PURPOSE OF REPORT

Understand diversity (LGBT, veteran, women, disability & ethnic minorities) in the three most populated countries in Asia – China, India and Russia.

Establish how American companies are approaching D&I in Asia by addressing their issues and needs then providing information to help.
LET’S UNDERSTAND THE WHAT DIVERSITY IS IN CHINA, INDIA AND RUSSIA!

What are the rights?
How many people fall under this “diverse” heading?
How does each culture value people that deviate from the norm?
What is the social climate for change?
LGBT


3.5% of population in US reported as LGBT, assuming 3.5% of China, India and Russia are also 3.5% that is 96,337,500 people.

China
- Electroshock therapy for homosexuality, Chinese Lala Alliance (CLA)

India
- Recriminalization of non-hetero sex in 2013
- Legally recognizes 3rd gender (transgender)

Russia
- Anti-gay propaganda laws & influence of Vladimir Putin on former USSR countries
VETERAN

China
- Veterans in 50s, 60s & 70s are in need of health care, income subsidies and other benefits promised to them under more than 40 laws and decrees issued by the central government.
- Since benefits and pensions are NOT being received there are protests from veterans of Vietnam in 1979 and the 1969 border conflict with the USSR.

India
- Third Pay Commission (pensions for military and civil services are equal).
- Prime Minister Narendra Modi promised to implement an extension of TPO called the One Rank One Pension (OROP) – ensures soldiers who retire at the same rank and the same length of service receive the same pension regardless of when they retire - yet has NOT delivered.

Russia
- Hierarchy of veterans: veterans of the Great Patriotic War are the true Veterans of the true War then veterans of Combat Operations and participants of ongoing operations.
WOMEN

China
- Business: 11.1% presentation of women on Boards, 3/4s of companies has 1 woman on board
- Reproductive restriction with “one child” policy
- Ratio of women to men (2014)
  - In parliament >> .3 : 1
  - Labor force participation >> .84 : 1
  - Tertiary education>> 1.13 : 1

India
- Ratio of women to men (2014)
  - In parliament >> .13 : 1
  - Labor force participation >> .36 : 1
  - Tertiary education>> .78 : 1

Russia
- Ratio of women to men (2014)
  - In parliament >> .16 : 1
  - Labor force participation >> .87 : 1
  - Tertiary education>> 1.26 : 1
DISABILITY

China
- Government quota requires 1.5% of job opportunities exist for people with disabilities in public and private sphere
- 21.29 million disabled people employed
- Of the 30 million people in poverty, 80% are disabled
- Support from China Disabled Persons’ Federation (CDPF)

India
- 120 million with disabilities
- Rights of Persons with Disabilities Bill (2014)
  - Raises recognition of disabilities from 4 to 19
  - Includes benefits and access to all public buildings
  - Violation of Act results in Rs10,00 fine or 6 months in jail

Russia
- 12.85 million with disabilities
- 32% of working age disabled people are employed
- Social Card of Muscovite (government issued disability card that grants free transport)
ETHNIC MINORITIES

China
- Non-Han population
- 55 ethnic minority groups
- Exempt from “one child” policy

India
- High Tension between Dalits, Adivasis, Muslims & Christians
- Bill passed (2006) to entitle members of Other Backward Classes (OBCs) to 50% of seats in all gov’t aided educational institutions

Russia
- 185 ethnic groups
- Top 5: Ukrainians, Tatars, Mordvins, Chuvashs & Bashkirs
- High Tension
NOW THAT WE UNDERSTAND DIVERSITY IN RIC, HOW DOES THAT EFFECT AMERICAN BUSINESSES?
CHALLENGES AMERICAN BUSINESSES FACE

Limited supply of women confident and outspoken about abilities and accomplishments when recruiting in Asia

- Bamboo Ceiling

Women are reluctant to move to developing country when company attempts to recruit foreign female talent for Asia

Culture values elderly in a way that makes it difficult to simultaneously engage Gen Y and older generation – creates multigenerational workplace issue

LGBT is not discussed in sensitive markets

Mindset of 24/7 work expectation
AMERICAN COMPANIES NEED

Success stories
Best practices
Executive presence of minorities
COUNTRY SUCCESS STORY: MALAYSIA

Over 70 distinct ethnic groups

“Malaysia, Truly Asia” campaign embraced diversity as tool for tourism industry

- 1998-2011:
  - Tourists 5.5 mil to 24.7 million
  - Income from tourism $8.6 billion to $58.3 billion
COMPANY SUCCESS STORY: GOLDMAN SACHS

Asia Disability Interest Forum

Firm Wide Women’s Networks
- Host events throughout year ex. Annual Women’s Network Conference

LGBT Network
- “Q-Night,” a networking opportunity for LGBT professionals at inter-company level
- University campus recruiting team

Working Parent Forum
- “Bring Your Kids to Work Day”
- Forum to raise parents’ issues to senior management

Partner with:
- Asian University for Women (AUW)
- Association for Women in Finance, Japan (AWF)
- Boys and Girls Club Association of Hong Kong (BGCA)
- Child Development Center, Hong Kong
- Community Business – conduct research on LGBT, disability and gender equality
- Dialogue in the Dark
- Hello Work – Japanese gov’t welfare agency to assist recruiting people with disabilities
- Gays and Lesbians of Waseda (GLOW)
- Japan Women’s Innovative Network (J-WIN)
- Queer Straight Alliance, HKU (QSA)
- Women in Finance, Asia (WiFA)
- Women’s Foundation
COMPANY SUCCESS STORY: J.P MORGAN

Winning Women program facilitates female undergraduate students meeting J.P. Morgan female leaders

Partners with
- Community Business
- Queer Straight Alliance: student organization in Hong Kong that promote sexual diversity and provides a recruiting platform for LGBT members
- Women in Finance Asia