

Survey among HR professionals on diversity policies and strategies in OECD countries

'Diversity' has become one of the buzzwords to describe how today's workforce has changed fundamentally over the past decades; employment rates of women have risen substantially, shares of migrants have increased in many countries, and more people than ever before are open about their sexual orientation.

However, little is known how a more diverse society and workforce impacts the daily experiences of employees, managers and HR professionals. Hoping to fill this gap, the Organisation for Economic Co-operation and Development (OECD) is conducting an online survey on diversity in the workplace, jointly with Paris Dauphine University and leading national HR Associations.

The survey will be disseminated among HR professionals in approximately 10 OECD countries, with the aim to better understand their views and experiences on this topic and also to enable an international comparison. It will address the following questions:

- What measures have companies implemented and for which groups?
- What is their motivation for doing so?
- (How) are results monitored and evaluated?
- Where have they experienced obstacles?
- What role do they see for the government? What kind of support do they expect?
- In the future, what area of diversity policy should receive more attention?

The survey is part of a larger OECD-wide project on public policies and corporate strategies on diversity. The project seeks to address two main questions through a combination of analytical work and conferences: 1) How diverse and open to diversity are our societies? and 2) How can policy frameworks and corporate management set the conditions to make the most of a diverse workforce and diverse societies at large?

Results of the survey will also feed into a high-level conference – the International Diversity Forum – on diversity policies and strategies, which will include senior policy makers, business leaders and social partners. The Forum will be held at the OECD headquarters in Paris, on 22 January 2018.