

## **90% of employees expressed a sense of security in revealing their authentic identities: foundit Triumph Survey Results**

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*78% of the participants revealed that their organisations are embracing diversity in their hiring practices.*

**foundit** (formerly **Monster APAC & ME**), India's leading talent platform, today published findings from the Triumph survey aimed at understanding the transformative shifts in workplace inclusivity for Indian employees over the financial year 2022-2023.

The Triumph job fair, on its third leg this year, is a diversity and inclusion initiative launched by foundit that saw 145k+ registrations, 66K+ job applications, 509 job postings, and heard over 6k conversations around ways to foster an inclusive and brilliant future for all. Through Triumph, foundit leveraged numerous online and offline strategies to reach the widest audience. The Triumph survey results are basis insightful data received from respondents across various experience levels and industries. The data revealed that 90% of employees expressed a sense of security in revealing their authentic identities and coming out as Queer, as opposed to the stark scenario in 2022, where only 31% of the respondents were comfortable revealing their gender identity and sexual orientation at the workplace.

Commenting on the findings of the survey, **Sekhar Garisa, CEO, foundit (formerly Monster APAC & ME)** said, *"There has been a great surge in the number of organisations that have embraced diversity in the recent year. Our poll reveals the unwavering commitment and dedication demonstrated by organisations in 2023, indicating a positive shift towards a more diverse and inclusive corporate landscape in India. At foundit, we are proud to be part of this movement. Through initiatives like Triumph, we are connecting professionals with forward-thinking, inclusive firms that are ready to recruit, train, and retain employees irrespective of their backgrounds. We are committed to our mission to promote inclusive workplaces and help job seekers find their ideal career fit."*

As per the survey, 78% of the participants revealed that their organisations were actively

embracing diversity in their recruitment process. This has been a significant increase from 2022, when only around a quarter of 26% of respondents mentioned that their organisation had job openings available for the under-represented group. People from the Queer community particularly feel uncomfortable being out in the workplace as they are more prone to non-inclusive behaviours such as micro-aggressions and harassment. And when they feel that their employers aren't doing enough to support LGBTQ+ inclusion, many are prepared to look elsewhere for organisations that do.

### **82% of the respondents claimed to be provided D&I training and workshops at their workplaces**

The survey revealed that over 82% of the participants were exposed to D&I initiatives at workplaces, while over 36% of respondents stated that their organisation does not have a formal diversity and inclusion policy or program in place. Diversity and Inclusion initiatives are not just a matter of compliance; they are a strategic advantage that can drive growth, innovation, and create a positive social impact for organisations. Back in 2022, slightly over half (51%) of the organisations represented by respondents were engaged in providing D&I training and workshops for their employees. While the percentage has definitely grown, it's necessary to open the doors to a broader talent pool, which could ultimately benefit the business as well.

### **42% of respondents advocate sensitising workshops for inclusive workplaces**

The survey also gathered insights in terms of the ways to create an inclusive workplace. 42% of the respondents feel that corporates should conduct sensitising workshops, which would make employees comfortable with sharing a professional relationship with everyone regardless of their backgrounds. An equal 25% of respondents believe that there should be a diverse representation of employees from Queer communities, and the other 25% feel that employee mentorship programs are necessary for careers development, work performance, and other aspects of professional life. The remaining 8% are for the idea of creating an inclusive community space, where employees can share their thoughts and ideas out loud without the fear of being treated differently.

While the survey results do show that most employees are comfortable working in an inclusive environment, only 1 in 4 respondents stated they have LGBTQIA+ or PwD employees in their workforce. While women's workforce participation fluctuated from 8% to 23% at the same time.

## **Methodology**

The survey methodology involved gathering insights from Indian employees regarding transformative shifts in workplace inclusivity during the financial year 2022-2023 through polls.

## **About foundit - APAC & Middle East**

*foundit, formerly Monster (APAC & ME), is a leading talent platform offering comprehensive employment solutions to recruiters and job seekers across APAC & ME. Since its inception, the company has been assisting over 75 million registered users in finding jobs, upskilling, and connecting with the right opportunities across 18 countries. Over the last two decades, the company has been a catalyst in the world of recruitment solutions with advanced technology, seeking to efficiently bridge the talent gap across industry verticals, experience levels, and geographies. Today, foundit is committed to enabling and connecting the right talent with the right opportunities by harnessing the power of deep tech to sharpen hyper-personalised job searches and precision hiring.*

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