



Out@Work Barometer: France

Country Specific Survey Research Findings

JUNE 2023

A square logo with a rainbow gradient background. The word 'PRIDE' is written in a bold, white, sans-serif font at the top. Below it, '@BCG' is written in a white, outlined, sans-serif font.

PRIDE
@BCG

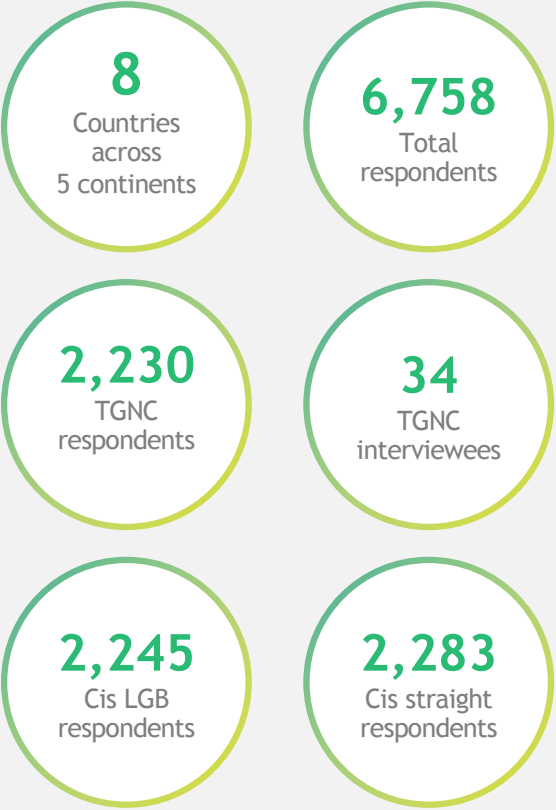
We are delighted to share our latest report published in Harvard Business Review ('HBR)

Link: [Click here](#)

Link: <https://hbr.org/2023/03/companies-are-failing-trans-employees#>



We surveyed 6.7k respondents in 8 countries for the report



Americas



Brazil



Mexico



USA

Europe



France



Germany



UK

Asia Pacific



Australia



India

Select key messages from HBR article

The lived experience of TGNC employees is very difficult

- Worryingly, more than 40% having experienced sexual harassment or misconduct in the workplace

Surprisingly, TGNC employees are least comfortable coming out to HR and benefits teams

- In 7 out of 8 countries, HR ranked last or second-to-last

Coming out is a challenge for TGNC employees

- Fewer than a third of TGNC employees are out at work

TGNC inclusion has a significant impact on talent strategies

- >50% dropped out of the recruiting process, declined a job offer, or left a company because they perceived a company as non-inclusive

TGNC employee impacts employee experience and performance

- Out TGNC employee feel more authentic (81%) and innovative (70%)

A concerted effort is needed from multiple stakeholders to fix the situation

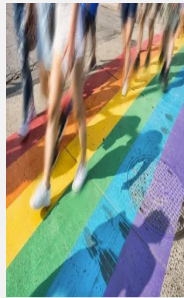
- The board and C-suite, HR staff and direct managers need to step up to make change

Source: <https://hbr.org/2023/03/companies-are-failing-trans-employees#>

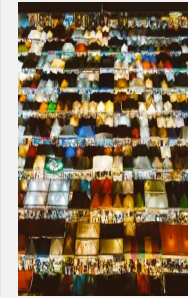
In addition, we have authored many more original thought leadership reports



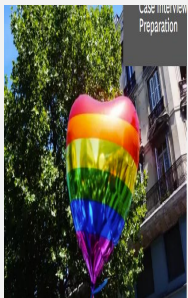
Why the First Year Matters For LGBTQ+ Employees



A New LGBTQ+ Workforce has Arrived (with the New York LGBT Center)



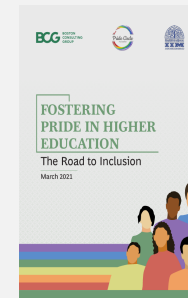
Diversity Dividends in Southeast Asia



Global Champions: Why Fast-growing Emerging Market Companies are Embracing LGBTQ+ inclusion
(in partnership with Open For Business)



Pride with Purpose: How Businesses Can Support The Global Movement For LGBTQ+ Human Rights (with GiveOut, Goldman Sachs, Latham & Watkins)



Fostering Pride in higher education (India) (with IIM-A and Pride Circle)

The team of LGBTQ+ DEI experts

Americas



Pierre Dupreelle
(he/him)
MD & Partner
USA



Michael Schachtner
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MD & Partner
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Principal
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Europe



Annika Zawadzki
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Ashley Dartnell
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Global DEI Sr. Director
UK



Elliot Vaughn
(he/him)
MD & Sr. Partner
UK



Pierre Dupreelle
(he/him)
MD & Partner
France



Kushal Khandhar
(he/him)
Global Pride Director
UK

Asia



Kushal Khandhar
(he/him)
Global Pride Director
India



France: Country deep dive

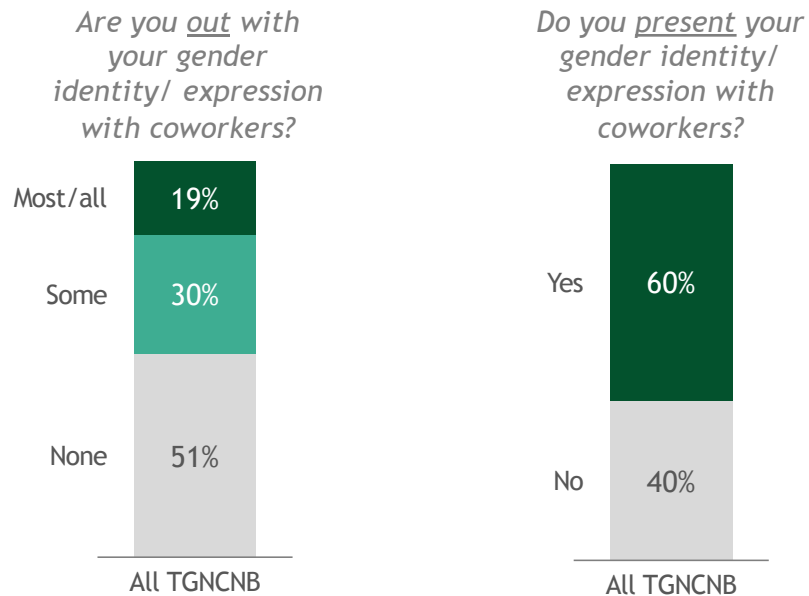


Outness & Presenting

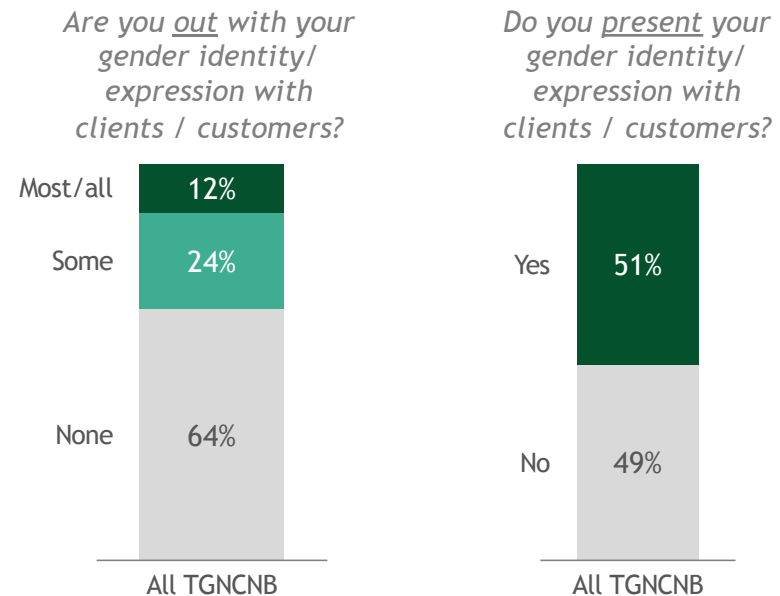
France data only

Being out | Only 19% of TGNCNB employees are fully out with their coworkers and almost 40 do not present their true gender expression to coworkers

Majority of TGNCNB employees are not out or to their coworkers, over 1/3 do not present...



...even less TGNCNB employees are out & present to customers / clients

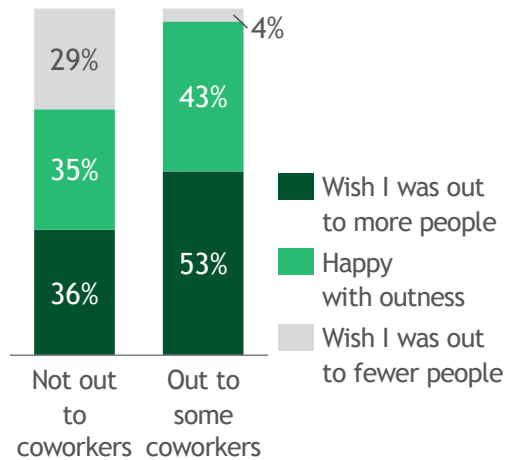


Question(s): Are you out with most / all of the following people?, N=269; Do you present your gender identity to the following people? N=269; Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

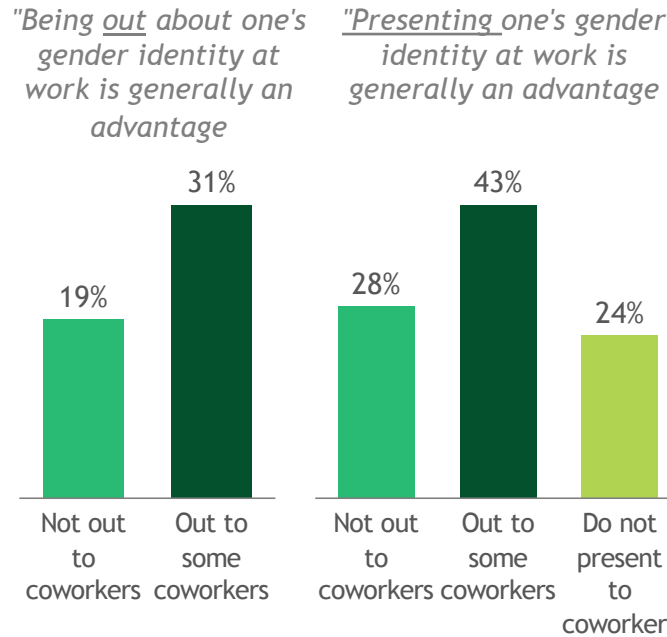
Being out | People who are not out have mixed opinions of whether they want to be more out; only few find it as an advantage & feel discouraged

People that are somewhat out are most inclined to want to be out to more people....

How do you feel about how out you are currently at work?



... few find it an advantage in reality...



... highlighting fears of having private lives exposed & impacting careers

What are the top 3 reasons that discourage you from being out with coworkers / clients, or customers?

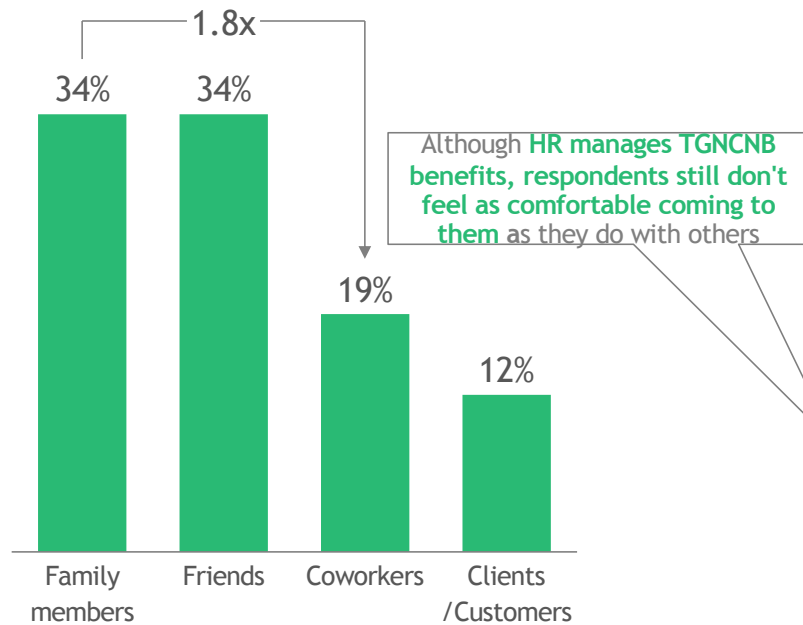
- #1 I keep my **private life separate from my professional life** (25% of respondents)
- #2 I worry about **negative impact on promotion / career progression** (19% of respondents)
- #3 I worry about **negative reactions from coworkers** (16% of respondents)

Question(s): How do you feel about how out you currently are at work?, N=219; In our own opinion, being out about one's gender identity in one's professional life is generally...?, N=219; What are the top 3 reason(s) that discourage you from being out about your gender identity with coworkers / clients, or customers? N=240
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

France data only

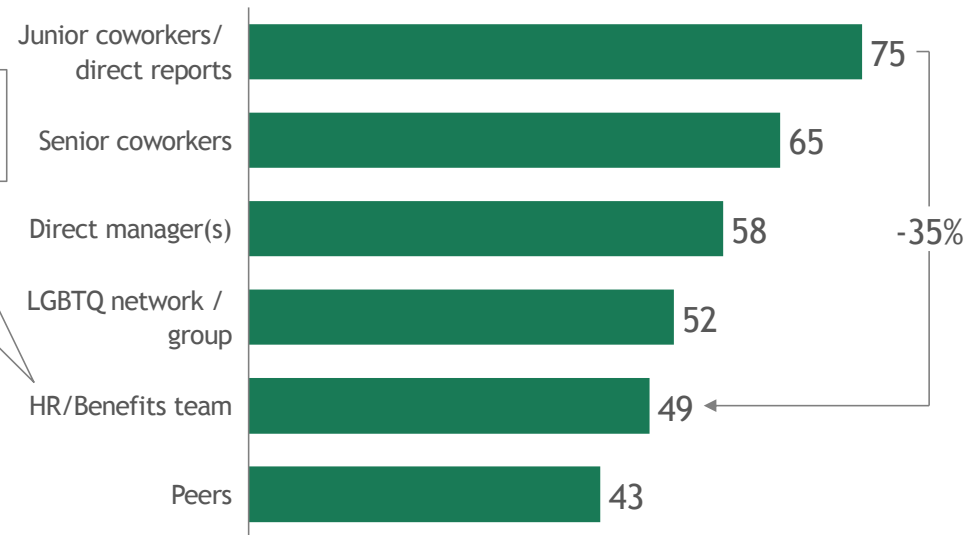
Being out | .. and employees are less likely to be out to HR / Benefits team than junior coworkers / direct reports

Respondents were 1.8x more likely to be out to most family than coworkers



And respondents are 35% less comfortable being out to HR than junior coworkers / direct reports

Rank the top 3 groups you feel most comfortable being out to

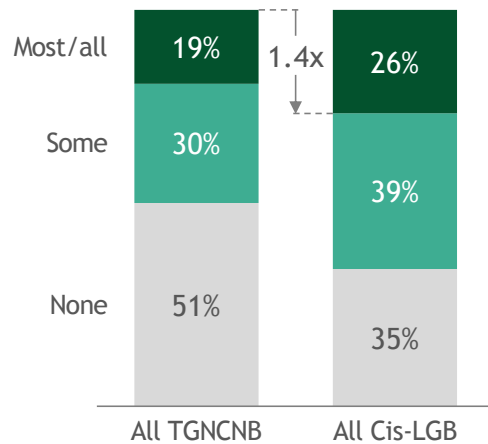


Question(s): Are you out with most / all of the following people?, N=269; Please rank up to 3 groups you generally feel most comfortable being out about your gender identity at work?, N=131
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

TGNCNB vs. Cis-LGB | In comparison to LGB employees, TGNCNB employees have a harder time coming out & are more likely to hide their identities

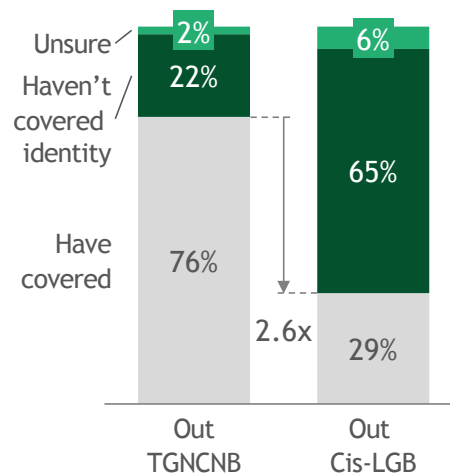
TGNCNB employees are 1.4x less likely to be out to most / all coworkers...

Are you out to your coworkers?



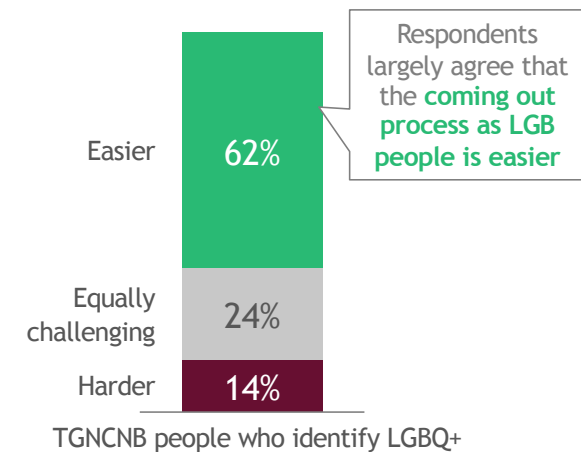
.. and are 2.6x more likely to cover their identity

Have you hidden your LGBTQ+ identity at work in the past 12 months?



TGNCNB respondents think coming out with gender identity is harder compared to sexual orientation

How would you describe the coming out process about your sexual orientation to coworkers in comparison to gender identity?



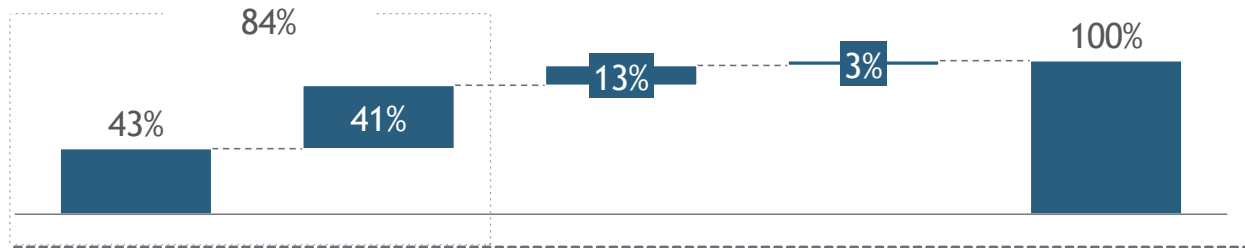
Question(s): Are you out about your identity to your coworkers?, N=269 (TGNCNB), N=260 (LGBQ+); Have you hidden your LGBTQ+ identity at work in the past 12 months? N=50 (TGNCNB), N=68 (LGBQ+); How would you describe the coming out process about your sexual orientation to coworkers in comparison to gender identity? N=238
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

France data only

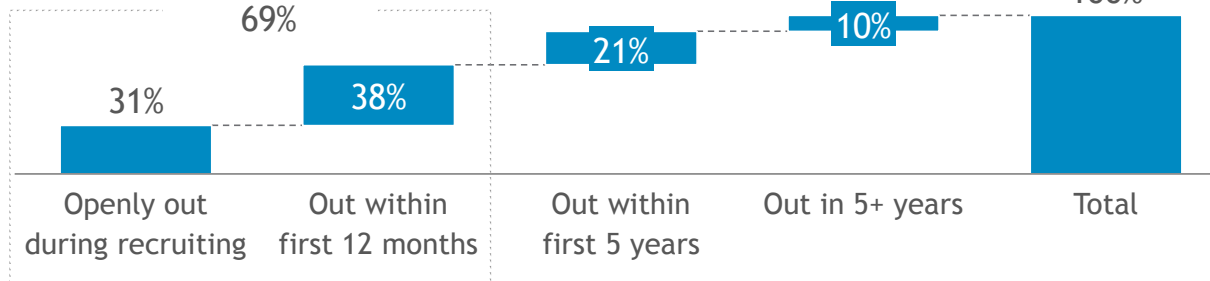
TGNCNB vs. Cis-LGB | Most out employees came out within the first 12 months across the TGNCNB and LGB populations

How long did it take you to come out at work?

Percentage of TGNCNB people who are out to coworkers (%)



Percentage of cis-LGB people who are out to coworkers (%)



It is crucial that employees come out in the first 12 months

Interestingly, TGNCNB employees are more likely than cis-LGB employees to come out within the first 12 months

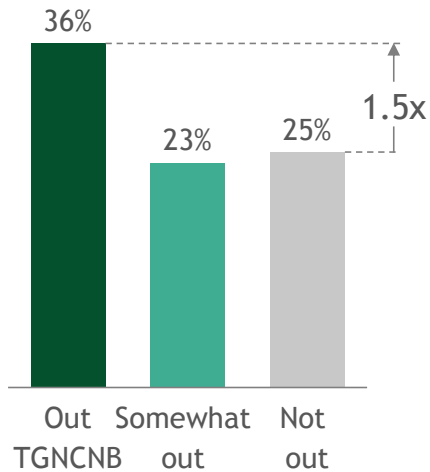
Question(s): From when you first joined your company, how long did it take you to come out about your gender identity? N=131 (TGNCNB), N=170 (LGB)
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

Benefits of being out | Being out drives engagement & creativity

Fully out TGNCNB employees...

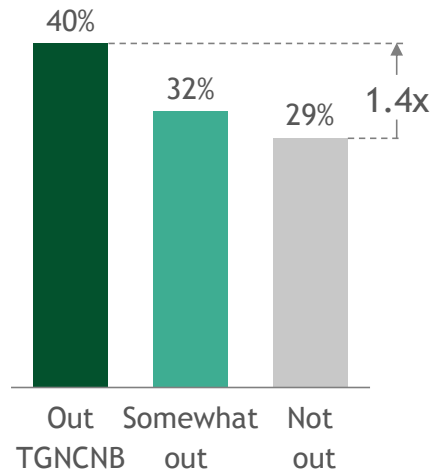
...feel nearly 1.5x more protected...

Strongly agree: "There are consequences for anyone who behaves in a disrespectful ways towards TGNCNB individuals"



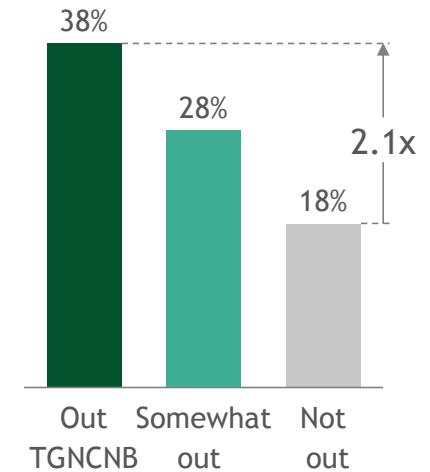
...feel nearly 1.5x more empowered...

Strongly agree: "My manager recognizes my full potential and lets me use my strengths"



...feel nearly over 2.0x more supported by coworkers

Strongly agree: "I feel supported by my coworkers in case I suffer discrimination"

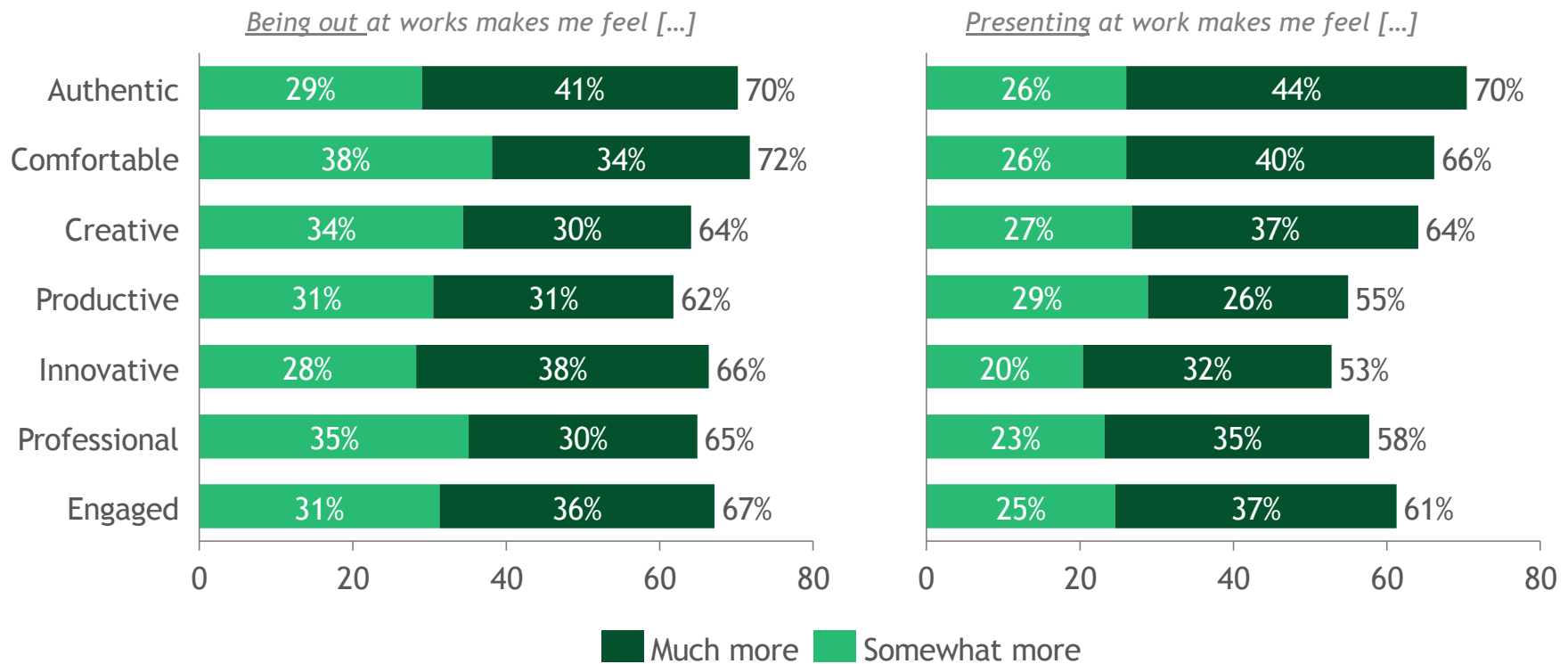


Question(s): Q2x22. How much do you agree or disagree with the following statements? "In my current job...", N=269
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

France data only

Benefits of being out | Those who are out & present see positive effects

>70% of coworkers report feeling more authentic & comfortable from being out & presenting at work



Question(s): Being out about my gender identity at work makes me feel...? N=131; Presenting my gender identity at work makes me feel...? N=142
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

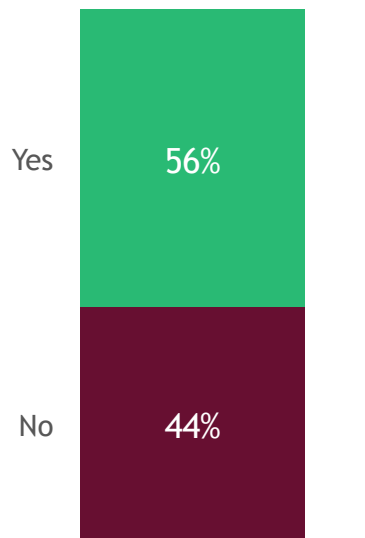


Recruiting

Recruiting | Over half of TGNCNB individuals cite inclusivity towards all gender identities as a major criteria for choosing a job

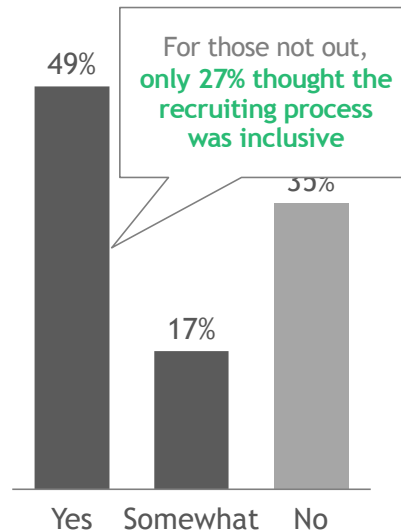
TGNCNB people find it crucial for employees to accept all gender identities

Is inclusivity towards all gender identities a major factor to you choosing a job?



... yet 51% of people thought their recruiting process wasn't entirely inclusive of all gender identities

Was your recruiting process inclusive of all gender identities?



... with many people feeling it was not inclusive due to lack of representation during the application process & benefits

What were the top 3 reason(s) the recruiting process didn't feel inclusive

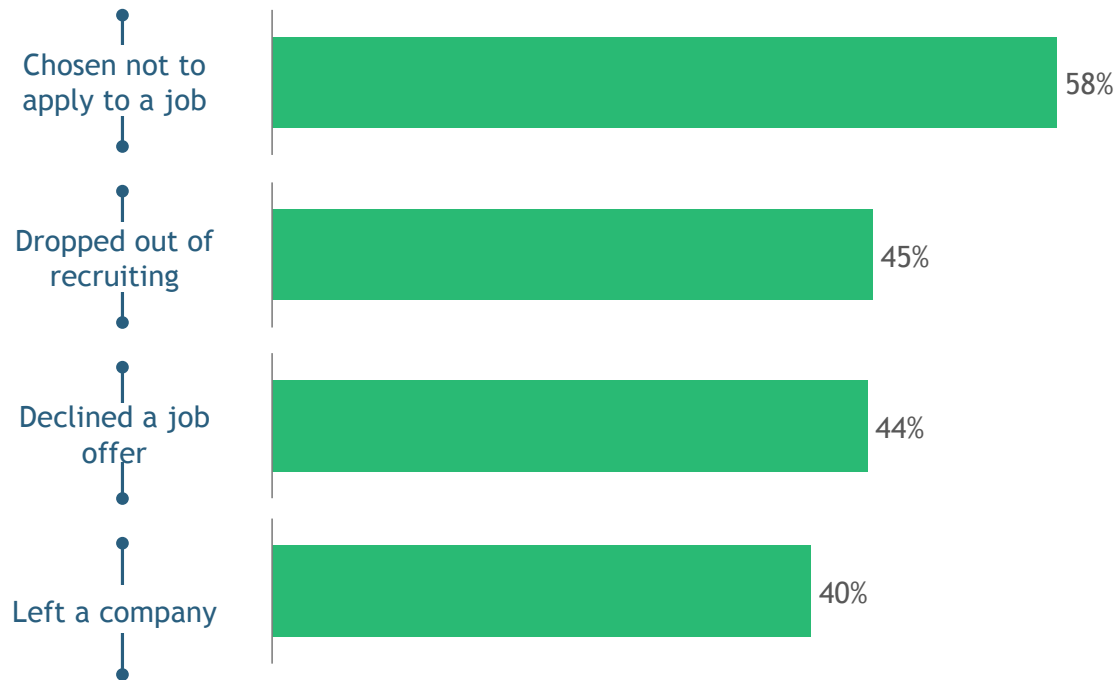
- #1 I only interacted with **cisgender / hetero employees** (19% of respondents)
- #2 The company **did not convey a commitment to TGNCNB employees** (17% of respondents)
- #3 There was **no application specific for LGBTQ+ employees** (16% of respondents)
- #4 There were **no TGNCNB inclusive policies** (16% of respondents)

Question(s): Is inclusivity towards all gender identities a major factor to you choosing a job? N=269; Was your recruiting process inclusive of all gender identities, N=269; What were the top 3 reasons) that made the recruiting / onboarding process at your current company feel not inclusive? N=138
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

France data only

Recruiting touchpoints | Throughout the recruiting & onboarding lifecycle, TGNCNB people have had to drop out due to a lack of inclusivity

Have you ever done any of the following due to a company's lack of TGNCNB culture or policies?



Non-inclusive culture can restrict over half of all TGNCNB talent from even applying to a job

Of those that choose to apply, ~40+% of people have cited dropping out, declining an offer, or leaving a company due to a lack of inclusive culture or policies

Question(s): Have you ever done any of the following due to a company's lack of TGNCNB culture or policies?, N=269;
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

Recruiting touchpoints | Most impactful way to improve TGNCNB recruiting is by focusing on 1,000 daily touchpoints to make sure candidates feel included

TGNCNB individuals who had a positive or somewhat positive recruiting process

- 1 I did not get the sense that people at the company were transphobic/ homophobic
- 2 The company made you feel like you were protected
- 3 My interactions with others felt inclusive of all gender identities
- 4 People asked me what they can do to help me feel comfortable

Of TGNCNB individuals that had a positive recruiting process, **the most cited was the importance of feeling protected & non-discriminated**

People also emphasized the importance of being asked how they **can feel more comfortable**

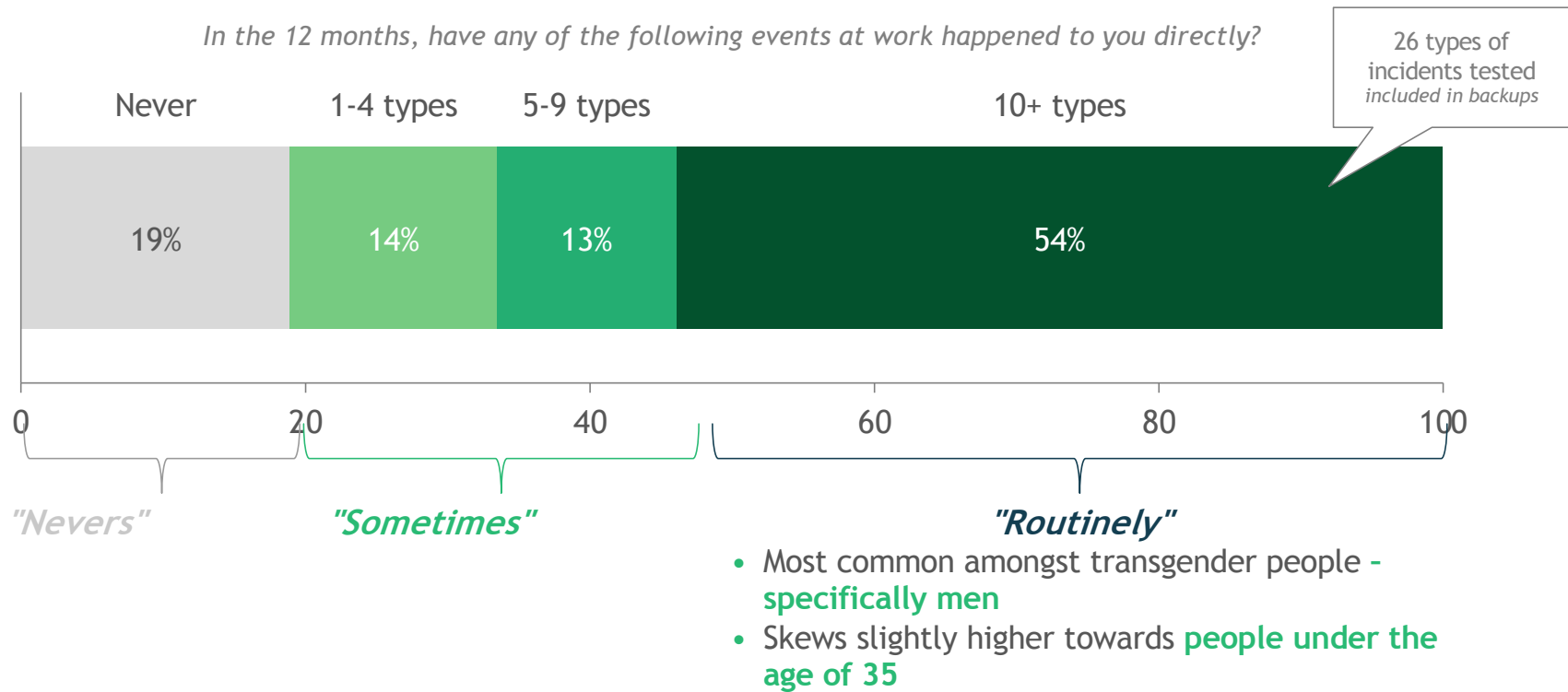
Question(s): What were the top 3 reasons that made the recruiting / onboarding process feel inclusive?, N=176
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis



Experiences on the job

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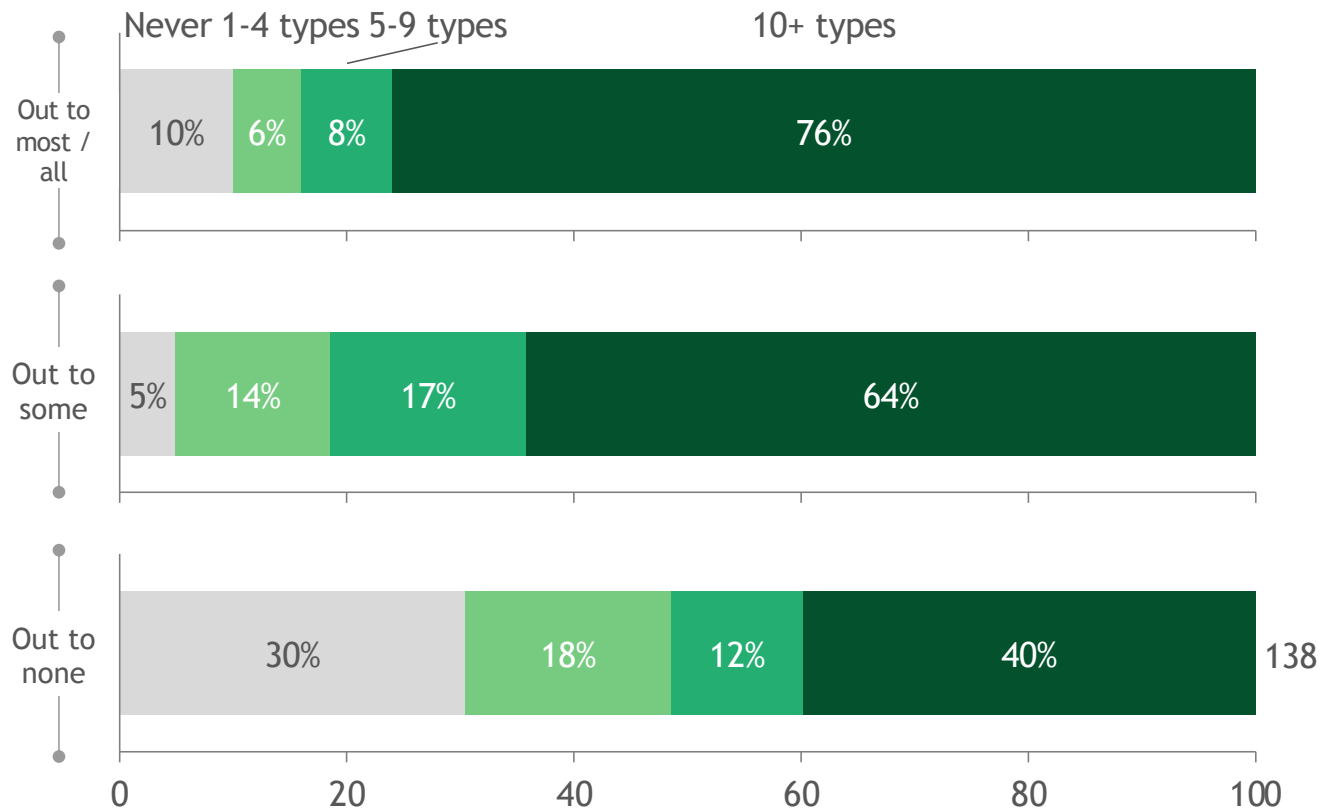
Touchpoints | 81% of TGNCNB employees have experienced negative behaviors at work in the past 12 months



Question(s): In the past 12 months, have any of the following events at work happened to you directly? N=269
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

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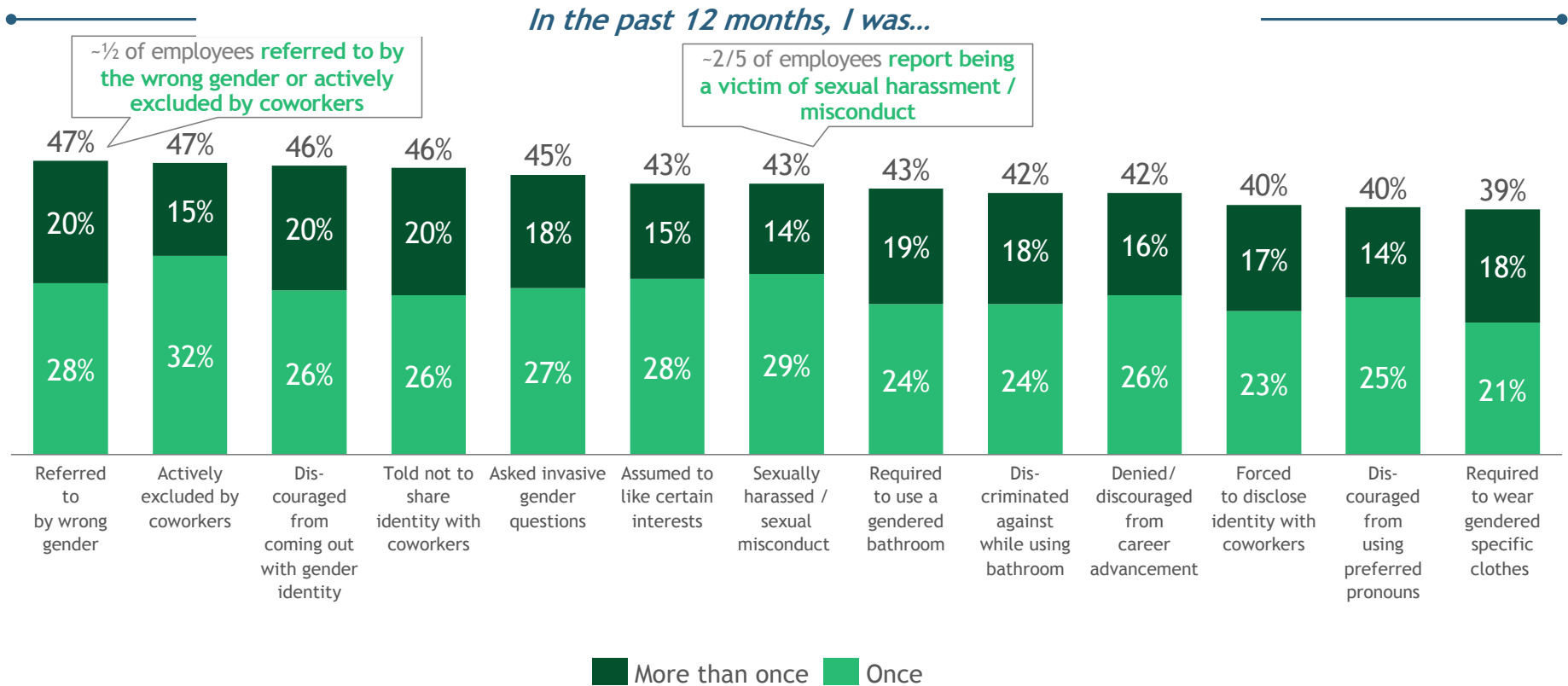
Touchpoints | Backup: TGNCNB individuals who are out to most / all coworkers are the most likely to experience 10+ negative behaviors



TGNCNB individuals who are partially out or mostly / fully out experienced significantly more aggressive behaviors than those who are not out

Question(s): In the past 12 months, have any of the following events at work happened to you directly? N=269
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

Touchpoints | Many TGNCNB employees reported directly experiencing discriminatory events, e.g., misgendering, being asked inappropriate questions

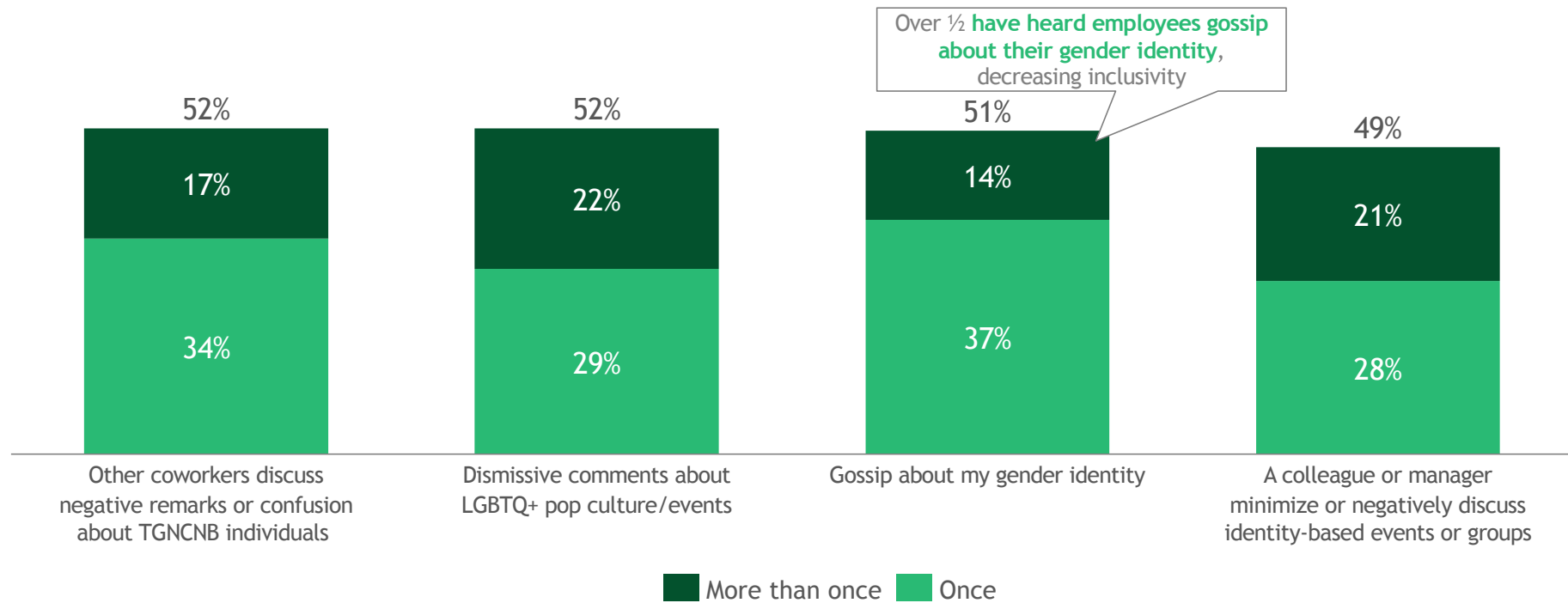


Question(s): In the past 12 months, have any of the following events at work happened to you directly? N=269
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

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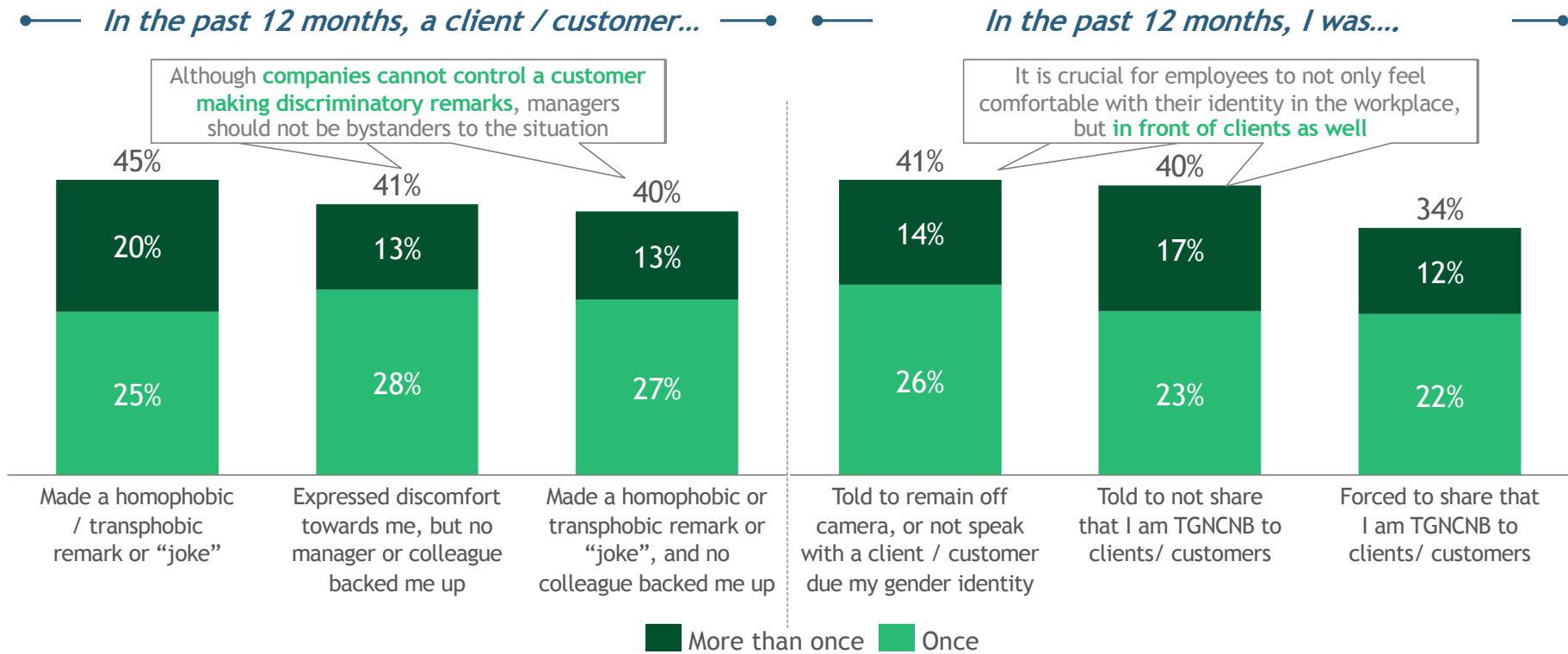
Touchpoints - Indirect | Additionally, employees hear / overhear discriminatory discussions while at work

In the past 12 months, I heard/overheard...



Question(s): In the past 12 months, have any of the following events at work happened to you directly N=269
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

Touchpoints - Clients/Customers | ..and have similarly negative experiences in dealing with clients / customers

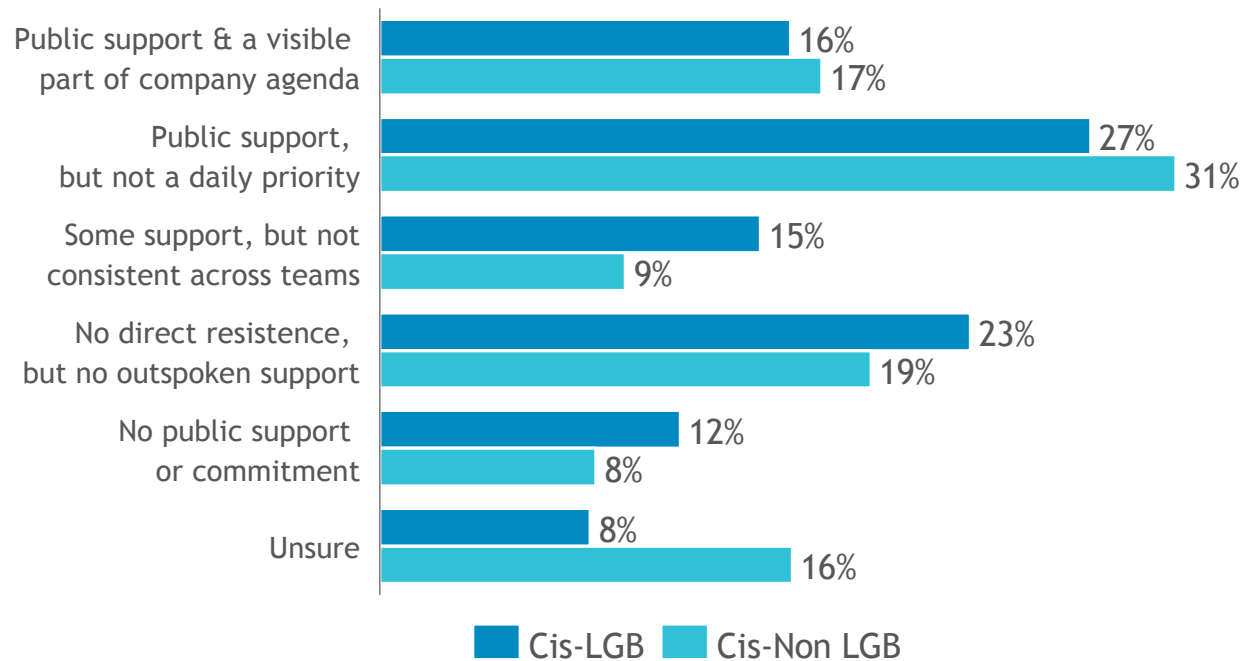


Question(s): In the past 12 months, have any of the following events at work happened to you directly? N=269
 Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

France data only

Allyship | Vs. non-LGBTQ+, cis-LGB community is generally more skeptical that there is public support & a visible agenda for TGNCNB inclusion

Do you think your company is committed to TGNCNB inclusion?



Cisgender queer employees are slightly more skeptical about active TGNCNB corporate inclusion compared to their heterosexual counterparts

Question(s): In your view, is your current company committed to supporting TGNCNB inclusion? (Cis LGB: N=260, Cis non-LGB: N=265)

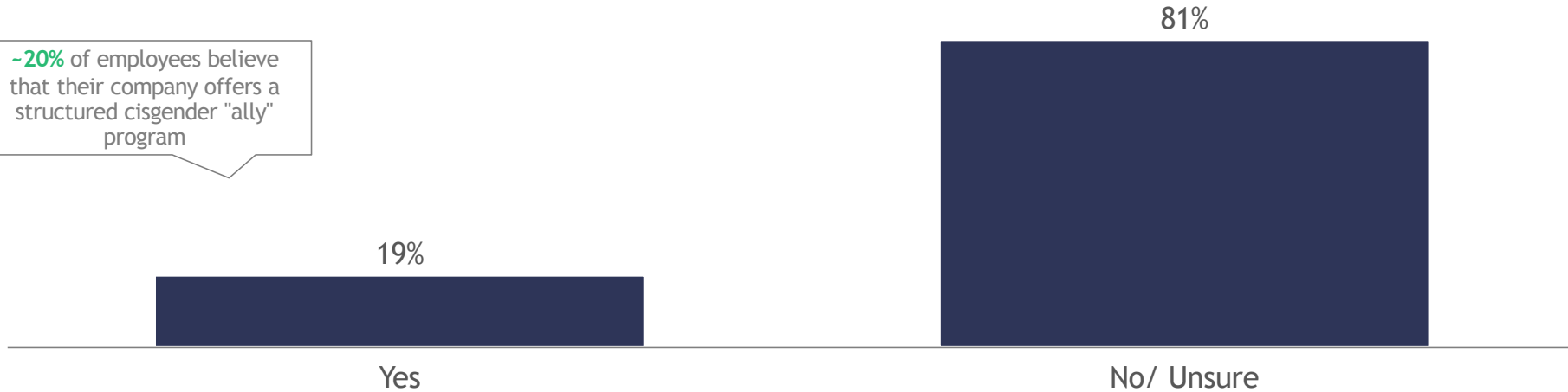
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Allyship | ~90% of cis respondents believe company does not have an "ally" group / are unsure

All cisgender employees (regardless of sexual orientation)

Does your company offer a structured "ally" program for cisgender employees who want to support TGNCNB employees?

~20% of employees believe that their company offers a structured cisgender "ally" program



Question(s): Does your company offer a structured "ally" program for cisgender employees who want to support LGBT+ people, including Transgender, Gender Non-conforming, Non-binary (TGNCNB) employees? (Cis LGB: N=260, Cis non-LGB: N=265) "Yes, there is one and I am a member"
Source: BCG Global TGNCNB Study - France; (August 2022); BCG Analysis

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