

# Career sacrifice for an LGBTQI\*-friendly work environment?

## A Choice Experiment to Investigate Job Preferences of LGBTQI\* People

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### BACKGROUND



### RESEARCH QUESTION



- Discrimination against LGBTQI\* people at the labor market (OECD 2019; de Vries et al. 2020)
- Experimental evidence for hiring discrimination (Neumark 2018)
- Differences in earnings by sexual orientation (Drydakis 2021)
- Occupational segregation of LGBTQI\* people (Finnigan 2020; de Vries 2020)

➔ Career interests and decisions of LGBTQI\* people are influenced by prior discriminatory experiences and the goal to avoid future discrimination (Ragins 2004)

- Job decisions are driven by individual preferences for job attributes
- Job attribute preferences (JAP)** = qualities and outcomes that prospective employees' desire and would expect from work (Konrad et al. 2000)
- JAPs can differ by dimensions of inequality (e.g. race or gender)

To what extent are LGBTQI\* people willing to sacrifice income, promotion prospects, and time for an LGBTQI\* friendly work climate and/or a diversity management?



**LGB\***Bielefeld

Befragung von Lesben, Schwulen, Bisexuellen, Trans- & Queer-Personen in Deutschland

### DATA & METHOD



**Data:** LGBielefeld 2021 Study

The LGBielefeld is a social media recruited online sample designed to provide insights into lesbian, gay, bisexual, trans\*, queer, and inter person living in Germany (Zindel et al. 2022).

**Analysis Sample:** N = 4,338

**Experimental Design:** Discrete choice experiment using fictitious job descriptions

By contrasting general job attributes with and LGBTQI\* friendly work climate and diversity management, the hierarchy of attributed as well as trade-off relationships between the attributes can be uncovered.

**Method:** Mixed logit regression (MXL) models

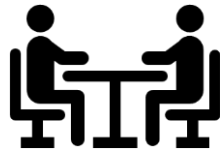
MXL models are used to examine both marginal willingness to pay for preferences and to contrast the utility of attributes for different groups of the LGBTQI\* community



Example of an LGBielefeld advertisement on Facebook

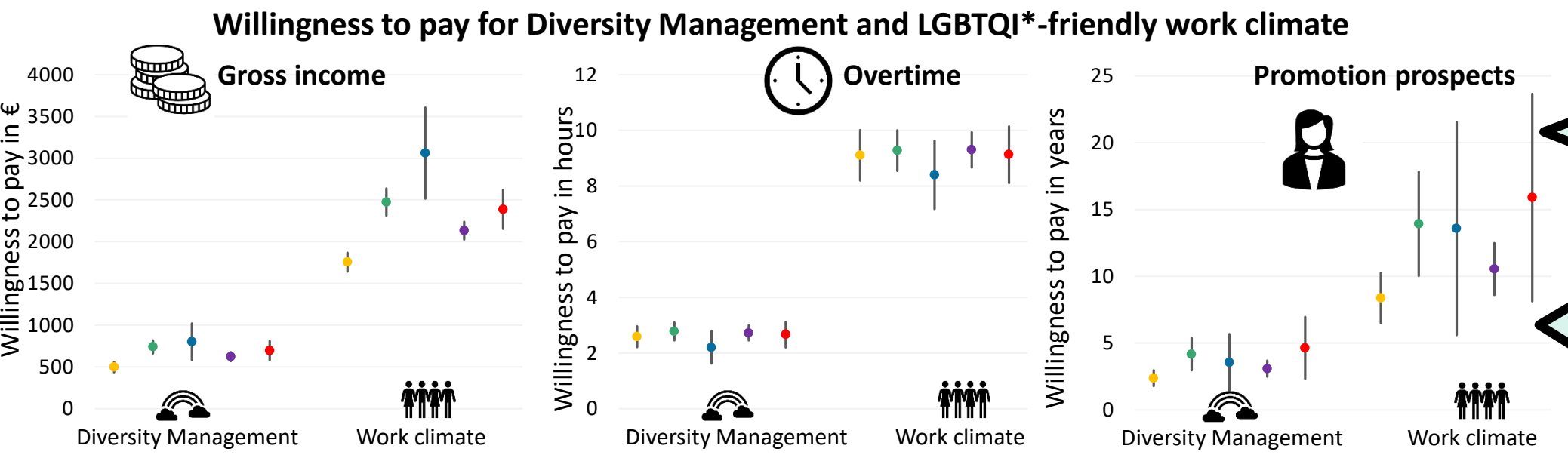
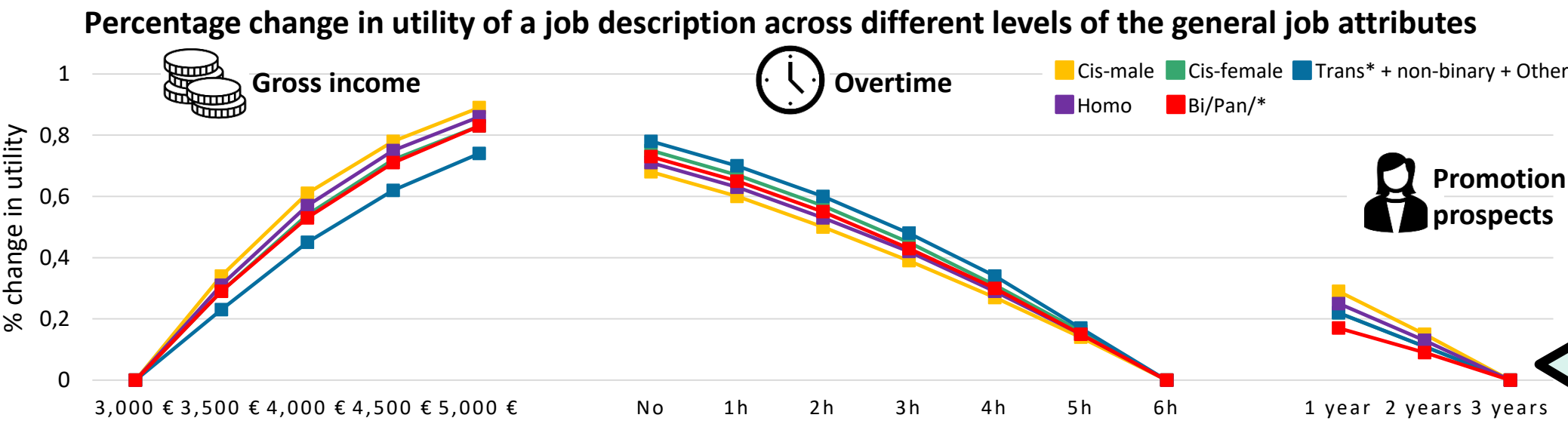
- Gross income** (5 levels, 3,000-5,000 €)
- Promotion Prospects** (3 levels, 3-5 years)
- Overtime** (3 levels, 0-6 hours)
- Diversity management** (2 levels, yes/no)
- LGBTQI\*-friendly climate** (2 levels, yes/no)

### ATTRIBUTES & FICTITIOUS JOB DESCRIPTIONS



	Job A	Job B
Gross income	3,000€/month	3,500€/month
Promotion Prospects	after 4 years	after 5 years
Overtime	0 h/month	2 h/month
Diversity management	yes	no
Work climate	no	yes

Please indicate which of the two jobs you find more attractive:  
☐ Job A ☐ Job B ☐ Neither



### RESULTS & DISCUSSION

For Trans\*+non-binary+Other people, income has a comparatively smaller impact on the choice of a job description.

An LGBTQI\*-friendly work climate is more important than a diversity management.

LGBTQI\* people are willing to pay a high amount of income, promotion prospects and time for an LGBTQI\* friendly work climate or diversity management.

#### References

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