

# Loss of Income, Career Sacrifice and Overtime for an LGBTQI\*-Friendly Work Environment?

A Choice Experiment to Investigate Employment Preferences of LGBTQI\* People



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# Background

- LGBTQI\* people experiencing discrimination in their work lives and workplaces (OECD 2019; de Vries et al. 2020)
- Significant differences in labor market outcomes (e.g., earnings) and empirical evidence for hiring discrimination (Drydakis 2021; Badgett et al. 2021; Neumark 2018)
- Different strategies to cope with discrimination (Chung 2001):
  - self-employment
  - job-tracking
  - risk-taking
- Searching for a safe and secure work environment that protects from discrimination (Ragins 2004)
- Lesbian women and gay men avoid prejudiced occupations (Plug et al. 2014)

# Background

## Discrimination due to sexual orientation or gender (-identity) in particular areas of life

Share of LGBTQI\* people who have experienced discrimination in different areas, in percent



Note: Discrimination due to sexual orientation or gender (-identity) within the last two years in Germany was surveyed; the shares refer to people who indicated to have experienced discrimination rarely, sometimes, or often; the total number of cases for the individual areas varies between 2,797 and 3,842 people.

Source: Socio-Economic Panel v36.beta, LGBielefeld; authors' own calculations.

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# Background

- ➔ *To what extent are LGBTQI\* people willing to sacrifice income, promotion prospects, and time for an LGBTQI\* friendly work environment and/or a diversity management (e.g., workshops/trainings on LGBTQI\* inclusion or LGBTQI\* networks)?*
- ➔ *Differ specific groups of the LGBTQI\* community in their employment preferences?*

# Data

**LGB\***ieiefeld

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

## LGBieiefeld 2021

- Online survey with LGBTQI\* people living in Germany
- Field phase: September 3<sup>rd</sup> – October 1<sup>st</sup>, 2021
- Recruitment via ads on Facebook
- 7,607 complete interviews

## Sample

- LGBTQI\* population
- Age range: 25-54 years
- Exclusion of self-employed and respondents without information about work position
- Information of up to **4,338** respondents could be used

# Data

	Gender Identity			
	Cis-male	Cis-female	Trans/non-binary/other	Total
<b>Sexual Orientation</b>				
Homosexual	1,490	1,476	101	3,067
Bi/pan/*	110	558	233	901
Hetero/other	6	58	104	168
<b>Total</b>	1,606	2,092	438	4,136

Note: n=202 missing information for gender identity or sexual orientation not included in cross table.

# Experimental Design

- Discrete choice experiment using fictitious job descriptions
- Contrast of general job attributes with an LGBTQI\* friendly work environment and a diversity management
- **Goal:** reveal hierarchy and trade-off relationships between different job attributes



# Experimental Design

	Job A	Job B
Income	4,500 Euro gross per month	3,500 Euro gross per month
Promotion prospects	Promotion after 4 years	Promotion after 3 years
Overtime	0 hours	6 hours
Diversity management	yes	no
LGBTQI* friendly work environment	no	yes

**Please indicate which of the two jobs you find more attractive:**

- Job A
- Job B
- Neither

# Experimental Design

## Relevant attributes and their levels:

- **Gross income (per month):** 3,000 €, 3,500 €, 4,000 €, 4,500 €, 5,000 €
  - **Promotion prospects:** after 3 years, after 4 years, after 5 years
  - **Overtime (per month):** 0 hours, 2 hours, 6 hours
  - **Diversity management:** yes, no
  - **LGBTQI\* friendly work environment:** yes, no
- 
- Marginal willingness to pay by examining the ratio of preferences to cost
  - Group differences in preferences for attributes by using mixed logit models (multinomial logit models as robustness)

# Results

	Marginal willingness to pay	(95% CI)
<b>Income (in €)</b>		
Diversity	-640.429	(-688.878; -591.981)
Work environment	-2216.289	(-2312.576; -2120.001)
<b>Overtime (in hours per month)</b>		
Diversity	2.643	(2.421; 2.864)
Work environment	9.146	(8.635; 9.656)
<b>Promotion prospects (in years to promotion)</b>		
Diversity	3.391	(2.780; 4.003)
Work environment	11.736	(9.704; 13.768)

Note: MWTP calculated using the delta method.

# Results

	Full model		Cis-male		Cis-female		Trans*/non-binary/other	
	Coef.	SE	Coef.	SE	Coef.	SE	Coef.	SE
<b>Mean</b>								
Income	0.001***	(0.000)	0.001***	(0.000)	0.001***	(0.000)	0.001***	(0.000)
Overtime	-0.309***	(0.009)	-0.279***	(0.014)	-0.324***	(0.014)	-0.354***	(0.030)
Promotion	-0.241***	(0.021)	-0.304***	(0.034)	-0.216***	(0.031)	-0.219***	(0.066)
Diversity	0.817***	(0.029)	0.722***	(0.045)	0.899***	(0.044)	0.780***	(0.096)
Work environment	2.829***	(0.059)	2.544***	(0.089)	3.003***	(0.089)	2.977***	(0.191)
<b>Log-likelihood</b>	-16214.421		-5993.806		-7712.190		-1669.214	
<b>Prob &gt; chi2</b>	0.000		0.000		0.000		0.000	
<b>N (Respondents)</b>	4338		1606		2092		458	
<b>N (Job descriptions)</b>	77859		28830		37548		8208	

\* p<0.05, \*\*\* p<0.01, \*\*\*\* p<0.001. In the MXL models, all attributes except income, overtime and promotion prospect are random.

# Results

	Full model		Homosexual		Bi/Pan/*	
	Coef.	SE	Coef.	SE	Coef.	SE
<b>Mean</b>						
Income	0.001***	(0.000)	0.001***	(0.000)	0.001***	(0.000)
Overtime	-0.309***	(0.009)	-0.300***	(0.011)	-0.311***	(0.019)
Promotion	-0.241***	(0.021)	-0.265***	(0.024)	-0.179***	(0.044)
Diversity	0.817***	(0.029)	0.818***	(0.034)	0.829***	(0.063)
Work environment	2.829***	(0.059)	2.792***	(0.070)	2.839***	(0.119)
<b>Log-likelihood</b>	-16214.421		-11649.786		-3782.720	
<b>Prob &gt; chi2</b>	0.000		0.000		0.000	
<b>N (Respondents)</b>	4338		3127		1006	
<b>N (Job descriptions)</b>	77859		56121		18063	

\* p<0.05, \*\*\* p<0.01, \*\*\*\* p<0.001. In the MXL models, all attributes except income, overtime and promotion prospect are random.

# Discussion

- LGBTQI\* people are willing to pay a high amount of income, promotion prospects and time for an LGBTQI\* friendly work environment or a diversity management
- Differences between attributes and groups
  - LGBTQI\* friendly work environment > diversity management
  - Cis-female and gender minority respondents > cis-male respondents
  - Small differences by sexual orientation
- **Next steps:** have a view on differences by further variables (age, industry sector, ...) & working on weighting strategies to reduce data bias

# Thank you for the attention!

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