



Australian Government
Australian Public Service Commission

Employees who identify as LGBTIQ+ in the Australian Public Service

Understanding our workforce

People Insights Branch
Research Note 10-23



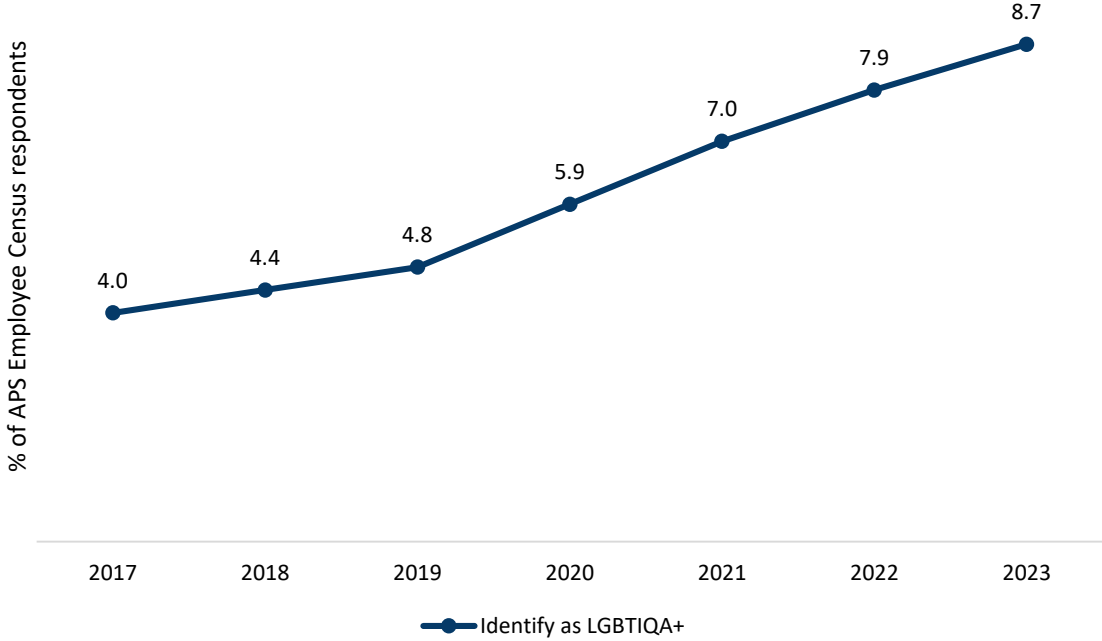
Key findings

- 8.7% of APS employees identified as LGBTIQ+.
- LGBTIQ+ employees worked across all kinds of jobs in the APS, with a larger proportion working in policy roles.
- LGBTIQ+ employees were generally younger than those who did not identify as LGBTIQ+.
- LGBTIQ+ employees perceived similar respect and opportunity to employees who did not identify as LGBTIQ+.
- However, they reported lower rates of:
 - Satisfaction with health and wellbeing supports
 - Perceived workplace inclusion
- Perceptions of discrimination, harassment and bullying were higher for LGBTIQ+ employees than employees who did not identify as LGBTIQ+.

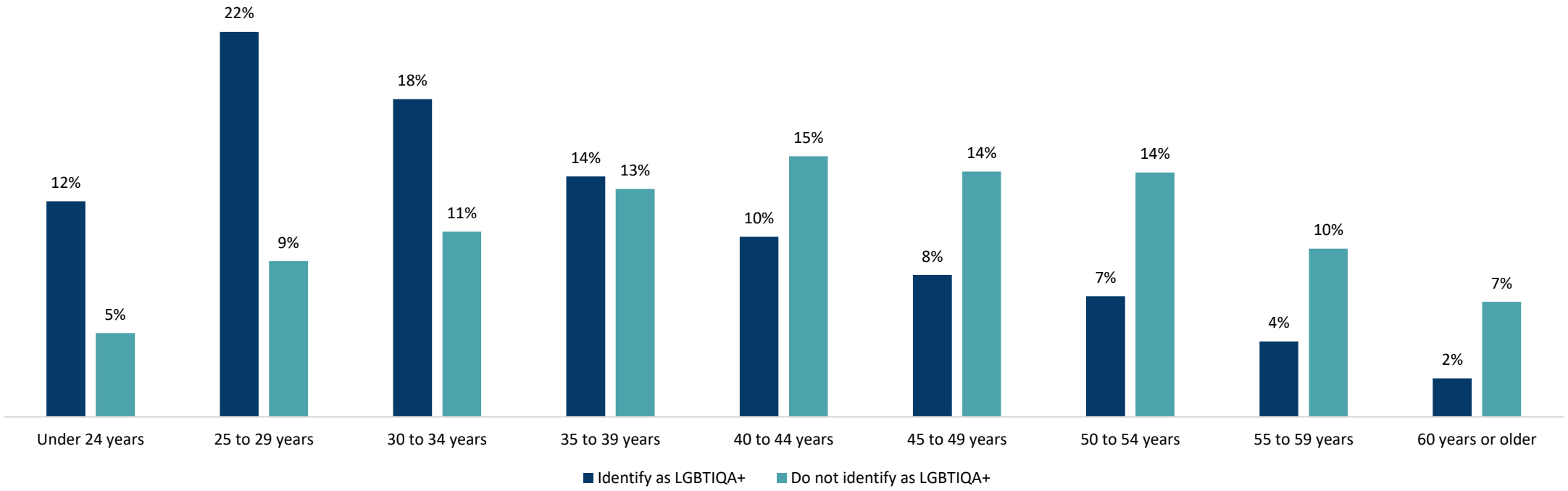
The proportion of employees who identify as LGBTIQ+ has increased over time

In the 2023 APS Employee Census, 10,941 respondents (8.7%) identified as LGBTIQ+ (Lesbian, Gay, Bisexual, Transgender and/or gender diverse, Intersex, Queer, Questioning and/or Asexual).

This was an increase on the 9,391 respondents (7.9%) who identified as LGBTIQ+ in 2022.



Employees who identify as LGBTIQ+ were typically in younger age groups than those who did not identify as LGBTIQ+

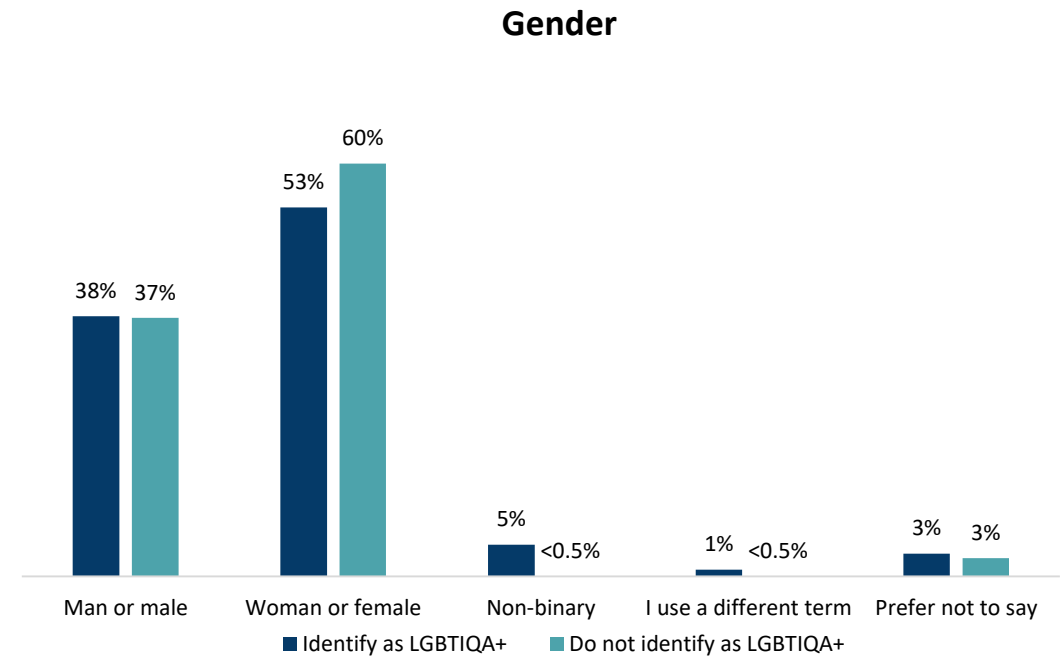


Two-thirds of respondents who identified as LGBTIQ+ (66%) were aged 39 years or younger. This is a 29 percentage point difference to those who did not identify as LGBTIQ+ (37%).

Employees who identify as LGBTIQ+ were present across a range of genders

Over half (53%) of respondents who identified as LGBTIQ+ indicated they were female, 38% male, and 5% non-binary, while 1% use a different term to describe their gender.

A further 3% of respondents who identified as LGBTIQ+ preferred not to disclose their gender.



Employees who identify as LGBTIQ+ commonly identified with other diversity groups



Disability

23% of respondents who identified as LGBTIQ+ also indicated they had an ongoing disability.



First Nations

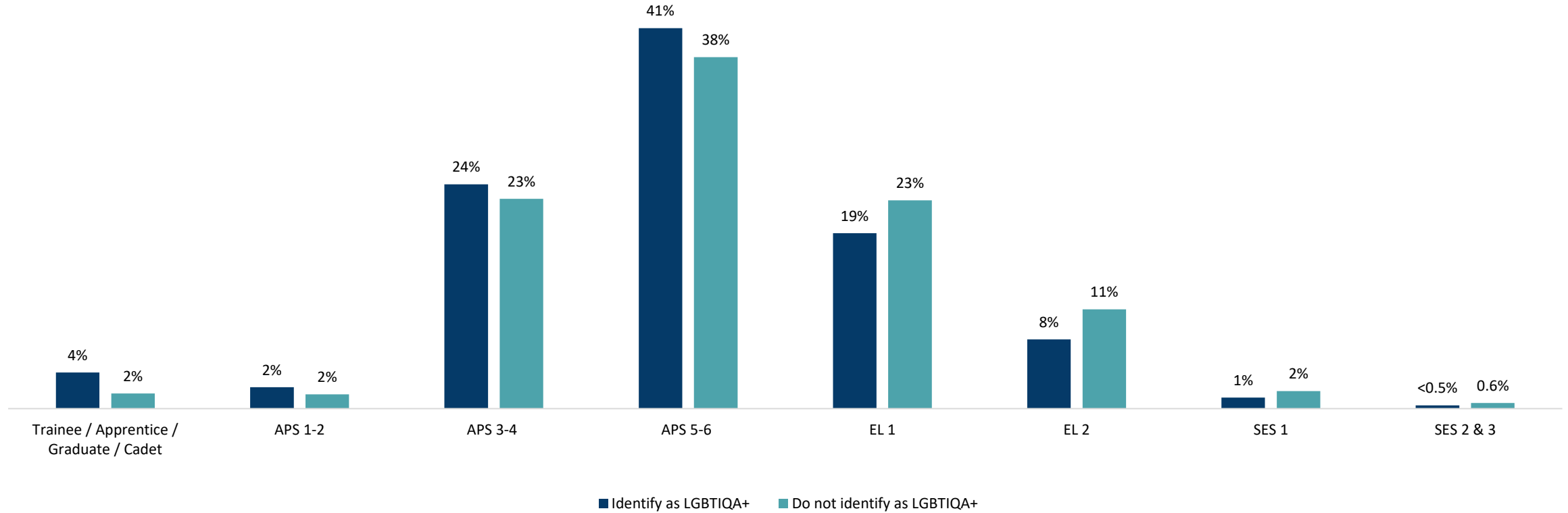
5% of respondents who identified as LGBTIQ+ also indicated they identified as an Australian Aboriginal and/or Torres Strait Islander person.



Neurodivergent

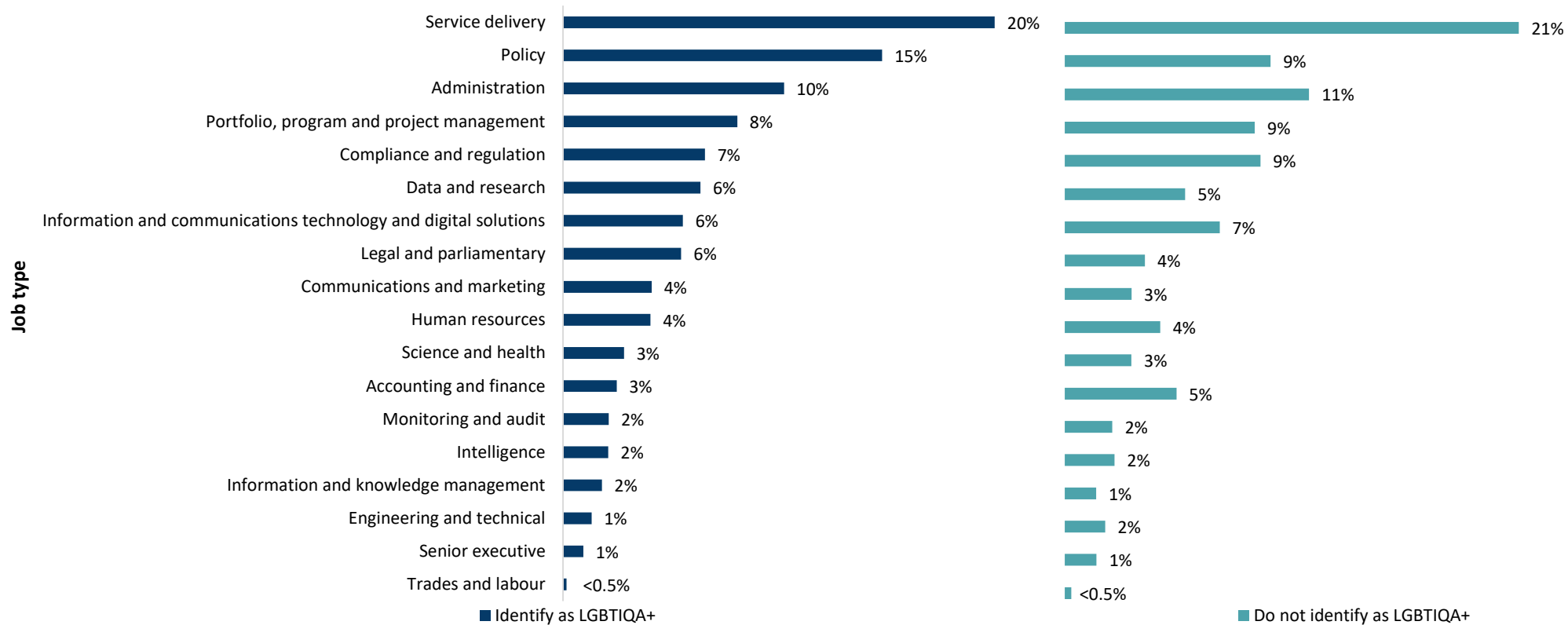
27% of respondents who identified as LGBTIQ+ also considered themselves to be neurodivergent.

Employees who identify as LGBTIQ+ are employed across all classification levels of the APS



Similar to those who did not identify, most respondents who identified as LGBTIQ+ were employed between the APS 3 and Executive Level 1 classification levels (84%).

Employees who identify as LGBTIQ+ were present in all job types across the APS

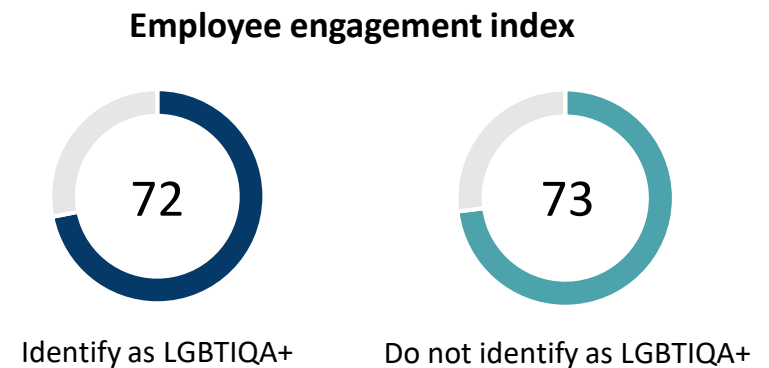


Overall, similar proportions of respondents who identified as LGBTIQ+ and those who did not performed each broad type of work. There was a slightly higher proportion of LGBTIQ+ respondents present in policy roles.

Employees who identify as LGBTIQ+ reported similar levels of engagement

Employee engagement is more than simply job satisfaction or commitment to an organisation. It is the extent to which employees are motivated, inspired and enabled to improve an organisation's outcomes. Employee engagement is a two-way relationship that exists between an employee and their organisation.

Respondents who identified as LGBTIQ+ had a slightly lower employee engagement index score than those who did not identify as LGBTIQ+.

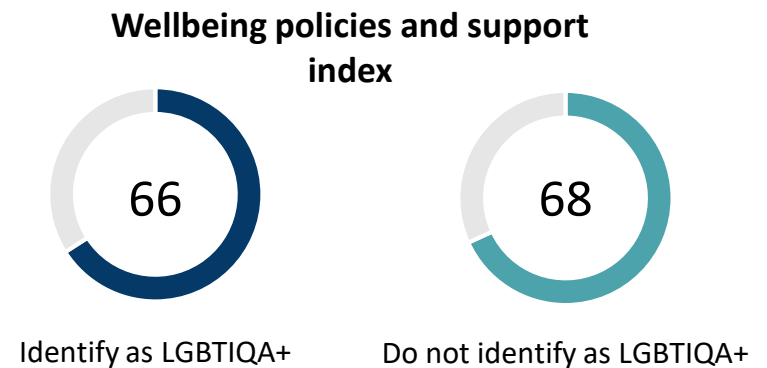


Employees who identify as LGBTIQ+ reported lower perceived support for their health and wellbeing

The APS Employee Census wellbeing policies and support index measures employees' awareness of the support offered by their agency in areas known to assist a healthy and sustainable working environment.

Higher scores indicate that respondents feel their health and wellbeing is supported.

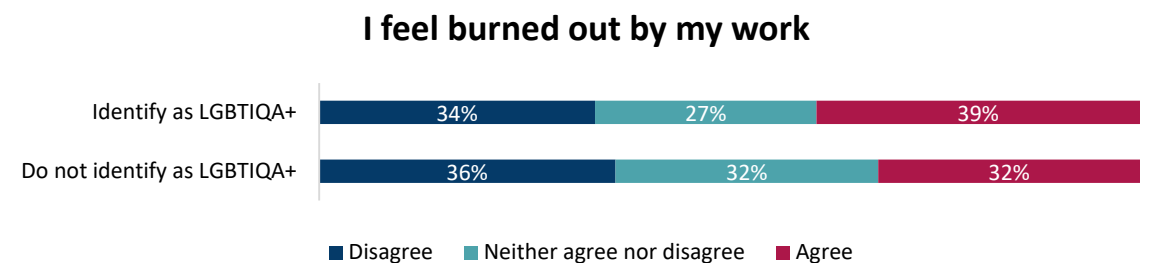
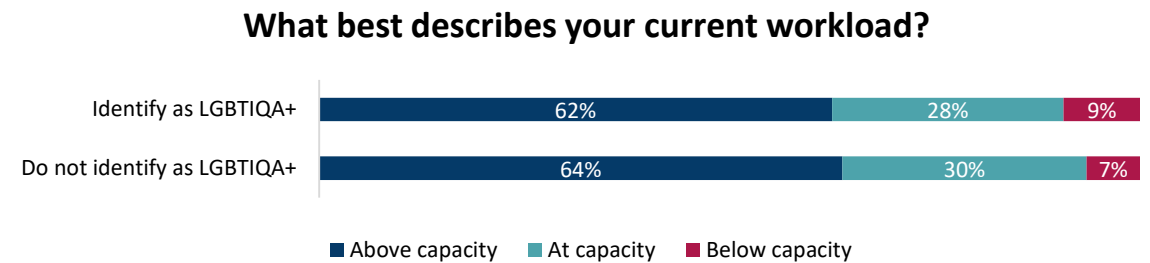
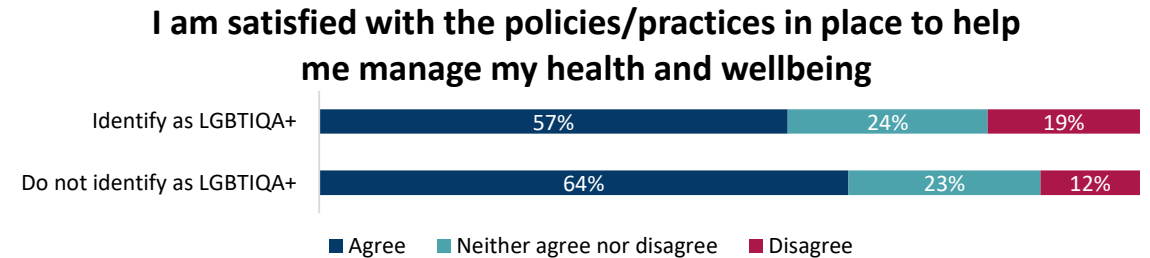
Respondents who identified as LGBTIQ+ reported lower perceived support for wellbeing than those who do not identify.



Employees who identify as LGBTIQ+ were less satisfied with health and wellbeing supports and had higher rates of burnout

Over half of LGBTIQ+ respondents (57%) were satisfied with policies/practices in place to help them manage their wellbeing.

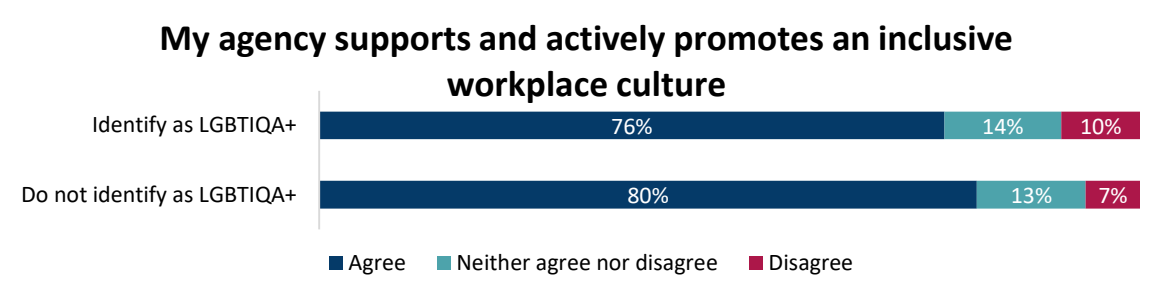
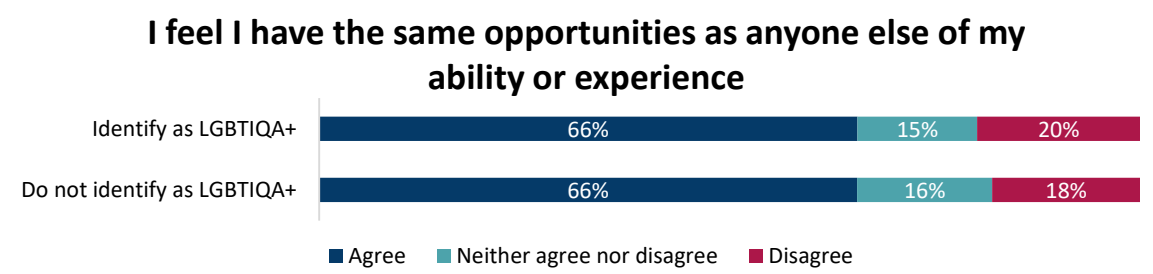
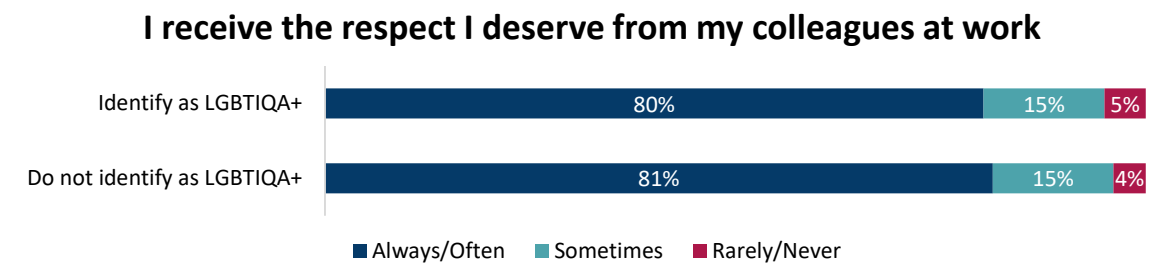
While LGBTIQ+ respondents and those who did not identify as LGBTIQ+ tended to view their workloads similarly, a larger proportion LGBTIQ+ respondents felt burned out by their work (39%).



The majority of employees who identify as LGBTIQ+ perceived similar respect and equal opportunity, but lower inclusion at work

When compared to those who did not, similar proportions of those who identified as LGBTIQ+ felt that they received the respect they deserved from colleagues (80%) and had the same opportunities as anyone else of their ability or experience (66%).

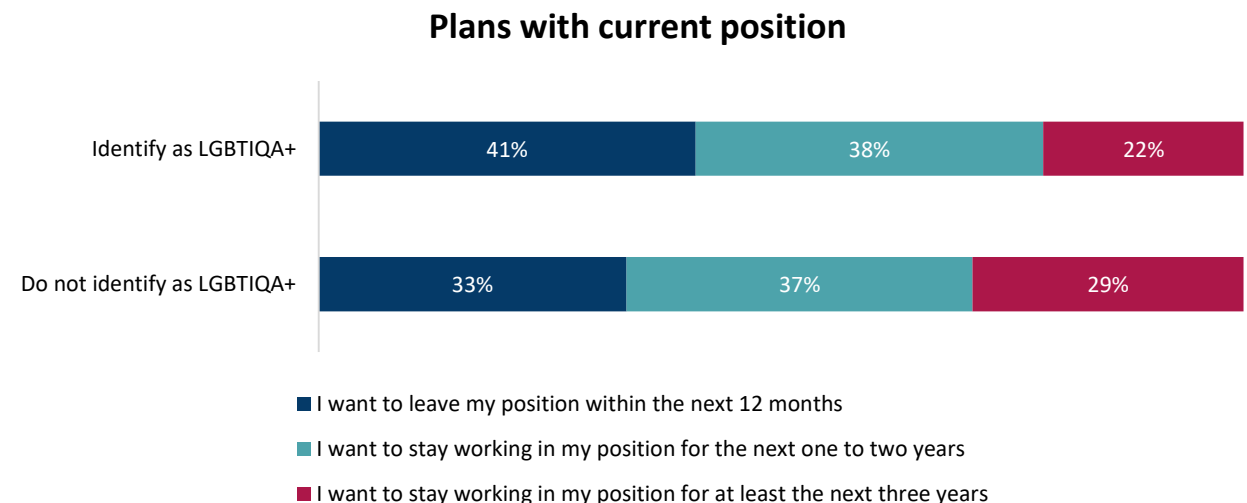
A smaller proportion of respondents who identified as LGBTIQ+, however, perceived their agency supported and promoted an inclusive workplace culture (76%).



Employees who identify as LGBTIQ+ more commonly wished to leave their current position within the next 12 months

A higher proportion of LGBTIQ+ respondents indicated they intend to leave their current role within the next 12 months (41%), as compared to respondents who did not identify as LGBTIQ+ (33%). LGBTIQ+ respondents intending to leave most commonly wished to pursue a promotion opportunity (17%).

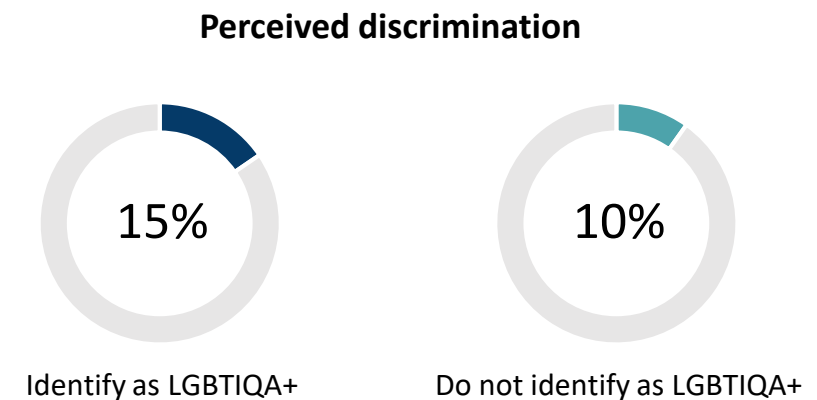
A smaller proportion of LGBTIQ+ respondents indicated they wished to stay in their current position for at least the next three years (22%).



A larger proportion of employees who identify as LGBTIQ+ perceived discrimination in the workplace

One in six respondents who identified as LGBTIQ+ (15%) perceived discrimination on the basis of their background or a personal characteristic in the past 12 months.

The most common types of perceived discrimination were on the bases of gender (32%), LGBTIQ+ status (32%) and disability (26%).

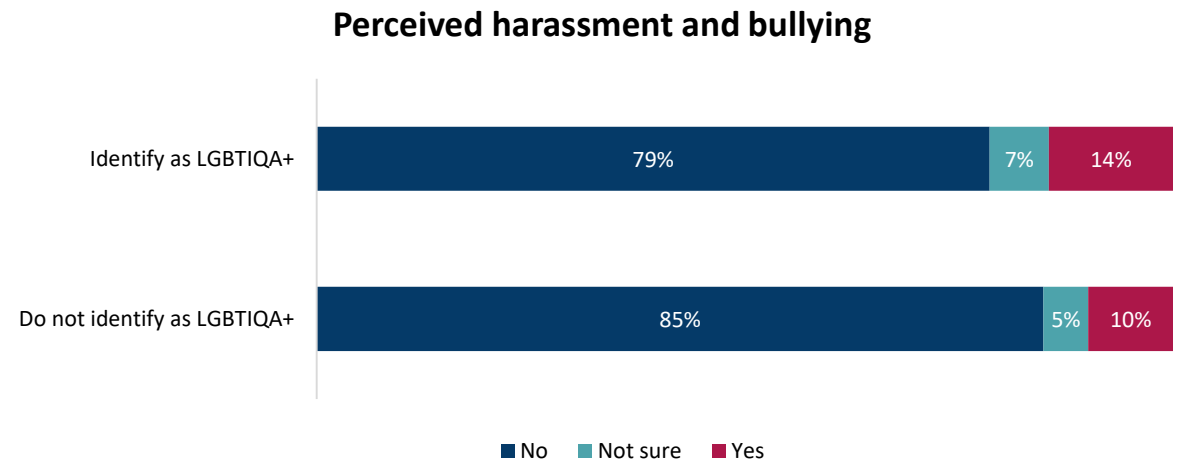


A larger proportion of employees who identify as LGBTIQ+ perceived harassment or bullying in the workplace

The APS Employee Census asked respondents if they had been subjected to harassment or bullying in their current workplace during the previous 12 months.

Perceptions of harassment and bullying were 4 percentage points higher for those who identified as LGBTIQ+ (14%) than those who did not (10%).

The most common types of harassment or bullying for LGBTIQ+ respondents was verbal abuse (46%), interference with work tasks (45%) and inappropriate and unfair application of work policies or rules (31%).



APS initiatives supporting a growing LGBTIQ+ community

In 2023, 8.7% of APS employees identified as LGBTIQ+. The proportion has more than doubled since data first became available through the annual APS Employee Census in 2017.

Celebrating days of significance to the LGBTIQ+ community, such as the International Day Against LGBTIQ+ Discrimination and Wear it Purple, is one important way agencies are building inclusive workplaces for LGBTIQ+ people.

Employee networks across and within agencies are working hard to ensure APS workplaces provide environments in which everyone can perform at their best. LGBTIQ+ allies also take action to support and advocate for the equal treatment of a community other than their own. When a person displays visible LGBTIQ+ symbols of inclusion, they are signalling that they are someone who understands and supports those who identify as part of the LGBTIQ+ community.

For further information please
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