Career sacrifice for an LGBTQI* - friendly work environment? A Choice Experiment to Investigate Job Preferences of LGBTQI* People

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BACKGROUND

• 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 (Hinnigan 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 (Kankrill et al. 2000)
• JAPs can differ by dimensions of inequality (e.g., race or gender)

RESEARCH QUESTION

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?

DATA & METHOD

LGBielefeld

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)

Job A
Gross income 3,000€/month
Promotion prospects after 4 years
Overtime 0 h/month
Diversity management yes
Work climate no

Job B
Gross income 3,500€/month
Promotion prospects after 5 years
Overtime 2 h/month
Diversity management no
Work climate yes

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

EXPERIMENTAL DESIGN

Discrete choice experiment using fictitious job descriptions
Economic values for job attributes:

Percentage change in utility of a job description across different levels of the general job attributes

For Trans* + non-binary 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


