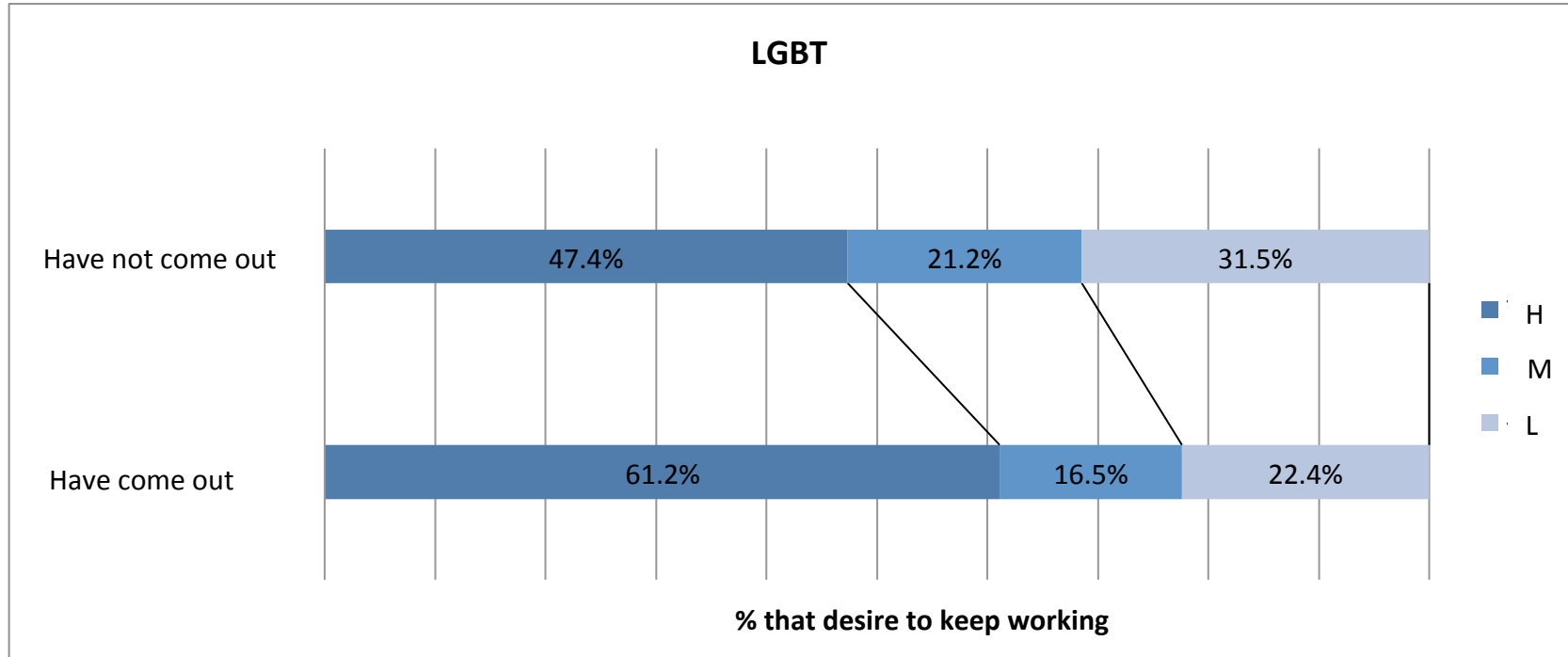


For LGBT individuals there is a correlation between having allies (supporters and people who are aware of LGBT) and being able to come out in the workplace



Having allies makes it easier to come out in the workplace, or if people come out at work there are people there who will become allies

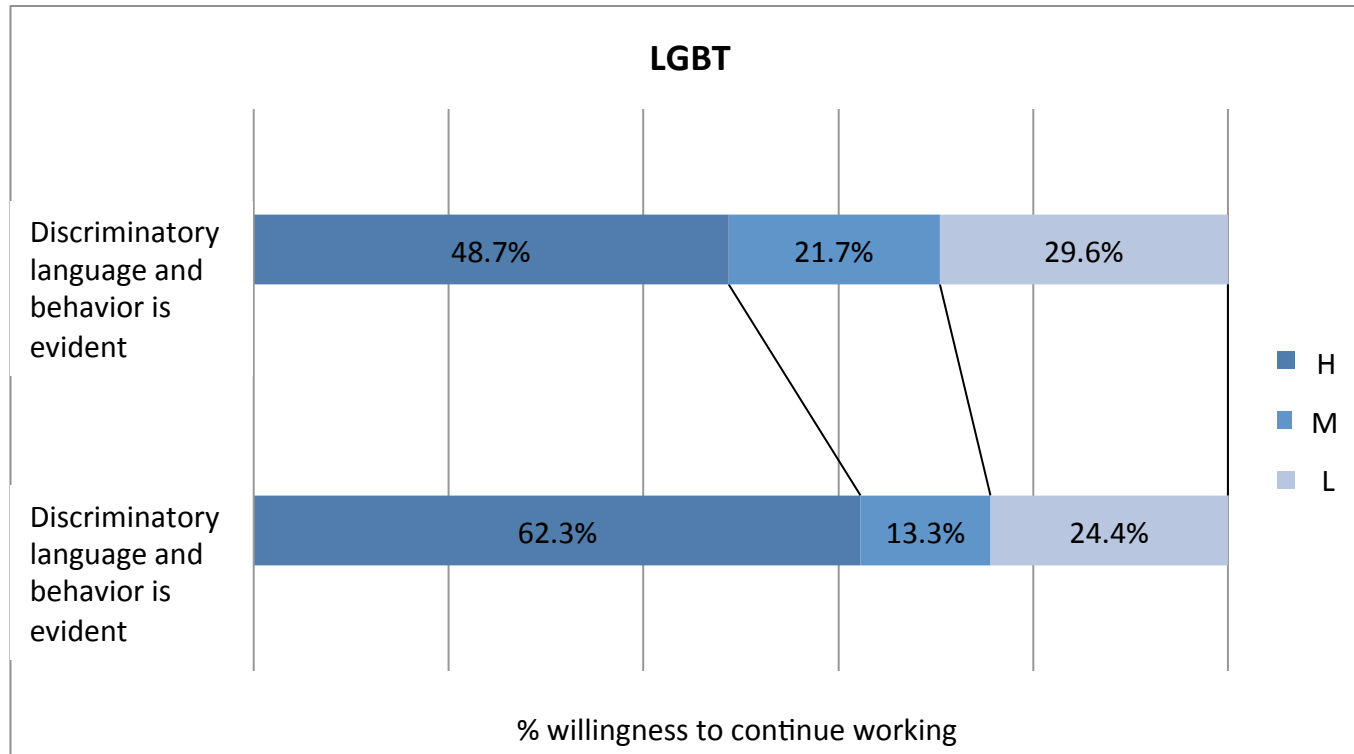
Coming-out and Willingness to Continue Working



N=1,492

- ✓ There is a correlation between LGBT individuals who have come out in the workplace and willingness to continue working
- ! I want to continue working here so I will come out, if I come out it will be accepted so I want to continue working here.

Discriminatory Language and Behavior, and Willingness to Continue Working



For LGBT individuals there is a correlation between discriminatory language and behavior related to LGBT and the willingness to continue working

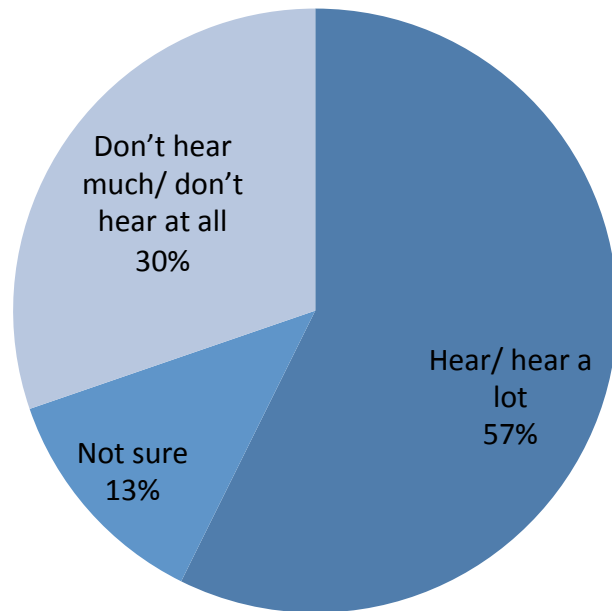


Willingness to continue working is higher for LGBT individuals in a workplace where discriminatory language and behavior is not evident

N=1,612

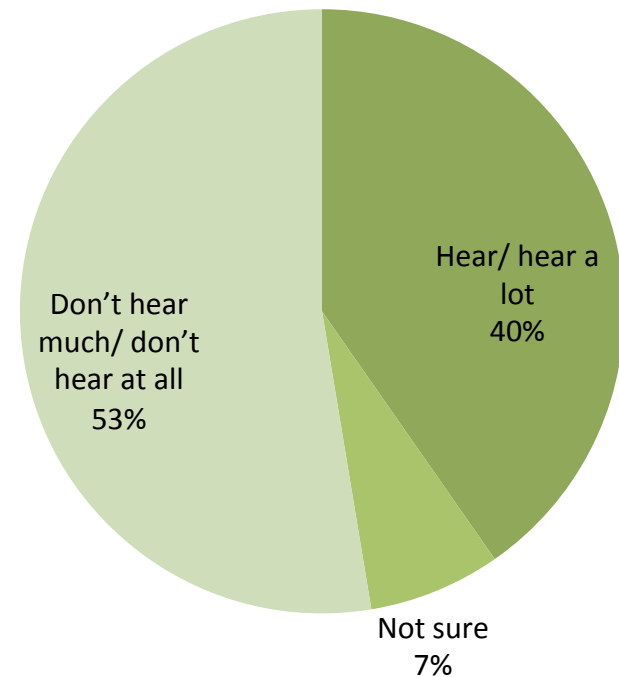
17. Discriminatory Language and Behavior

LGBT



N=1,612

Non-LGBT



N=325

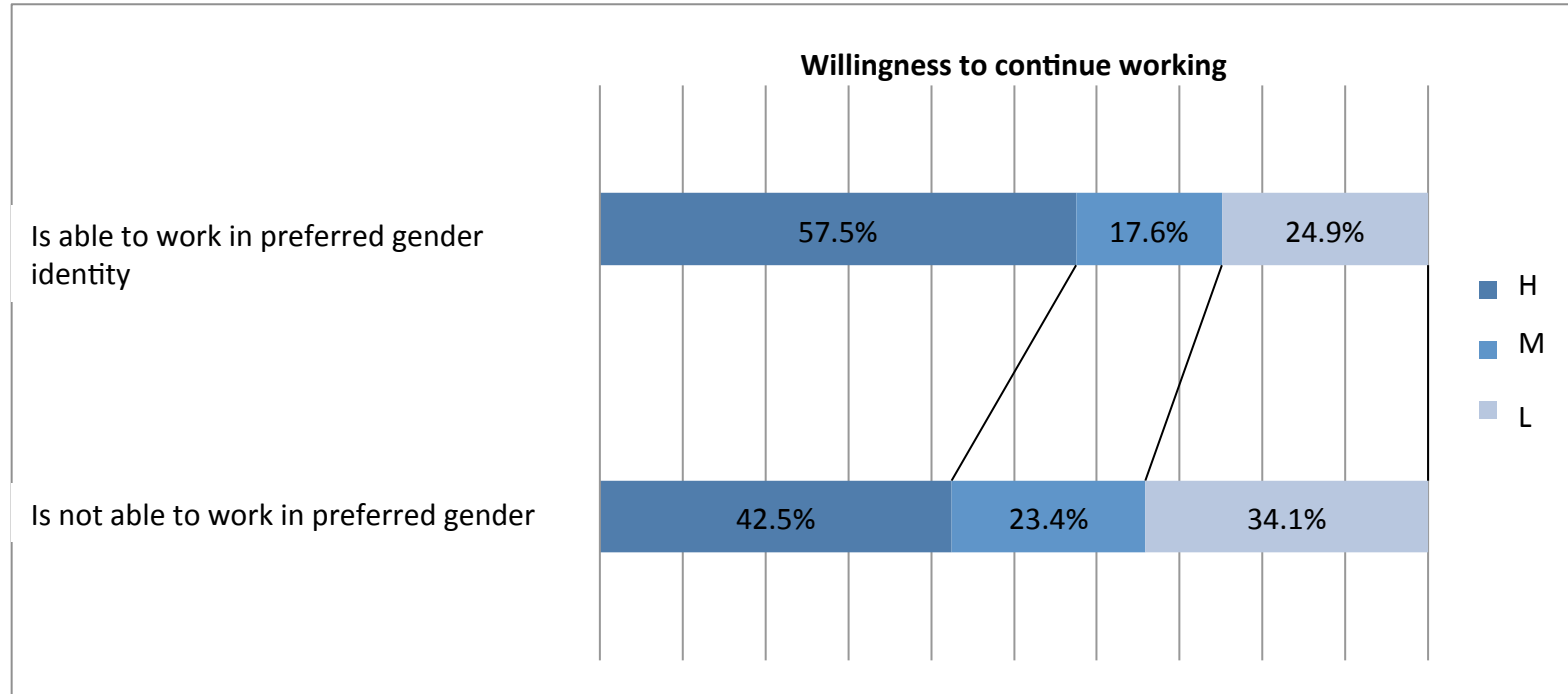
18. Examples of Discriminatory Language and Behavior

Number of answers recorded (voluntary question) : 761

Type	Discriminatory Language and Behavior	Age	Sexuality
Dismissal	In my previous job I was rebuked for dating someone of the same sex, and as a result of that relationship they told me that they wanted me to quit my job	20s	Cis-gendered lesbian
HIV/AIDS	Medical professionals treat most AIDS patients as if they are gay. Even if it contradicts a person's medical history, they spread rumors amongst the staff that, "He's hiding it but he's gay. He looks like one of them (because he has AIDS)"	20s	Cis-gendered heterosexual male
Educational setting	In the teachers' office at a public elementary school a senior teacher said to a little child who he thought was obedient and docile, "Maybe you're an okama. I'm worried about your future"	40s	Cis-gendered bisexual female
Transgender	I'm a MTF person with GID, but I was told that I should cut my long hair, and that it was good to cut it for work. Even though I'm working as a woman a manager said to me, "how about going back to being a man"	40s	MTF
Toilets	I was told that even though I have GID, my registered sex is male, so if I use the female toilet it would be sexual harassment	40s	MTF
Talking about customers	When a customer who is thought to be FTM (X-gender) came to the shop, the shop owner said, "I hate that type of woman the most". My manager, who I respected, was pessimistic and said "even if you talked to someone about it, you would just get the same answer", so nobody could say anything about it	20s	FTM
A-sexuality	I heard someone say, "I heard that the number of people who don't want to have sex or fall in love is increasing. Being gay is better than that" That's discriminatory against gay people, but also is offensive to a-sexual people	30s	Other

※ Responses have been edited by Nijiuro Diversity to protect participants' privacy (the main meaning of the sentences has not changed)

Preferred Gender and Willingness to Continue Working



N=1,963



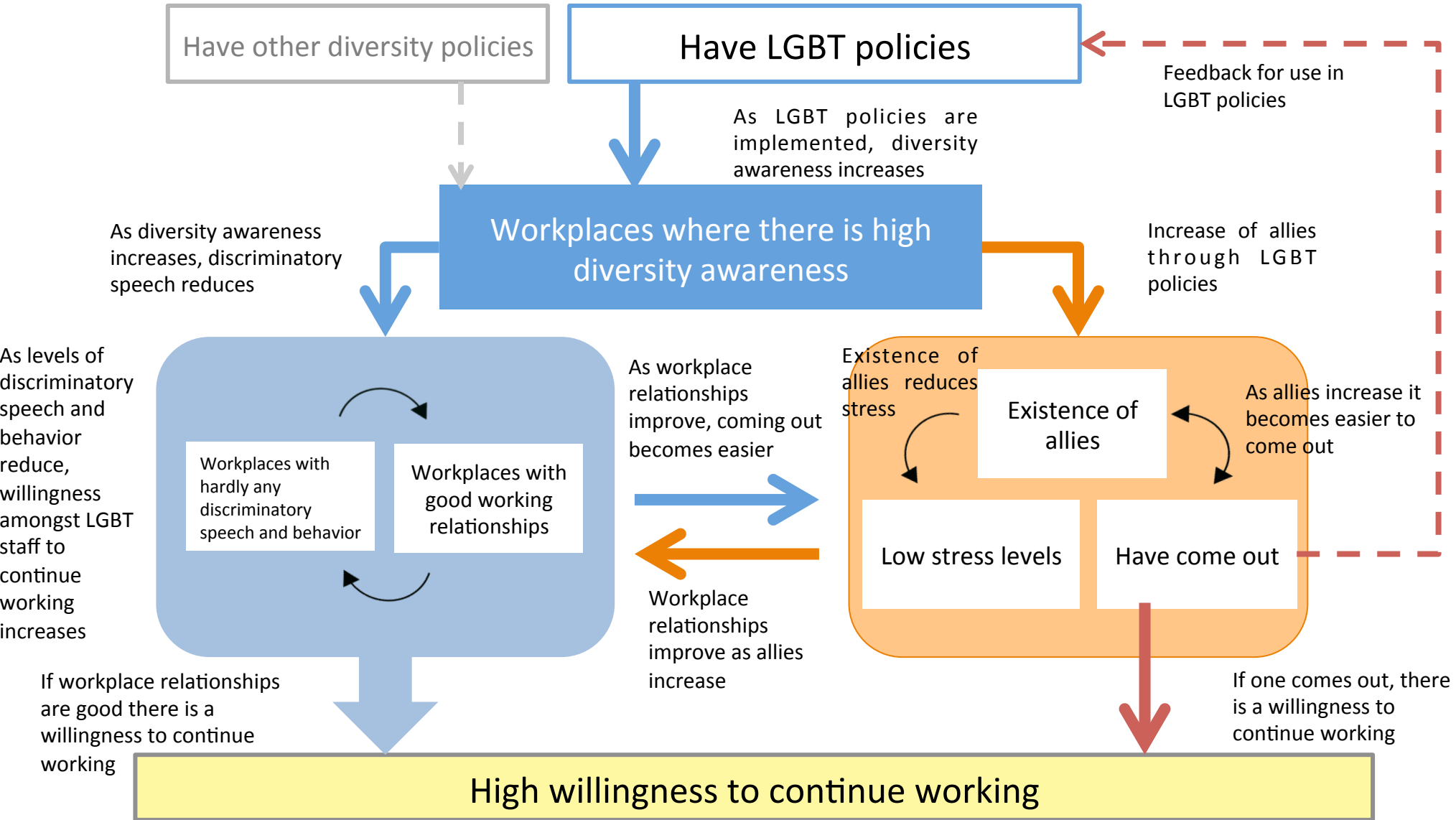
There is a tendency for a greater willingness to continue working amongst employees who can go to work as their preferred gender that those who cannot



We think that people will work longer at businesses where they are able to attend work as their preferred gender identity

Proposed conceptual diagram (by Nijihiro Diversity)

※ All aspects of this conceptual diagram (the direction of the arrows, the written statements, and the broken arrows) are observations by Nijihiro Diversity based on the data available at the time



A word of caution about the proposed conceptual diagram by Nijiuro Diversity

- ✓ This survey included discussion of work places and personal experiences. Care should be taken to understand that the statements “increased diversity awareness” and “reduction of discriminatory speech and behavior” refer to workplaces as a whole, and not to people on an individual level
- ✓ The direction of the arrows is based on Nijiuro Diversity’s observations. The data can only tell us that a relationship exists between two factors
- ✓ When the word ‘association’ is used, this is the result of a association analysis undertaken by CGS, and it means that there is a statistically significant association between two factors

Conclusions



KEY FINDINGS

- 1) There is a higher incidence of depression amongst sexual minorities in comparison to non-sexual minorities, particularly amongst transgender individuals
- 2) A large number of sexual minorities and allies care about whether or not companies consider sexual minorities as part of their work policies and consumptive behavior
- 3) It is clear that perceptions of what can be classified as sexual harassment changes depending on a person's sexuality: a large number of sexual minorities felt that discussion of marriage and romance could be considered as sexual harassment
- 4) There are a lot of sexual minorities that have lived with partners for a long period of time, and there are high needs amongst sexual minorities, particularly in relation to medical care, institutional care and nursing
- 5) The responses to questions that were asked in the previous survey had a tendency to remain largely the same
 - In workplaces where there was discrimination against sexual minorities, and where individuals could not work in their preferred gender, there was a negative impact upon the willingness to continue working at that workplace
 - There are a large number of sexual minorities who have had problems when job hunting and/or changing jobs (especially amongst transgender individuals)
 - Workplaces that have LGBT policies → High levels of diversity awareness → High levels of willingness to continue working

General observations/comments

- 1) The number of respondents was higher than the previous survey
- 2) We hope that by increasing the number of questions related to illness that we can encourage the development of occupational health
- 3) We hope that increasing the number of questions related to partnership and consumption that we can provide hints for the development of LGBT markets
- 4) The analysis from last year's survey has now been published

<http://web.icu.ac.jp/cgs/2015/06/cgsjnl010.html>

- Hiramori, Daiki. 2015. “Challenges of Sexual and Gender Minorities in the Workplace: Multivariate Analyses of Income and Willingness to Continue Working (In Japanese). *Gender and Sexuality: Journal of the Center for Gender Studies, ICU* 10:91–118.
- Niki, Izumi. 2015. “Case Analysis of Discriminatory Speech in ‘Survey on LGBT Issues in the Work Environment 2014’ ” (In Japanese). *Gender and Sexuality: Journal of the Center for Gender Studies, ICU* 10:119–132.

Points for Further Consideration

- 1) The number of participants in the survey has increased which increases our ability to produce more detailed analyses about age, locality etc., but we have not yet started this work
- 2) Knowledge and talking points that we are carrying over from last year
 - Bias of respondents → we need to confirm whether or not we would get the same results from a random sampling
 - The number of respondents varied greatly by sexuality → we need to decide a strategy for recruitment
 - We need to devise a way to validate the effectiveness of LGBT policies in businesses (for example, a survey within a company)
 - Care must be taken that the data is not taken out of context in the media etc.
 - We were not able to find out about the necessity of role models, life events (child rearing, care etc.), career planning etc., through this survey



Thank you ;)

- ❖ Thank you to everybody who answered the survey and who as helped with publicity. Please keep in touch
- ❖ Thank you to all the businesses and administrations that provided valuable opinions. We would be delighted if you were able to take this data and use it to develop a pleasant workplace environment
- ❖ To people working in the media – please assist us in raising social awareness about this issue
- ❖ Please support the work of Nijiuro Diversity

