



Australian Government

Australian Public Service Commission

Understanding our workforce: Employees who identify as LGBTIQ+ in the Australian Public Service

December 2021

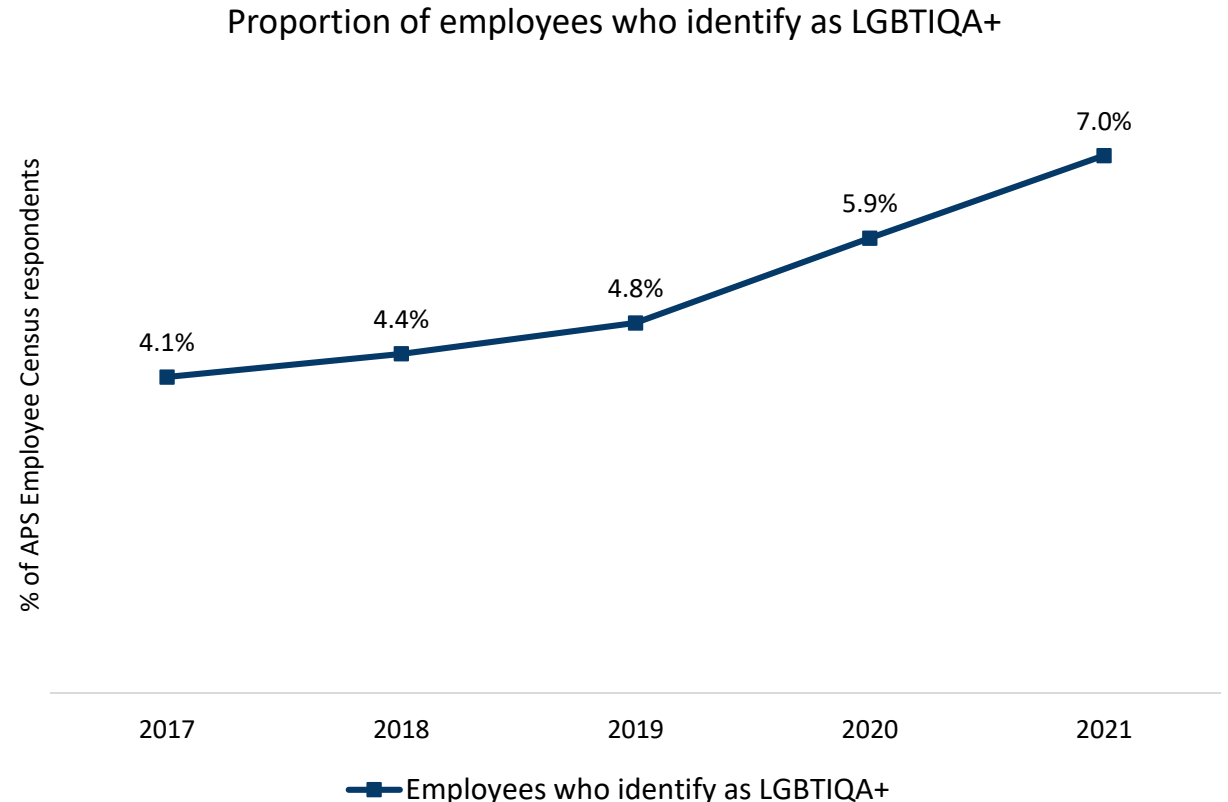
Research Note 33-21



The proportion of employees who identify as LGBTIQ+ has increased over time

In the 2021 APS Employee Census, 7635 employees (7.0%) identified as LGBTIQ+.

This was an increase on the 6,329 employees (5.9%) who identified as LGBTIQ+ in 2020.

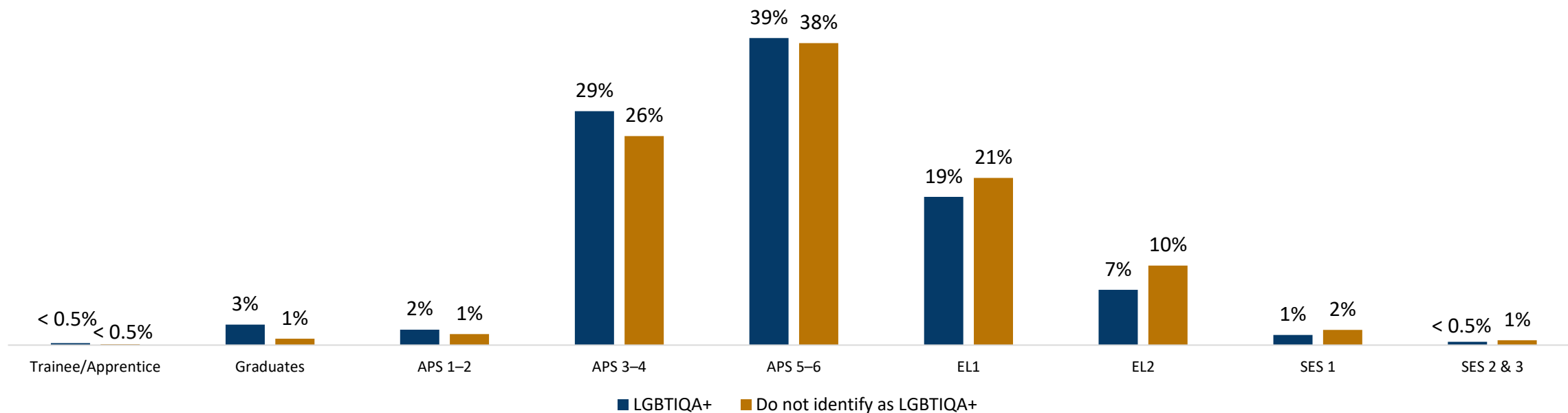


Source: APS Employee Census



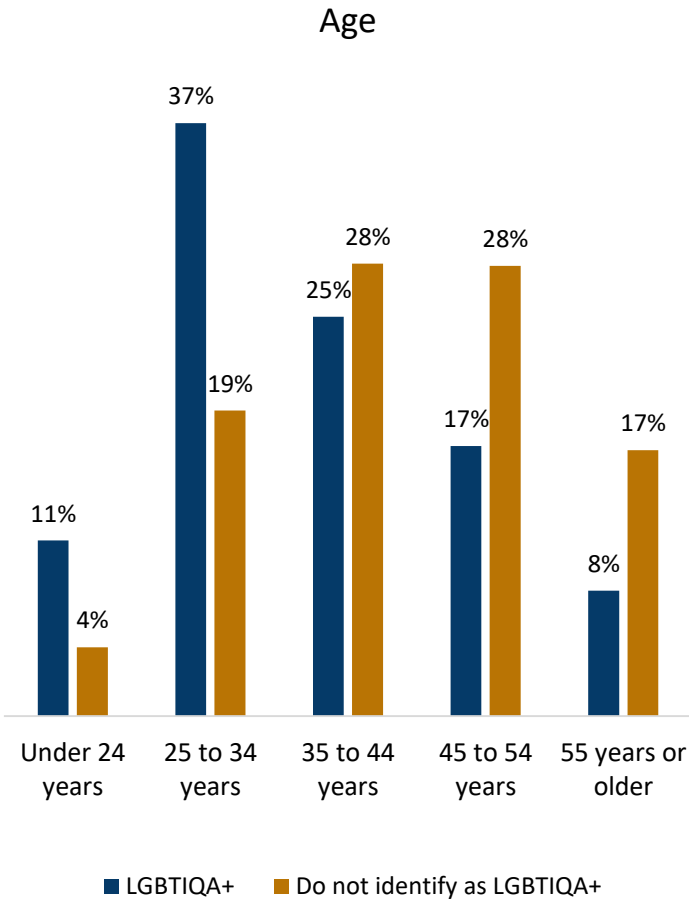
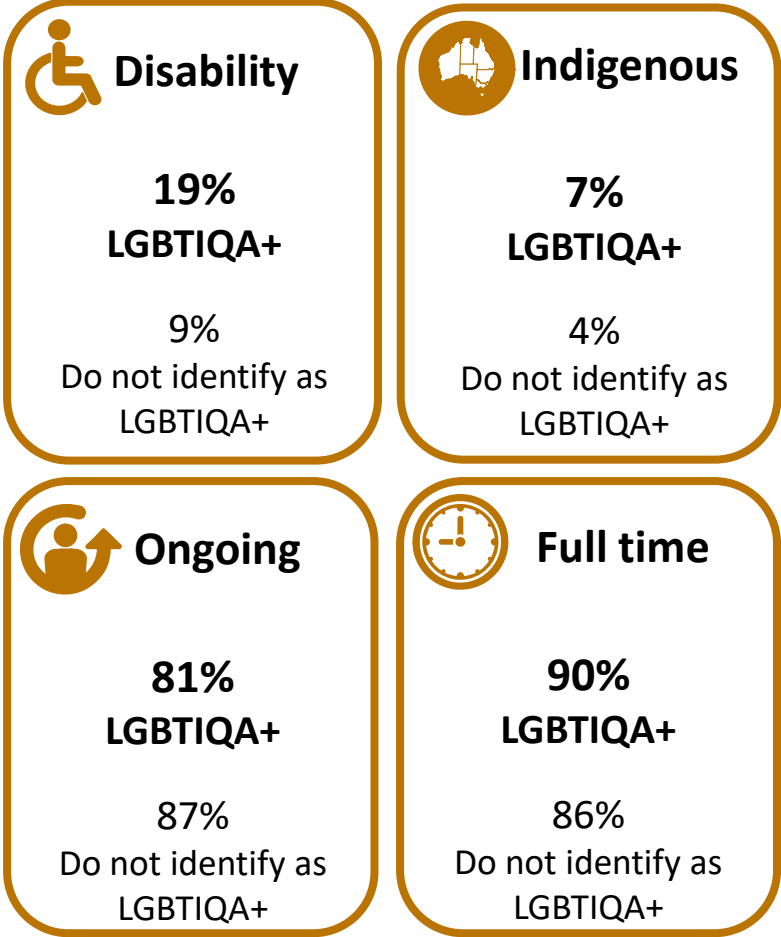
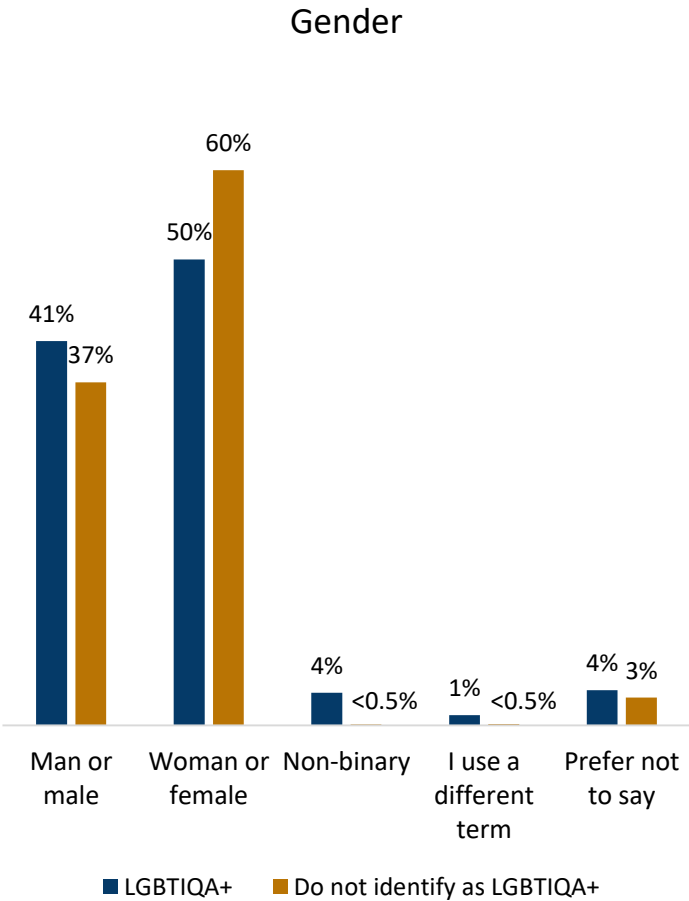
Employees who identify as LGBTIQ+ are employed across all classification levels of the Australian Public Service

Proportion of employees who identify as LGBTIQ+ by actual classification



Similar to those who do not identify, most employees who identify as LGBTIQ+ are employed between the APS 3 level and the Executive 1 levels (87%).

Employees who identify as LGBTIQ+ are more likely to represent another diversity group and be younger than other employees



Employees who identify as LGBTIQ+ had high levels of engagement and slightly lower satisfaction with how their wellbeing is supported

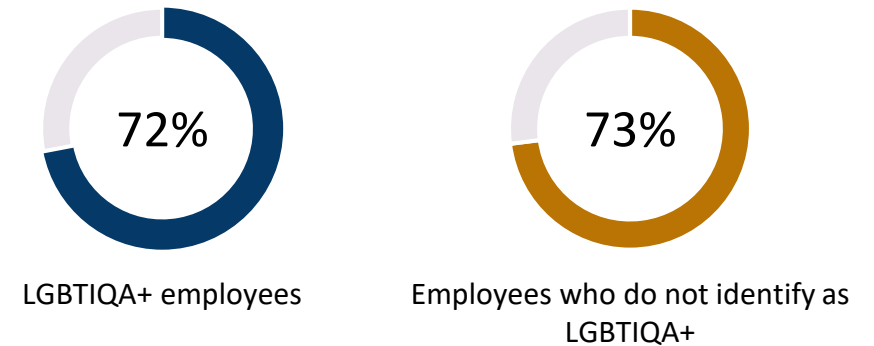
Employee Engagement Index scores reflect whether respondents feel emotionally connected and committed to their organisation.

The Employee Engagement Index score for the APS overall is 73%.

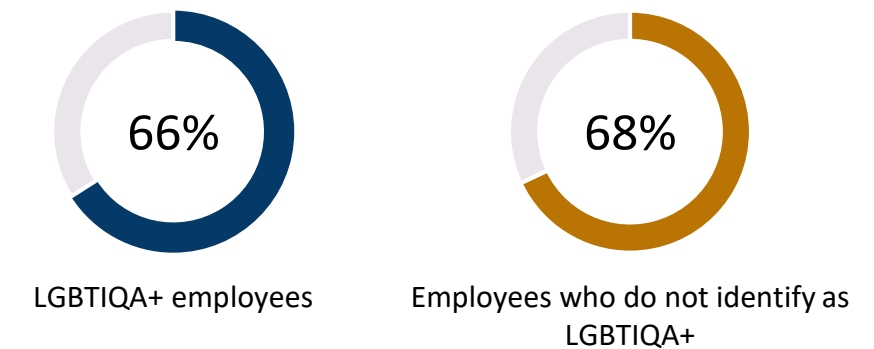
Wellbeing Index scores reflect whether respondents feel their health and wellbeing is supported.

The Wellbeing Index score for the APS overall is 68%.

Employee Engagement Index score



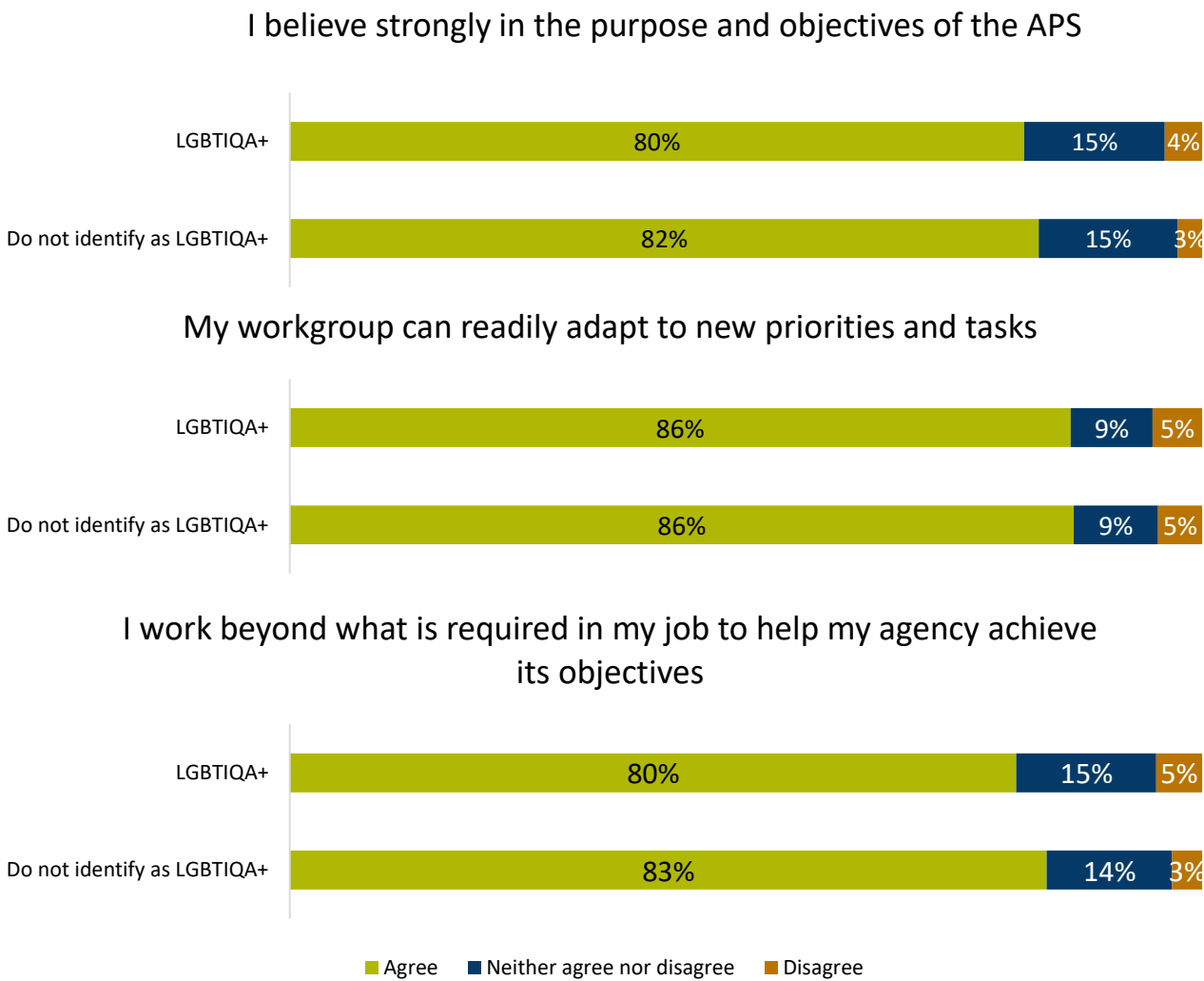
Wellbeing Index score



LGBTIQA+ employees believe strongly in the APS and are a vital part of an adaptive workforce striving to achieve its objectives

Similar to their colleagues who do not identify as LGBTIQA+, employees who identify show strong belief (80%) in the purpose and objectives of the APS.

They demonstrate this purpose through their flexibility to prioritise and adapt with colleagues to complete workgroup tasks, and their willingness to work beyond what is required by their job to help achieve their agency’s objectives.

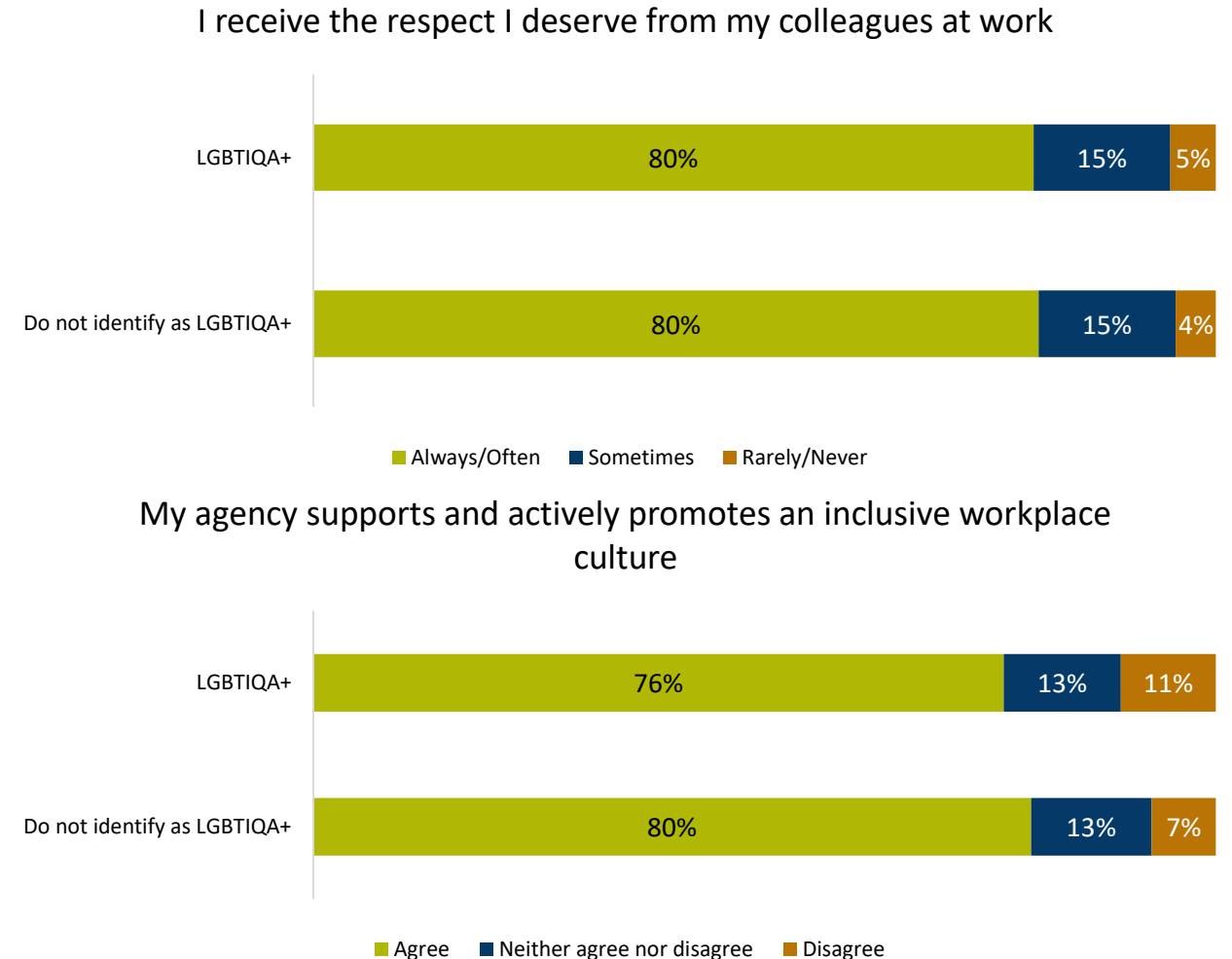


Source: 2021 APS Employee Census

The majority of LGBTIQ+ employees perceive respect and inclusion in their workplaces

2021 APS Employee Census responses indicate that employees who identify as LGBTIQ+ and those who do not identify share similar perceptions about the respect they receive from colleagues in the workplace.

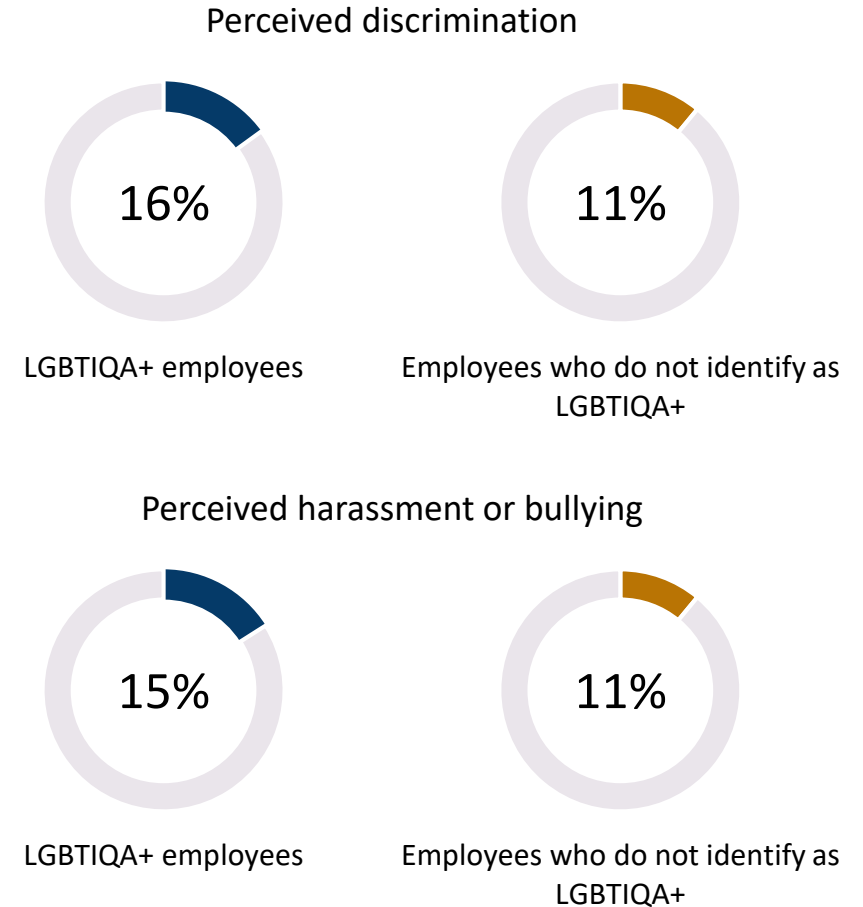
The majority of employees who identify as LGBTIQ+ agree their agency supports and actively promotes an inclusive workplace culture.



A larger proportion of employees who identify as LGBTIQ+ perceived discrimination and harassment or bullying in the workplace

One in six employees who identify as LGBTIQ+ perceived discrimination on the basis of their background or a personal characteristic in the course of their employment over the previous 12 months. The most common type of perceived discrimination was on the basis of LGBTIQ+ status (38%).

One in six employees who identify as LGBTIQ+ perceived that they had been subjected to harassment or bullying in their current workplace during the previous 12 months.



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