

Responsiveness on Equal Work Opportunity in Philippines

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Abstract - This work showed the study of the responsiveness of equal opportunity provisions for lesbian, gay, bisexual, and transgender in an information technology logistics company, Cebu, Philippines. The study employed the descriptive-correlational design using a researcher made questionnaire. The respondents were the 91 diverse employees from the various departments. The gathered data were treated using a weighted mean and Chi-square test of independence. The study revealed that the company moderately responded to the equal opportunity provisions for LGBT. It is concluded that makes an inclusive environment will draw better candidates for open positions and hold top talent longer.

Keywords: Work Opportunity, Equal Opportunity, Responsiveness

I. INTRODUCTION

The modern workforce is progressively various regarding individual qualities, for example, race, ethnicity, sex, political starting point, religion, sex personality, and original introduction. Diversity in the work environment prompted lower costs as well as higher incomes, enhanced the primary concern. As anyone would have expected, managers have thought about the financial advantages of including lesbian, gay, bisexual, and transgender (LGBT) - supportive policies, including sexual orientation and gender identity non-discrimination policies residential accomplice benefits approaches (Badgett *et al.*, 2013).

Sexuality these days is an issue conveyed by various elucidations to it. Individuals started to consider why such sexual orientation needs to be of the inverse. A male individual acts and dresses like a female, and some even thou to the extent of sex organ transplantation. On the opposite side, a female individual acts and dresses like a male, and some goes similarly to sex organ transplantation and taking male hormones. Even though issues are being said firmly exist and noticeable to this time, there are as yet normal developing males and females that overpopulate the abnormal populace.

In the Philippines, the representing law among employers and employees is known as the Labor Code of the Philippines, generally called Presidential Decree 442. Its principal procedure is the protection of workers. However, LGBT people in the Philippines encounter responsible practices that impact their work status — seen that there are no estimations to show the level of business-related Sexual Orientation and Gender Identity (SOGI) discrimination in the Philippines. In that capacity, SOGI discrimination is a

category of work environment discrimination that has not moved toward becoming a piece of standard arrangement discoursed (Ocampo, 2011).

In Cebu, Philippines, the researchers observed that most LGBT individuals kept on facing challenges. Cases incorporate absence of employment opportunities (Sears & Mallory, 2011), and preference while getting to therapeutic services (Winter, 2012), housing (Grant *et al.*, 2011) and education (Burns, 2011). In different occasions, remedial assaults are submitted against lesbians (Brown, 2012), while the murdering of individuals from the LGBT community proceeds in various nations regardless of expanding calls for uniformity and opportunity from all types of discrimination and mistreatment. LGBT people encounter lost economic opportunities because of discrimination in employment.

The researchers wanted to confer the opportunity for the LGBT workforce to work with less discrimination and expanded transparency. The researchers trust that through the compatibility of this research, it will support the presence of numerous positive connections between LGBT-supportive policies or working environment atmospheres and results that will benefit both LGBT employees and the organization itself.

The Philippines has earned its positioning as one of a couple of gay-accommodating nations on the planet. Of the 39 nations secured by a global overview, just 17 nations had more significant parts that acknowledged homosexuality, with the Philippines positioning at number 10 among the 17. Notwithstanding its religiosity, the Philippines is one of the nations on the planet where the level of open “acceptance” of gay people is high, as per the results of the study. A review led by the US-based Pew Research Center demonstrated that 73% of grown-up Filipinos concurred with the announcement that homosexuality ought to be acknowledged by society (Tubeza, 2013).

As a member of the UN, the Philippines is a signatory to different worldwide covenants advancing human rights. Along these lines, and as expressed in the 1987 Philippine Constitution (Article 2 Section 11, and Article 3 Section 1), the Philippines has submitted itself to maintaining the dignity, equality and human rights of all people. Different laws mention sexual orientation (i.e., Magna Carta of Women, Magna Carta for Public Social Workers) or address same-sex relations (i.e., the Anti-Rape Law of 1997 that

spreads same-sex relations in characterizing rape). Article 46 of the Family Code became effective in 1987 notices homosexuality/lesbianism as a ground for revoking social associations, nearby liquor addiction, and drug addiction.

The absence of a comprehensive anti-discrimination law in the Philippines is apparent regardless of whether antidiscrimination bills (ADB) have been archived in both the Lower and Upper Houses of Congress since the 1990s. Up until this point, there are no desires to pass national unfriendly to division laws that lone attempt to guarantee LGBT people. Alternatively, maybe, the security of LGBT people from discrimination is consolidated into proposed laws against discrimination in perspective of race, ethnicity, and religion. Government authorities are known to discourage these proposed laws in perspective of their thought of LGBT people. Thus, the bill reserved the prohibition on any discrimination against LGBTs such as a denial of access to services, employment due to LGBT membership. It also prohibits refusing an application for a professional license or other documents due to sexual orientation. LGBTs cannot even be prevented from entering the establishment, and they cannot be forced to undergo medical or psychological examination because of their sexual orientation. It is also prohibited under the bill to harass LGBT authorities, nor should they be humiliated by anyone or even under profiling. The above bill has already passed the final reading of the equality and the rights of LGBTs.

LGBT-supportive policies can make a working environment atmosphere where employees feel sufficiently great to reveal their sexual orientation and sex personality. Several studies have discovered that LGBT individuals will probably unveil their sexual orientation when their employer has an LGBT-inclusive non-discrimination policy or a domestic partner benefits policy. One of these examinations likewise found that having a partner who was secured by an LGBT non-discrimination policy improved the probability of a worker himself or herself being out in the working environment (Rostosky & Riggle, 2002).

Consequently, the present course of action of studies and approaches displays that LGBT-supportive policies and workplace climates are associated with more outstanding occupation obligation, improved workplace associations, extended business satisfaction, and upgraded prosperity comes about among LGBT employees. Besides, LGBT-supportive policies and workplace climates are furthermore associated with less mistreatment LGBT employees and more responsiveness about being LGBT. Less discrimination yet rather more responsiveness, along these lines, are also associated with more noteworthy occupation responsibility, enhanced working environment connections, expanded occupation fulfillment, enhanced well-being results, and expanded efficiency among LGBT employees.

Privately owned businesses and associations express their organization right in contracting and perceiving who can

and cannot enter their premises which a portion of the time abuse LGBTs. Organizing an Anti-Discrimination Law will attest and actualize the proportional utilization of existing laws that protected the personal privileges of the people who stand up to human rights encroachment in perspective of their SOGI and will address the exception by which they are discriminated. LGBT privileges are the exclusive rights advantage or immunity granted or available only to a particular person or a group of people such as cross-dressing, gender expression, anti-discrimination laws in employment, housing, education, public accommodations, etc., anti-bullying legislation to protect LGBT children in school, "bathroom bills" affecting access to sex-segregated facilities by transgender people, access to assisted reproductive technology and the likes (Jordans, 2011).

The apparent reasonableness of worker rewards (or the scarcity in that department) is frequently at the foundation of why representatives leave associations. The possibility of decency additionally decides whether a representative will attempt to achieve authoritative objectives or even the targets of his or her job. For these reasons, it is vital for organizations to ensure that their employee rewards are rooted in principles of fairness.

Company policies and procedures set up the guidelines of conduct inside an organization, sketching out the duties of both workers and employers (Atmstrong & Taylor, 2014; Chun et al., 2013). Contingent upon the requirements of the organization, various policies, and systems set up rules concerning employee conduct, attendance, dress code, privacy and other areas related to the terms and conditions of employment (Swanson, 2008; Cardon & Stevens, 2004).

In general, the related literature makes them thing in like manner that a very much inspired and beneficial arrangement of workers is fundamental for business achievement and the impact of sexual diversity has turned into a cutting-edge business mantra.

II. OBJECTIVES OF THE STUDY

This study determined the responsiveness on equal opportunity provisions for LGBT in a logistics company, Philippines. Implications for practice are derived from the findings. Furthermore, it answered the: 1) Level of responsiveness on equal opportunity provisions for LGBT concerning company policies, facilities and amenities, work schedule, career opportunities, personnel movement, and wage and benefit; and 2) Significant relationship between the respondents' profile and their perceived level of responsiveness on equal opportunity provisions for LGBT.

III. METHODOLOGY

This study utilized the descriptive-correlational design of research using a researcher-made questionnaire to gather data on the level of responsiveness on equal opportunity

provisions for LGBT. Fig. 1 presents the research flow of the study.

The locale of the study was at the IT Logistics company, which is situated in Mandaue City, Cebu. Mandaue City is situated on the focal eastern seaside district of Cebu. It is an urbanized city in the area of Central Visayas, Philippines. It is one of the three extremely urbanized urban areas on Cebu island and structures a bit of the Cebu Metropolitan region. The respondents of this study were the 91 employees of the IT Logistics company. The respondents consisted of diverse employees from the various department in the company from the various departments, 59 production analysts, 18 IT personnel, 6 data management personnel, five global support personnel, and three administrative officers. They are selected using purposive sampling. Questionnaires were distributed for them to answer.

This study utilized a researcher-made questionnaire as the primary device to gather data and information necessary to answer the problem. The examination made survey comprises of two sections. The initial segment is the respondent's profile, which incorporates: age, sex, official status, and most astounding educational fulfilment. The second part is the level of responsiveness on equal opportunity provisions for LGBT in an IT logistics company, which includes: company policies, facilities and amenities, work schedule, career opportunities, personnel movement, and wage and benefit. The respondents answered the questions using the following legend: 4 points for highly responsive, 3 points for moderately responsive, 2 points for less responsive, and 1 point for not responsive. Directions were provided by the researcher to help guide the respondents on how to go about each of the items. Further instructions were also given orally to ensure clarity of instruction. The data collected from the questionnaire are analyzed, tallied, and tabulated, and subject to the following statistical treatment using weighted mean, and Chi-square tests of independence.

IV. RESULTS AND DISCUSSION

These represent the data of the level of responsiveness on equal opportunity provisions for LGBT as perceived by the respondents.

It can be gleaned in the Table I, the areas where the company was highly responsive were career opportunities and work schedule. On career opportunities, this implies that the LGBT employees observed the assignments and openings for work matched their professional advantages and goals which are accessible in the company. These objectives could include advancement and upward versatility along with a vertical vocation track. The company offered career progression opportunities that influenced them to feel like they are developing with the organization and gives a sense of purpose, which thus encourages loyalty.

TABLE I SUMMARIZED DATA ON COMPANY'S LEVEL OF RESPONSIVENESS ON EQUAL OPPORTUNITY PROVISIONS FOR LGBT

	Indicators	Aggregate Mean	Interpretation
A.	Company Policies	2.93	Moderately Responsive
B.	Facilities and Amenities	2.42	Less Responsive
C.	Work Schedule	3.34	Highly Responsive
D.	Career Opportunities	3.48	Highly Responsive
E.	Personnel Movement	2.95	Moderately Responsive
F.	Wage and Benefit	3.21	Moderately Responsive
	Overall Aggregate Mean	3.06	Moderately Responsive

The respondents believed that the company utilized maximum productivity or highly responsive through proper scheduling of work. The work schedule is vital to efficiently complete work. The company drew up a work schedule that intends to lessen work cost and get the most extreme measure of work achieved in the distributed time. Each employee worked under a prearranged measure of time, where they can organize the work that needs to be finished. Ultimately, the work schedule is indispensable as it keeps the stress levels to a minimum. The company is inclined to making a work schedule that can help place things in a particular period and enable the employees to leave their work at the workplace.

The company was perceived to be less responsive on facilities and amenities with a weighted mean of 2.42. The law necessitates that businesses must, so far as is sensibly practicable, give sufficient offices to the welfare of representatives at any work environment under their administration and control. Be that as it may, before they can give sufficient comforts and offices, businesses need to distinguish and evaluate the necessities and prerequisites of their workers. Third bathroom and impartial can be a standout amongst the broadest social issues today. Representatives will approach the bathroom and storage space that compares to their sex character. Any representative, who has a need or want for expanded security, paying little respect to the primary reason, will be given access to a solitary slow down or third bathrooms, when accessible and to keep their status classified. The workplace was not really about work, as keeping healthy and having a lifestyle at the same time is equally as vital. This will guarantee our life span, both with our well-being and furthermore loyalty with employers.

It very well may be seen from the table that there is a significant relationship between age and the company's responsiveness on equal opportunity provisions for LGBT on personnel movement. More established adults in the company were esteemed as they had adequate learning, abilities, and capacities to deal with decision-making jobs. Necessarily, as the changing world of industry develops, information technology logistics can be categorized as a critical task which needs technological aptitudes and current learning in the industry to adapt up to the necessities of the clients. The vast majority of the respondents were the young

adults where they perceived that there is potential in transferring from one position to the other because a large portion of the employees was competitive and insightful on

their assigned areas of responsibility. Annually, most of the employees got their promotion as junior auditors and tariff specialist.

TABLE II RESULTS ON THE TEST OF SIGNIFICANT RELATIONSHIP BETWEEN PROFILE OF THE RESPONDENTS AND THE RESPONSIVENESS ON EQUAL OPPORTUNITY FOR LGBT

Variable	Chi-Square	df	Critical Value	Significance	Result
A. Age					
Company Policies	15.479	9	16.919	Not Significant	Ho accepted
Facilities and Amenities	12.518	9	16.919	Not Significant	Ho accepted
Work Schedule	4.257	9	16.919	Not Significant	Ho accepted
Career Opportunities	7.204	6	12.592	Not Significant	Ho accepted
Personnel Movement	15.010	6	12.592	Significant	Ho rejected
Wage and Benefit	5.178	9	16.919	Not Significant	Ho accepted
B. Gender					
Company Policies	18.584	6	12.592	Significant	Ho rejected
Facilities and Amenities	3.782	6	12.592	Not Significant	Ho accepted
Work Schedule	6.266	6	12.592	Not Significant	Ho accepted
Career Opportunities	3.690	4	9.488	Not Significant	Ho accepted
Personnel Movement	14.229	4	9.488	Significant	Ho rejected
Wage and Benefit	8.699	6	12.592	Not Significant	Ho accepted
C. Civil Status					
Company Policies	6.533	6	12.592	Not Significant	Ho accepted
Facilities and Amenities	8.958	6	12.592	Not Significant	Ho accepted
Work Schedule	12.722	6	12.592	Significant	Ho accepted
Career Opportunities	5.095	4	9.488	Not Significant	Ho accepted
Personnel Movement	4.483	4	9.488	Not Significant	Ho accepted
Wage and Benefit	11.623	6	12.592	Not Significant	Ho accepted
D. Educational Attainment					
Company Policies	9.867	6	12.592	Not Significant	Ho accepted
Facilities and Amenities	2.572	6	12.592	Not Significant	Ho accepted
Work Schedule	13.791	6	12.592	Significant	Ho rejected
Career Opportunities	14.003	4	9.488	Significant	Ho rejected
Personnel Movement	1.482	4	9.488	Not Significant	Ho accepted
Wage and Benefit	26.539	6	12.592	Significant	Ho rejected

There is a noteworthy connection among sexual orientation and respondent's perception on the company's responsiveness on equal opportunity provisions for LGBT in terms of company policies since it is just and reasonable that through equality of opportunity and treatment at work among men, women and the third sex (LGBT), this promotes good business and better performance. The respondents observed that equality at work among all genders implies proactively conceivable sex-related barriers at all levels, the development by work outline, institutional policies, standard methodologies, or even mere absence of mindfulness. There is a critical connection between sexual orientation and the respondent's perception of the company's responsiveness on equal opportunity provisions for LGBT in terms of personnel movement. Similarly,

gifted and qualified workers paying little mind to gender with similar perceptible attributes have similar odds of accepting a promotion or, all the more for the most part, of propelling their careers. LGBT employees in the company were more inclined to the vertical movement because they were believed to be skillful, participative, and dynamic and seen frequently during holidays and overtime to work. Perhaps it cannot be denied that there were gender gaps among workers in relating to the promotion. Mostly men were apt to advancement as they had the personality and ability to act quickly, most, especially in manipulating data logistics and software functioning. As perceived by the respondents, female employees nowadays were called as empowered women as they can likewise perform job intended for males.

There is a significant relationship between civil status and the respondent's perception on the company's responsiveness on equal opportunity provisions for LGBT in terms of work schedule since most of the LGBT employees were single, childless workers who were candidly untethered and monetarily untroubled. This implies that they should be allowed to stay late, travel on weekends, and appear on holidays. Most of the respondents were single employees who perceived that they should not be saddled with additional hours since they are single—they had more significant credits to offer the managers while married employees in the company had the adaptability to change outlook rapidly. Single employees stay longer and go up against more diligent work. It was hard for supervisors to consider singles being loyal because nothing is keeping them from leaving tomorrow and causing the company another high staffing effort.

Education was customarily high insurance against unemployment and for remaining engaged in difficult economic circumstances. There is a massive connection between instructive achievement and the respondent's perception of the company's responsiveness on equal opportunity provisions for LGBT in terms of work schedule. Highly educated employees in the company were inclined to higher positions like managers and supervisors. More often, profoundly educated staffs were the front runners in the workplace where they are entrusted to perform tasks which are more pertinent and precarious in some cases. They are obliged to come in ahead of schedule to create a workflow and come out late to submit reports to their supervisors. Due to their diligent work and assurance, they could have more extended occasions in the working environment performing regulatory endeavors and less time offs on get-aways and events. There is a critical connection between instructive accomplishment and the respondent's perception of the company's responsiveness on equal opportunity provisions for LGBT in terms of career opportunities as perceived by the respondents. Exceptionally educated employees like post-graduate degree holders and graduates with high respects from lofty schools and colleges were all the more regularly elevated to higher positions regardless of gender identity.

There is a significant relationship between educational attainment and the respondent's perception of the company's responsiveness on equal opportunity provisions for LGBT in terms of wage and benefit. Most of the respondents are college degree holders, as it was believed that having a good educational background will implore high paying jobs. Employees with at least master's degree units in the company were also more likely to move up and less likely to rely on public assistance. High paying jobs like information technology logistics need adequate knowledge and exceptional skills to perform analytical and techy jobs. Thus, the company believed that education could prompt long-term financial success and a higher overall profit over the life of a career. Generally speaking, the more particular the education, the higher the earnings go.

V. CONCLUSION

It can be taken down from this study that the expectation to the IT Logistics Company's responsiveness to LGBT opportunities was applied in order to provide equal opportunities to all its workers regardless of gender and sexual identity. Perhaps, the implementation of LGBT-inclusive policies and provisions was moderately responsive. On areas of facilities and amenities, company policies and personnel movement. Despite the positive responses on career opportunities and work schedule, there were relevant demands that they involved were on least prioritized. To be particular was in accessing the facilities and amenities which aligned with their gender identity and sexual orientation which could be supposedly done by implementing gender neutral/unisex toilets or either third sex toilet, changing areas and locker room to cater their need or desire for increased privacy, regardless of the underlying reason could accommodate.

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