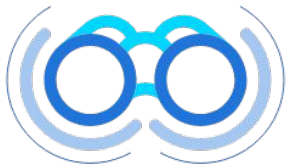


LGBTQI+ inclusion
in the workplace.



workmonitor pulse survey q2 2024

randstad workmonitor quarterly pulses provide insights into talent's expectations from employers in relation to current issues impacting the workplace.



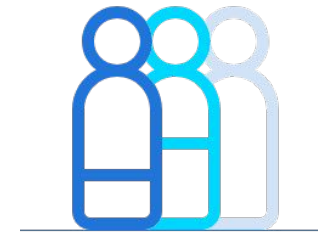
conducted quarterly, supplementing the annual Workmonitor flagship research



launched in Q4 2022, it first looked at the **cost of living and wage inflation**



the 2023 editions focused on **AI, skilling, flexibility for non-office workers**



the focus for Q2 2024 is on **LGBTQI+ inclusion in the workplace**



more than 7,500 workers* surveyed in 5-7 key markets every quarter

(*) workers can be from any company in the markets surveyed, not Randstad employees.

q2 2024 workmonitor pulse survey: about the survey.

The survey was conducted online in May 2024 with 2,300 LGBTQI+ workers aged 18-67 in:

- the US
- the UK
- France
- Germany
- the Netherlands
- Japan
- Australia

younger workers are driving the change

While there has been progress on inclusion, the expectations of younger LGBTQI+ workers have grown over time – and today's young leaders-in-waiting are pushing the boundaries of what progress should look like.

38%

Millennials who feel their gender identity has impacted on their pay or career progression, compared to 22% of Baby Boomers.

40%

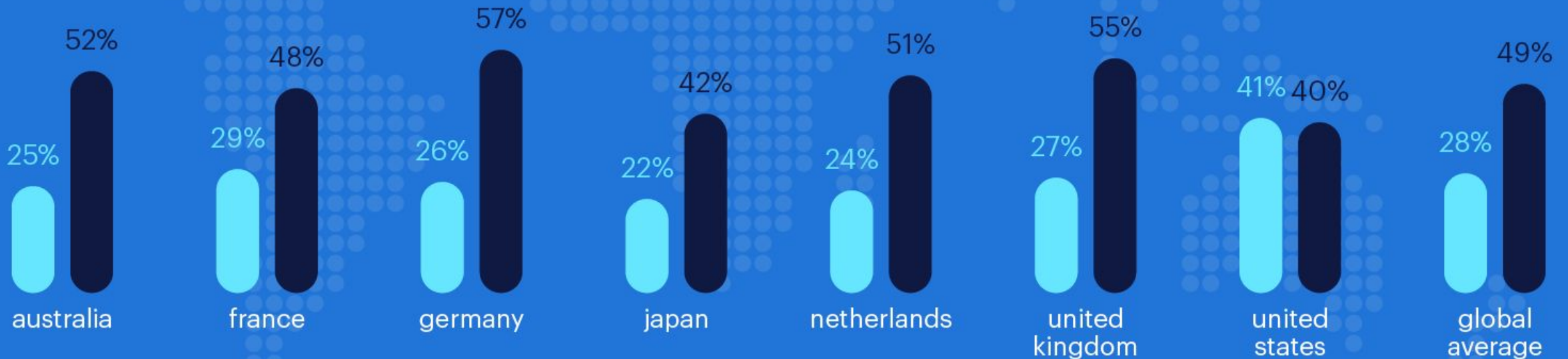
Gen Z who are likely to work remotely if they find their workplace environment non-inclusive, compared to 24% of Baby Boomers.

LGBTQI+ discrimination at work over the last 5 years.

agree

disagree

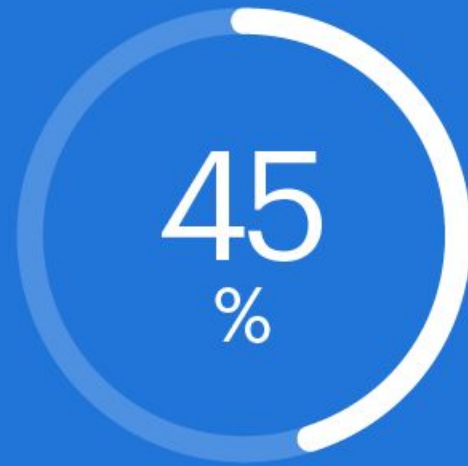
“the discrimination I face at work has got worse in the past five years”





LGBTQI+ career progression across generations.

“I worry about career progression
due to discrimination”



gen z



millennial



gen x

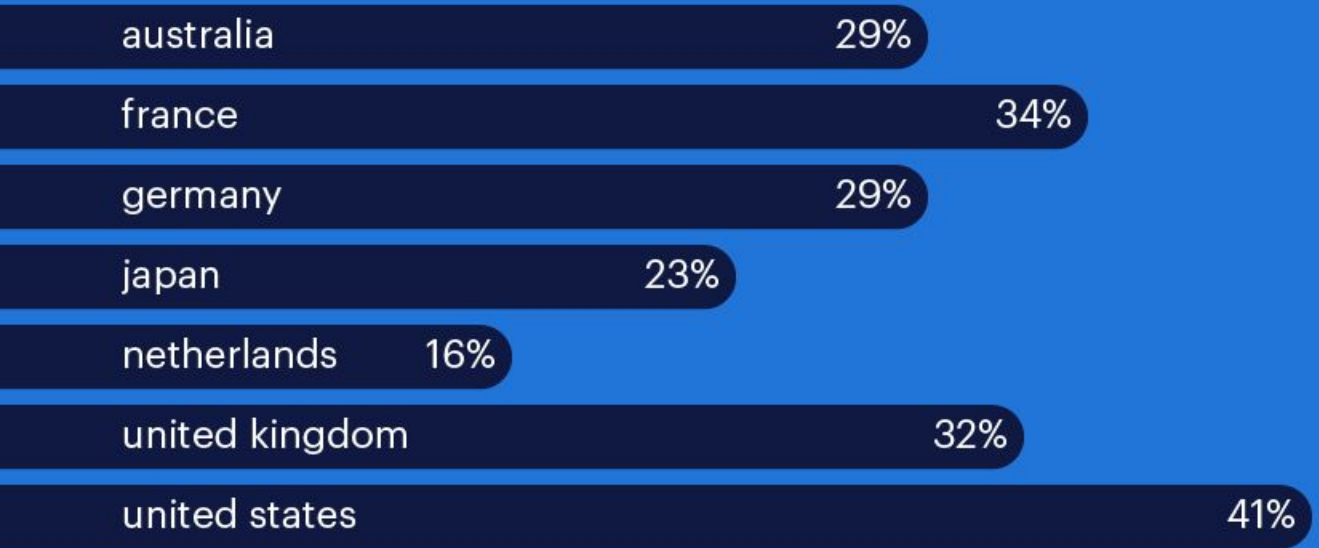


baby boomer



LGBTQI+ at work: career progression around the world.

nearly 1 in 3 LGBTQI+ workers around the world have quit a job because they felt uncomfortable in the workplace due to their sexuality or gender identity



global average



partner
for talent.

