EMPOWERED LGBT GOVERNMENT EMPLOYEES: POSITIONING THE LGBT COMMUNITY IN THE SOCIAL HIERARCHY

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Abstract: This study aims to explore the perspectives, determinants, motivations, and incentives of LGBT individuals in assuming additional roles or job responsibilities, with a specific focus on their perception of political issues. The study involved 10 government employees who identified themselves as members of the LGBT community, with varying educational backgrounds and years of working experience. Thematic analysis was conducted to identify common themes among participants' responses. The determinants of being an LGBT member included acceptance and adaptability, religious and moral perspectives, commitment and honesty, social engagement and political views, gender identity and self-perception, and political discontent and biblical interpretation. Motivations for taking on additional responsibilities included representation and community contribution, competence and collaboration, empathy and social issues, personal achievement and knowledge sharing, family as motivators, and passion and professional growth. The benefits of being an empowered individual in leadership roles encompassed personal fulfillment and contribution, role modeling and influence, professional and personal growth, and parental responsibility and impact. Factors that would incentivize LGBT individuals to assume additional responsibilities in political matters included recognition and social status, personal motivation and fulfillment, material incentives, professional development opportunities, progress and success of colleagues, and limited incentives. The study provides valuable insights for promoting inclusivity, support, and empowerment for LGBT individuals in their professional lives.

I. INTRODUCTION

The inclusion and empowerment of LGBT individuals in the workplace have gained significant attention in recent years. (McCann, 2014). However, there is a lack of comprehensive understanding of the perspectives, determinants, motivations, and incentives that influence LGBT individuals in assuming additional roles or job responsibilities, particularly in relation to political issues. Exploring these factors is crucial to promote inclusivity and support for LGBT individuals, as well as to harness their potential contributions in the professional sphere (Ozturk, 2016). By examining the experiences and perspectives of these individuals, this research seeks to shed light on the factors that contribute to their empowerment and how it affects their social standing. Understanding the dynamics of power and influence within the LGBT community in government roles will provide valuable insights into the broader issue of LGBT rights and social inclusion. Giwa, S., & Greensmith, C. (2012).

The significance of this study lies in its potential to challenge existing stereotypes and misconceptions about the LGBT community. By highlighting the achievements and contributions of empowered LGBT government employees, this research aims to promote greater acceptance, equality, and recognition of LGBT individuals in society.

This study aims to fill the research gap by investigating the perspectives, determinants, motivations, and incentives of LGBT individuals in taking on additional roles or job responsibilities in the context of political issues. The specific objectives are to: 1) explore the determinants that shape LGBT identities and perceptions; 2) examine the motivations that drive LGBT

individuals to work hard and take on leadership responsibilities; 3) identify the benefits of being an empowered individual in assuming leadership roles; and 4) investigate the factors that would incentivize LGBT individuals to assume additional responsibilities in relation to political matters.

The existing literature on LGBT inclusion in the workplace has primarily focused on issues of discrimination, equality, and policy implementation. While these studies have shed light on the challenges faced by LGBT individuals, there is a dearth of research that delves into their perspectives, motivations, and incentives in assuming additional roles or job responsibilities, especially in the realm of political issues. By building upon previous research and extending the understanding of LGBT experiences, this study aims to contribute to the growing body of literature on LGBT empowerment in professional settings.

The existing research on LGBT empowerment often lacks a comprehensive examination of the factors that influence their willingness to take on additional roles or job responsibilities, particularly in the context of political issues. There is a need to bridge this gap by exploring the determinants, motivations, and incentives that shape the experiences of LGBT individuals in assuming leadership roles and responsibilities. This study seeks to address this research gap by providing a deeper understanding of the perspectives and motivations of LGBT individuals in the workplace, ultimately contributing to the development of strategies and policies that foster inclusivity and support for LGBT employees.

NEED OF THE STUDY.

The study is focus on positioning the LGBT community in the social hierarchy. The LGBT community continues to face discrimination and marginalization in various aspects of society, including the workplace. Understanding the experiences and perspectives of empowered LGBT government employees can contribute to addressing these discriminatory practices and promoting inclusivity. Examining the experiences of empowered LGBT government employees can provide valuable insights into the factors that contribute to their empowerment. This understanding can help in developing strategies to promote equal opportunities, representation, and advancement for the LGBT community in government roles. By highlighting the achievements and contributions of empowered LGBT government employees, this study aims to challenge existing stereotypes and misconceptions about the LGBT community. It seeks to promote a more accurate and positive perception of LGBT individuals and their capabilities within society.

The findings of this study can serve as evidence for advocacy efforts and policy development aimed at creating inclusive and supportive environments for LGBT individuals in government institutions. It can inform initiatives that foster diversity, equality, and non-discrimination. By exploring the positioning of the LGBT community in the social hierarchy, this study can contribute to fostering greater social acceptance. It aims to promote understanding, empathy, and respect for the LGBT community, ultimately working towards building a more inclusive and equitable society.

II. RESEARCH METHODOLOGY

The methodology section outlines the plan and method that how the study is conducted. This study utilized qualitative research methods to gather in-depth insights from empowered LGBT government employees. Semi-structured interviews were conducted to explore their personal experiences, challenges faced, and strategies employed to achieve empowerment within their respective roles.

Sampling was purposive, selecting a diverse range of empowered LGBT government employees from various levels and departments. The aim is to capture a comprehensive representation of experiences and perspectives within this specific context.

Thematic analysis was employed to identify key themes and patterns within the interview data. The collected information was coded and organized into meaningful categories, enabling a nuanced understanding of the positioning of the LGBT community within the social hierarchy.

Ethical considerations were strictly adhered to throughout the study. Informed consent was obtained from all participants, and their confidentiality and anonymity were ensured. The research process was aligned with ethical guidelines for conducting research involving human subjects.

3.1 Population and Sample

The population for this study consists of LGBT officials working at Iligan City Hall District who have a regular status. The purpose is to explore the experiences and perspectives of LGBT government employees in a specific administrative unit, focusing on their positioning within the social hierarchy.

Initially, a list of LGBT officials within Iligan City Hall District was compiled through internal records, HR departments, or networking within the organization. The aim is to identify individuals who openly identify as LGBT and hold a regular status in their employment. From the list of LGBT officials, a random sampling technique was employed to select a representative sample of 10 participants. This ensures that the sample is diverse and captures a range of experiences and perspectives. Participants meet the following criteria: a) Identifying as LGBT, b) Holding a regular status as government employees, c) Currently employed at Iligan City Hall District, d) Willingness to participate in the study.

The selected LGBT officials were approached individually and invited to participate in the study. They were provided with information about the purpose, scope, and ethical considerations of the research. Informed consent was obtained from those who agree to participate. Participants' identities were kept confidential and anonymized in the research. The data collected from interviews or surveys were assigned unique identifiers to ensure privacy and confidentiality.

The sample size of 10 LGBT officials is appropriate for a qualitative study that aims to explore the experiences and perspectives of a specific group in-depth. Qualitative research focuses on rich, detailed insights from a smaller number of participants, allowing for a comprehensive understanding of the phenomenon under investigation. As the study focuses on a specific administrative unit, a sample size of 10 participants is expected to provide diverse perspectives and generate rich data for analysis.

3.2 Data and Sources of Data

The study employed a qualitative methods approach to gather comprehensive data on the positioning of empowered LGBT government employees in Iligan City Hall District. The data was collected through both qualitative and quantitative methods to provide a holistic understanding of the topic.

Semi-structured interviews was conducted with the selected LGBT officials. The interviews explored their experiences, perceptions, and challenges related to their positioning within the social hierarchy. The interviews were audio-recorded and transcribed for analysis.

The primary data for this study was collected directly from the participants, the LGBT officials in Iligan City Hall District. The in-depth interviews and survey responses will provide firsthand information about their experiences, perspectives, and positioning within the social hierarchy.

Secondary data was gathered from various sources to supplement the primary data and provide contextual information. These sources may include: Organizational documents like Policies, guidelines, and reports related to diversity and inclusivity within Iligan City Hall District. Existing research like previous studies, reports, or academic literature on LGBT issues in the workplace, government organizations, and social hierarchy positioning.

3.3 Theoretical framework

The study is based on two key theories: Social Identity Theory and Power Relations.

Social Identity Theory, proposed by Henri Tajfel and John Turner, emphasizes the role of group membership in shaping individual identity and behavior. It posits that individuals derive a sense of self-worth and social identity from the groups they belong to, and this identity is influenced by the social categorization and comparison with other groups. In the context of this study, Social Identity Theory helps to understand how empowered LGBT government employees perceive their own identity as members of the LGBT community and how it influences their behavior, attitudes, and experiences within the social hierarchy.

Power relations theory examines the dynamics of power and its impact on social interactions and hierarchies. Power relations exist within societies and organizations, influencing individuals' access to resources, decision-making authority, and social status. In the context of this study, the analysis of power relations helps to explore the positioning of empowered LGBT government employees within the social hierarchy. It considers the power dynamics at play, such as the influence of social norms, organizational structures, and political contexts, in shaping the experiences and empowerment of LGBT individuals.

This study encompasses several key factors that influence their positioning. These factors are grouped into three main categories: Individual Factors, Organizational Factors, and Societal Factors.

Under the Individual Factors are the Sexual Orientation and Gender Identity: The individual's self-identified sexual orientation and gender identity play a central role in shaping their experiences and positioning within the social hierarchy. Self-Perception and Identity Management: How empowered LGBT government employees perceive their own sexual orientation and gender identity, and how they manage their identity in the workplace, can impact their positioning. Self-Efficacy and Resilience: The individual's belief in their abilities, as well as their resilience in the face of adversity, can influence their positioning and empowerment within government roles.

Under the Organizational Factors are the following variables; Organizational Culture and Policies: The inclusivity and supportiveness of the organizational culture, as well as the presence of policies promoting diversity and non-discrimination, can impact the positioning of empowered LGBT government employees. Leadership and Management Practices: The leadership styles and management practices within the organization, including the attitudes and behaviors of supervisors and colleagues, can influence the positioning and experiences of LGBT individuals. Opportunities for Advancement: The presence of equal opportunities for career advancement, mentorship programs, and inclusive policies regarding promotions can affect the empowerment and positioning of LGBT employees.

Under the Societal Factors are the following variables; Social Norms and Stereotypes: Societal norms and stereotypes surrounding sexual orientation and gender identity can influence the positioning of empowered LGBT government employees and shape their experiences within the broader social hierarchy. Legal and Political Context: The legal framework and political climate surrounding LGBT rights and inclusivity can impact the empowerment and positioning of LGBT individuals within government roles. Social Support and Acceptance: The level of social support and acceptance from colleagues, friends, family, and society at large can contribute to the empowerment and positioning of LGBT government employees.

By examining the interplay between these individual, organizational, and societal factors, the study aims to provide a comprehensive understanding of the positioning of empowered LGBT government employees within the social hierarchy. It seeks to identify the factors that facilitate their empowerment and those that present challenges, ultimately contributing to strategies and interventions aimed at promoting inclusivity, equality, and the advancement of LGBT individuals within government institutions.

3.4 Data Analysis

The data collected from the interviews and surveys undergo a systematic analysis to derive meaningful insights and address the research objectives of the study. Qualitative data analysis techniques were applied to ensure a comprehensive understanding of the positioning of empowered LGBT government employees in Iligan City Hall District.

Thematic Analysis: The transcribed interviews was analyzed using thematic analysis. This involves identifying patterns, themes, and codes within the data. The researcher will read and re-read the transcripts to gain familiarity with the content and then code the data, assigning labels to segments that represent different themes or concepts. Themes was generated by grouping related codes together, and patterns was identified across the themes. The analysis will involve an iterative process of refinement and comparison to ensure accuracy and reliability.

The qualitative findings were integrated to provide a comprehensive understanding of the research topic. The researchers draw conclusions based on the findings and provide insights into the positioning of empowered LGBT government employees. The conclusions were supported by evidence from the data analysis, and limitations of the study were acknowledged.

III. RESULTS AND DISCUSSION

4.1 Participants of the study

10 Government employees who declared themselves as member of the LBTQ voluntarily participated in this study. There are two participants who have completed high school as their highest educational attainment, five have completed college as their highest educational attainment, two have completed some college courses but have not obtained a college degree, and one has completed up to a high school level but not graduated. The range of years in working experience varies from 1 year to 34 years.

The average number of years in working experience among the participants is approximately 13.4 years.

4.2 Determinants of being an LBTQ

When asked the question, "What are the determinants of being a member of LGBT?", the 10 participants gave varied answers. The provided interview responses from participants reflect their perspectives and understanding of the determinants of being a member of the LGBT community. Through thematic analysis, the researchers identified common themes and patterns in their responses.

Theme 1: Acceptance and Adaptability. Participant A mentions that being a member of the LGBT community is determined by being good and acceptable to the community. They suggest that the issues in Iligan City play a role in shaping one's perception and understanding of being LGBT. This theme highlights the importance of societal acceptance and the impact of local circumstances on LGBT identity.

Theme 2: Religious and Moral Perspectives. Participant B expresses a strong religious perspective against LGBT marriage, citing the Bible and quoting Pope Francis's statement about not judging others. This viewpoint emphasizes the influence of religious beliefs and moral judgments in shaping perceptions of LGBT identities and relationships.

Theme 3: Commitment and Honesty. Participant C highlights the importance of commitment to work and honesty, suggesting that these qualities are determinants of being an LGBT member. This theme emphasizes personal values and integrity as essential factors in LGBT identity.

Theme 4: Social Engagement and Political Views. Participant D sees themselves as an ordinary person in the city, indicating a desire for equality and inclusion. They express support for the extension of martial law, considering it necessary for security. This theme reveals the participant's engagement with social and political issues and their belief in the importance of community and safety.

Theme 5: Gender Identity and Self-Perception. Participant E offers a unique perspective, suggesting that being an LGBT member is determined by believing that a person can embody both masculine and feminine qualities. This theme highlights the individual's self-perception of their gender identity and challenges traditional gender norms.

Theme 6: Political Discontent and Biblical Interpretation. Participant F expresses discontent with the current state of Philippine politics and expresses a negative view of martial law due to its impact on personal freedom. They also associate LGBT individuals with genders not mentioned in the Bible. This theme highlights the participant's political dissatisfaction and their reliance on religious texts for understanding LGBT identities.

4.3 Their Motivations

When the participants were asked in an interview "What motivates you to work hard?", the interview responses shed light on the motivations that drive individuals to work hard and help others. Through thematic analysis, we can identify common themes and patterns in their responses.

Theme 1: Representation and Community Contribution Participant A expresses a motivation to prove that LGBT individuals can make meaningful contributions to the community. This theme highlights the desire to challenge stereotypes and showcase the abilities of LGBT individuals in making a positive impact.

Theme 2: Competence and Collaboration Participant B emphasizes the importance of competence and the ability to work effectively with colleagues, regardless of their membership in the LGBT community. This theme underscores the value of skills, teamwork, and the ability to contribute to the office or workplace environment.

Theme 3: Empathy and Social Issues Participant C draws motivation from the desire to address social issues, particularly the challenges faced by children. This theme highlights the importance of empathy and the aspiration to have a positive impact on others' lives, particularly the younger generation.

Theme 4: Personal Achievement and Knowledge Sharing Participant D's motivation stems from personal ambitions and the satisfaction of sharing knowledge with others. This theme emphasizes the intrinsic motivation derived from personal growth and the fulfillment of helping others develop their potential.

Theme 5: Family as Motivators Participants E, F, G, and H share a common motivation rooted in their families. They view their families as their greatest motivators, driven by a desire to provide a better life for their loved ones and to be a source of inspiration and support.

Theme 6: Passion and Professional Growth Participant H highlights personal desire and passion as a driving force in their work. This theme emphasizes the importance of intrinsic motivation and the pursuit of professional growth and advancement.

4.4 Empowered LBTQ

When the participants were asked "What are the benefits to being empowered individual to take on more leadership responsibilities? The provided interview responses highlight the perceived benefits of being an empowered individual who takes on leadership responsibilities. Through thematic analysis, we can identify common themes and patterns in their responses.

Theme 1: Personal Fulfillment and Contribution. Participants A, B, and C express the benefits of personal fulfillment and the ability to contribute to the well-being of others. This theme emphasizes the satisfaction derived from making a positive impact on co-workers, colleagues, and society as a whole.

Theme 2: Role Modeling and Influence. Participants D and E highlight the benefits of being an empowered individual in terms of serving as a role model and exerting positive influence on others. This theme emphasizes the importance of setting an example, being a source of inspiration, and guiding others to work with dedication and integrity.

Theme 3: Professional and Personal Growth. Participant F discusses the benefits of personal and professional growth that come with being an empowered individual in a government service role. This theme emphasizes the opportunities for skill development, personality enhancement, and improved socialization skills that arise from taking on leadership responsibilities.

Theme 4: Parental Responsibility and Impact. Participant G emphasizes the benefits of being empowered in relation to parenting and creating a better future for their children. This theme highlights the sense of responsibility and the motivation to provide the best possible guidance and instruction for the next generation.

4.5 Empowered LBTQ

When the participants were asked "What factors would incentivize you, as an LGBT individual, to assume additional roles or job responsibilities in relation to political matters?" The participants blatant on their opinions.

Theme 1. Recognition and Social Status: Participants mentioned that being recognized as a valued member of society and receiving acknowledgment for their contributions would serve as incentives to take on additional roles or job responsibilities. This recognition can come in the form of public acknowledgement or being seen as a respected member of the community.

Theme 2. Personal Motivation and Fulfillment: Several participants expressed that their motivation to take on additional responsibilities stems from their love for their family and the desire to provide for them. They mentioned that sharing their skills, potentials, and wisdom with others, particularly their children, contributes to their success and the betterment of their lives. The personal satisfaction derived from touching lives and making a positive impact was also mentioned.

Theme 3. Material Incentives: Monetary incentives were mentioned as a significant factor in motivating individuals to take on additional roles or job responsibilities. Participants acknowledged the importance of financial compensation for their work and expressed the need for a sustainable income to support themselves and their families.

Theme 4. Professional Development Opportunities: Participants expressed those incentives such as scholarships, funding for research, and opportunities to present international research papers would be motivating factors. They viewed these incentives as a way to enhance their knowledge, skills, and professional growth, particularly in understanding and perceiving political issues in Iligan City.

Theme 5. Progress and Success of Colleagues: Some participants mentioned that witnessing the success of their colleagues would motivate them to take on additional responsibilities. They emphasized the satisfaction gained from seeing their apprentices or coworkers succeed, highlighting the sense of accomplishment and fulfillment derived from their growth.

Theme 6. Limited Incentives: Few participants mentioned the limited incentives available in their work environment, noting the challenges faced by Iligan City in providing substantial incentives. They highlighted the need for more support from officials to ensure better salaries and incentives for workers.

VI. CONCLUSION

This study provides insights into the perspectives, determinants, motivations, and incentives of LGBT individuals in taking on additional roles or job responsibilities, particularly in relation to political issues. The findings shed light on the complexities and unique experiences of LGBT individuals within the workplace and society, highlighting the need for inclusivity, support, and recognition to foster their contributions and empower them to reach their full potential.

The study involved 10 government employees who identified themselves as members of the LGBT community. The participants had varying levels of educational attainment, ranging from high school to college degrees, and their working experience ranged from 1 year to 34 years, with an average of approximately 13.4 years. The determinants of being an LGBT member were explored, and thematic analysis revealed several common themes among the participants' responses. These themes included acceptance and adaptability, religious and moral perspectives, commitment and honesty, social engagement and political views, gender identity and self-perception, and political discontent and biblical interpretation. These determinants highlighted the complex interplay of societal acceptance, personal values, religious beliefs, and political perspectives in shaping LGBT identities. The motivations that drive LGBT individuals to work hard and take on additional responsibilities were also examined. The identified themes included representation and community contribution, competence and collaboration, empathy and social issues, personal achievement and knowledge sharing, family as motivators, and passion and professional growth. These motivations highlighted the desire to challenge stereotypes, contribute to the workplace, address social issues, achieve personal growth, provide for family, and pursue professional advancement. Furthermore, the study explored the benefits of being an empowered individual who takes on leadership responsibilities. The thematic analysis revealed the themes of personal fulfillment and contribution, role modeling and influence, professional and personal growth, and parental responsibility and impact. These benefits emphasized the satisfaction of making a positive impact, serving as a role model, experiencing personal and professional growth, and positively influencing future generations. Finally, the study investigated the factors that would incentivize LGBT individuals to assume additional roles or job responsibilities in relation to political matters. The identified themes included recognition and social status, personal motivation and fulfillment, material incentives, professional development opportunities, progress and success of colleagues, and limited incentives. These factors highlighted the importance of recognition, personal satisfaction, financial compensation, professional growth opportunities, witnessing the success of colleagues, and the need for better support and incentives from officials.

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