

Female LGBT+ employees perceive glass ceiling in financial sector

A survey conducted by the **Department of Cultural Studies** finds 65% of lesbian and bisexual female respondents perceived a glass ceiling in financial services in Hong Kong. The research team noted an urgent need for employers to build inclusive workplaces for LGBT+ (lesbian, gay, bisexual, transgender and related communities) employees.

The project, **“Building Inclusive Workplaces for Lesbians and Bisexual Women in Hong Kong’s Financial Services Industry”** is the first of its kind study conducted in Asia. The survey examined the specific challenges and barriers faced by lesbians and bisexual women in the financial and banking industry in Hong Kong.

Assistant Professor **Denise Tse Shang TANG** who led the project said that although most respondents had never been involved in grievance or disciplinary measures against their sexual orientation, only 37% of them came out at work, and 65% perceived an invisible barrier preventing LGBT+ from attaining executive positions.



“Hong Kong’s financial and banking industry, the so-called international financial hub, may not be immune from the discrimination against LGBT+ employees, whose high levels of stress and anxiety, and fear of being judged as both a woman and a lesbian as reflected in our survey, should be addressed” said Prof Tang. Employers need to ensure that all levels of their companies observe diversity and inclusion initiatives, and to set up comprehensive diversity ally training programmes.