



2nd International Conference on

LGBT studies

07 - 09 December 2023

Berlin, Germany

Comparatives of perceptions about LGBT policies in work Environment Between LGBTQ people and non-LGBTQ people

Kaori Arita MBA¹, Dr. Lakshman Hazra²

¹DBA Candidate, University of Information Technology and Management in Rzeszów, Poland ²Visiting Professor, ExeJapan Business School, Tokyo, Japan

Abstract

Many Japanese companies are currently implementing LGBTQ initiatives, but it is not clear how their employees actually perceive these initiatives. The purpose of this research was to examine whether there are differences in perceptions of the same initiatives among employees, particularly between LGBTQ and LGBTQ nonparticipants. The research consisted of an Internet-based questionnaire administered to 500 men and women, aged 20 to 69, working in Tokyo (Japan) to determine whether differences in perceptions exist between LGBTQ-participants and nonparticipants. In addition, a questionnaire with a total of 21 questions was developed for LGBTQ policies implemented by Japanese companies, dividing the questionnaire items into four categories: "policies for LGBTQ," "general perceptions of LGBTQ," "problems that parties have at work," and "what parties want from the work environment. Based on the survey results, "Are there differences in perceptions of LGBTQ policies between LGBTQ and non-LGBTQ?" and "Are there differences in public perceptions of LGBTQ?" "Are there differences in perceptions of LGBTQ issues in the workplace?" and "Are there differences in perceptions of what the parties want in a work environment?" Four hypotheses were developed and tested. By examining the differences in perceptions between LGBTQ and LGBTQ non-participants, we would like to examine how we can improve the difficulties LGBTQ people feel every day at work, and how we can create a work environment in which LGBTQ people feel they are not discriminated against.

Keywords: LGBTQ, Coming out, Work environment, Company LGBTQ Policy, Perception Gap