

LGBT+ Men and the Labor Market:

Why isn't it okay to be gay?

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Purpose & Motivation

- Research in both economics and sociology persistently shows LGBT+ individuals face challenges in obtaining jobs (Pizer, Mallory, Sears, Hunter 2012; Eskridge 2017)
- Labor discrimination greatly affects individual economic well-being; LGBT+ populations face higher levels of poverty than non-LGBT+ communities (Badgett, Durso, Schneebaum 2013)
- Lack of understanding in how sex and gender stereotypes intersect and interact in labor discrimination

Methodology

- Generated 1,334 resumes that were randomized on perceived gender, sexual orientation, and gendered adjectives
- Controlled for education and work experience to ensure that callback decisions were made regarding manipulated variables
- Sent resumes with local addresses and phone numbers to publicly advertised jobs found on Craigslist.com
- Categorized each job applied to with a Department of Labor occupation code (ONET) to allow for grouping based on gendered traits
- Analyzed regression output with variable interactions to pinpoint possible causes for differences in callback rates

Regression Output

Male Resumes

	(1)	(2)	(3)	(4)
Main Effects				
LGBT	-.079* (-.043)	-.086* (-.043)	-.005 (-.078)	-.078 (0.079)
Importance of “caring” for a job		-.059** (-.026)	-.059 (-.043)	-.063 (-.044)
Importance of “management” for a job		.012 (-.032)	.071 (-.046)	.075 (-.051)
Traditionally masculine adjective on resume		-.081** (-.034)		-.151** (-.062)
Interactions				
LGBT x Caring			.013 (-.083)	.018 (-.084)
LGBT x Management			-.119 (-.071)	-.126 (-.075)
LGBT x Masculine Adjective				0.145 (-.095)

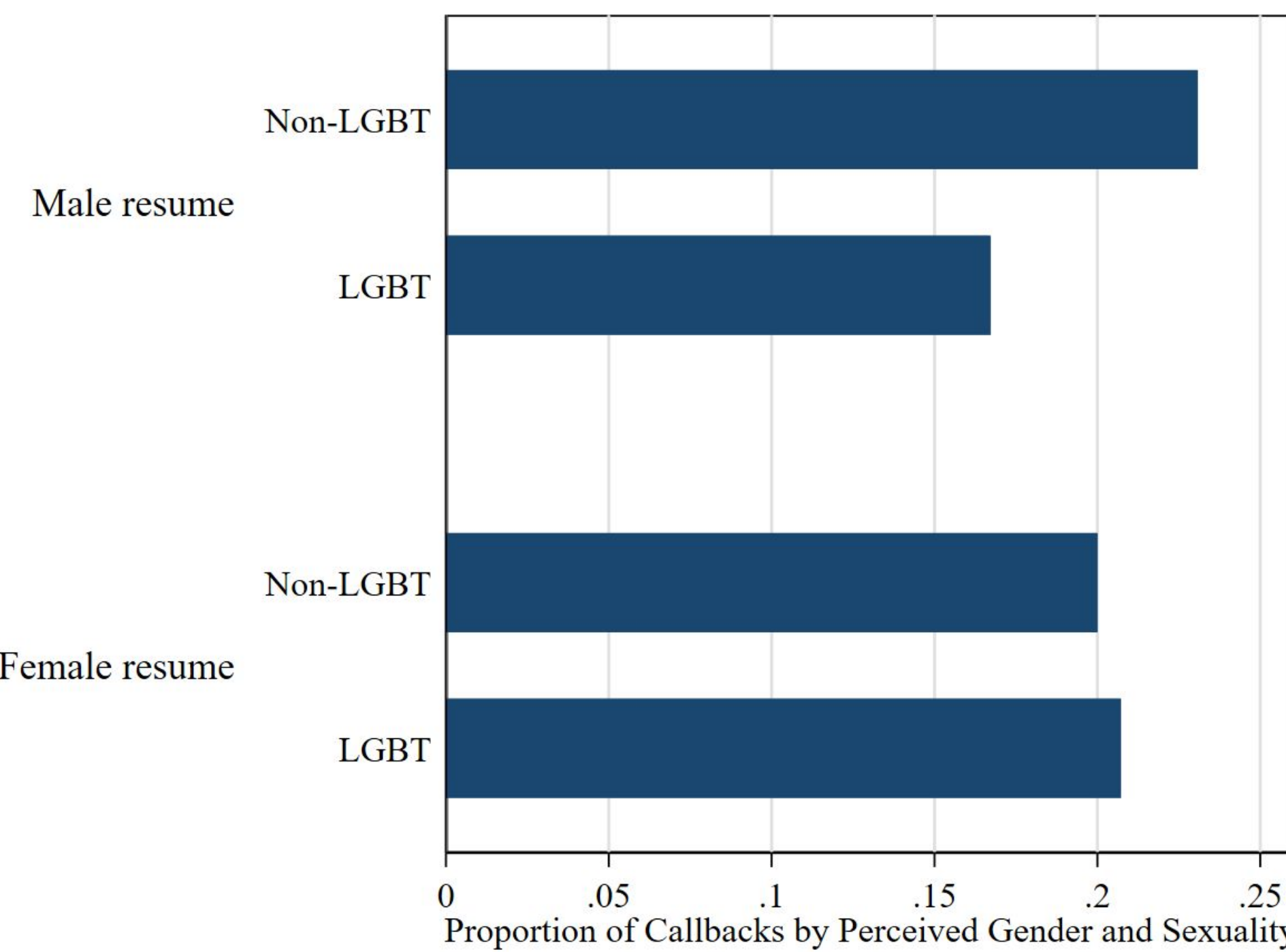
All regressions include controls for location, education, industry, and work history. Robust standard errors clustered by industry x location shown in parentheses. n=661

Male Resumes

	(1)	(2)	(3)	(4)
Main Effects				
LGBT	-.079* (-.043)	-.081* (-.042)	-.120* (-.060)	-.206*** (-.058)
Importance of “concern” for a job		-.017 (-.025)	-.041 (-.044)	-.051 (-.042)
Importance of “selling” for a job		.086** (-.040)	.090* (-.046)	.072 (-.046)
Traditionally masculine adjective on resume		-.075** (-.034)		-.143** (-.061)
Interactions				
LGBT x Concern			.073 (-.066)	.077 (-.064)
LGBT x Selling			-.002 (-.075)	0.021 (-.074)
LGBT x Masculine Adjective				.144 (-.091)

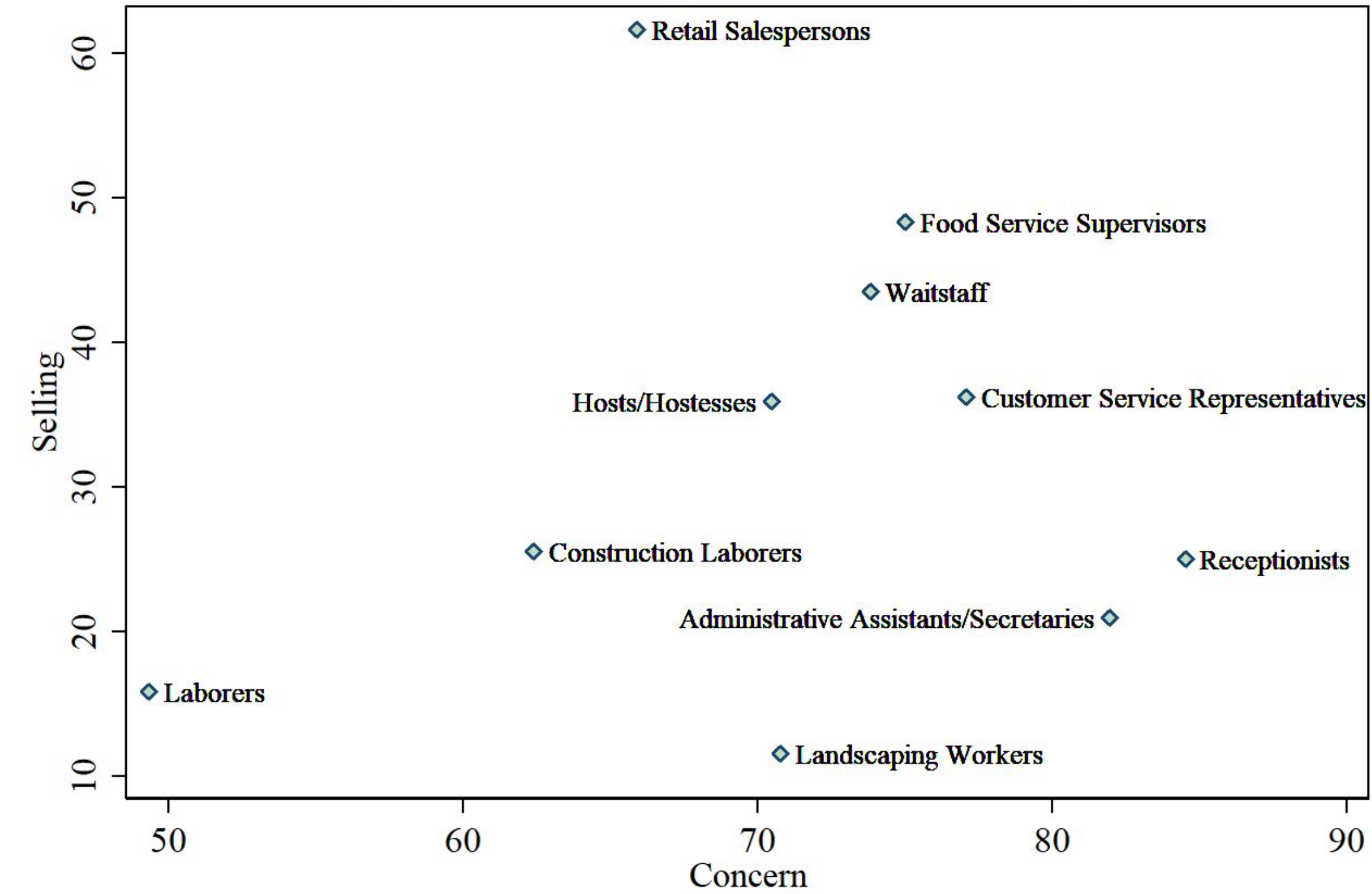
Why LGBT+ Men?

- Overall callback rate of 20.16%
- LGBT+ men achieved the lowest callback rate of **16.72%**
- With controls, LGBT+ men are 7.9 percentage points **less** likely to be called back than non-LGBT+ men
- LGBT+ men do not receive the negative effect of using masculine adjectives that non-LGBT+ men do

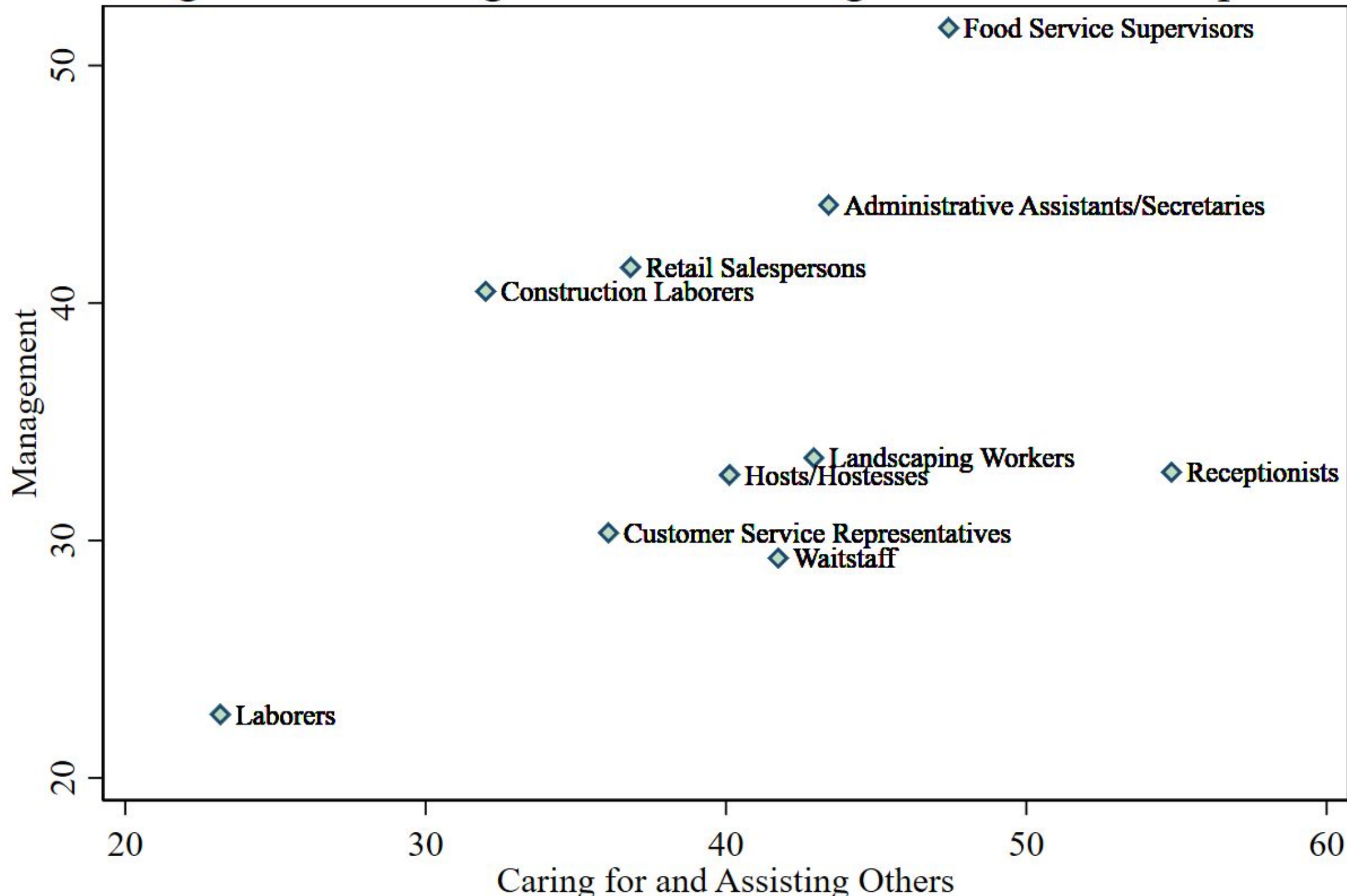


Which Jobs Are the Most Gendered?

Degree that Selling and Concern is Required



Degree that Management and Caring for Others is Required



References

Badgett, M.V. Lee, Laura E. Durso, and Alyssa Schneebaum. 2013. "New Patterns of Poverty in the Lesbian, Gay, and Bisexual Community." *UCLA: The Williams Institute* (June): 1-45. <https://escholarship.org/uc/item/8dq9d947#main>

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Pizer, Jennifer, Christy Mallory, Brad Sears, Nan Hunter. 2012. "Evidence of Persistent and Pervasive Workplace Discrimination Against LGBT People: The Need for Federal Legislation Prohibiting Discrimination and Providing for Equal Employment Benefits." *Loyola Law Review Los Angeles* 45, no. 3 (March): 2-67. <https://escholarship.org/uc/item/3w643q9>

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Where Are the Disparities Appearing?

- Selling and management jobs may experience different types of discrimination
- Jobs high in selling seem to call back men and women no matter their sexuality, but appear to prefer male applicants
- Jobs high in management appear to prefer non-LGBT+ men, but will call back aggressive women regardless of their sexuality
- All of the lines for selling jobs have a positive slope, while most of the lines for management jobs have a negative slope
- This implies that the seniority of the job impacts the importance of LGBT+ stereotypes in hiring

