

Past

Social

- LGBTQ minorities have been marginalized at the workplace
- Harassment; discriminatory speech, unjust dismissal, etc.
 - Uncomfortable work environment
 - Coming out was not welcome

Legal

- Ambiguous responsibility of employers towards LGBTQ members
- No clear guidelines or best practices regarding harassment towards LGBTQ employees
 - Insufficient number of cases to establish precedents regarding best practices at the workplace

Present

Social

Change is happening

- Changing global attitude towards the LGBTQ members has become more pervasive in Japan
- General attitude towards the LGBTQ community has been arising significantly
- Hence, companies have become more inclusive

Legal

Establishing standards

- Guidelines and best practices are being established
- Some significant case have been brought to the courts and as a result some precedents have been established

Future

Social

Reduced discrimination, Increased acceptance

- Acceptance rates will continue to increase as media attitudes towards covering LGBTQ issues has improved
- Increased social awareness by firms has led to increased enterprise value

Legal

Ambiguous responsibility of employers

- Comprehensive legislation to protect LGBTQ rights will be adopted
- Equal treatment in corporate practices will become the standard
- Future precedents will be established