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Sexual Orientation, Workplace Authority, and Occupational Gender Composition: Probability-Based Evidence from Germany

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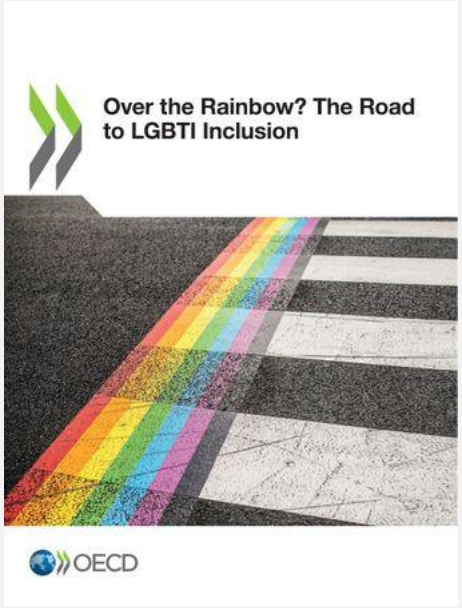
Content

Motivation



- High **political concern** over the last years
- **Persistent discrimination** against lesbian, gay and bisexual (LGB) people
  - → several inequalities across life domains
  - → mental health outcomes (Meyer 2003)

- LGB people experience **workplace discrimination** (de Vries et al. 2020) and **labor market inequalities** (e.g., earnings, Badgett et al. 2021)
  - → gay and bisexual men earn less than heterosexual men (Drydakis 2021)
  - → discrimination in hiring (Neumark 2018)

Motivation

- Research gap: the connection between **sexual orientation** and **leadership or authority positions at work**

  - Discrimination against LGB people on the labor market
  - Unequal distribution of workplace authority
  - Women are underrepresented

→ ***RQ1: Are LGB people underrepresented in workplace authority?***

Motivation

- Gender gap is larger in female-dominated occupations, but better chances for women in male-dominated occupations (Kraus 2000), while men have advantages in female-dominated occupations (glass escalator, Williams 1992; 2013)
- LGB people avoid occupations with a high share of employees of their own gender (Finnigan 2020)

→ ***RQ2:*** **Does occupational gender composition affect LGB people's chance in reaching workplace authority positions?**

Background

- UK: **Glass ceilings** for gay men at British universities (Frank 2006)

  Glass ceilings for gay men in high-level management positions (Aksoy et al. 2019)

  Glass ceilings for gay men, **contrary results** for lesbian women (Bridges/Mann 2019)
- SE: Gay men work **less often** in management professions; lesbian women work **more often** in management professions (Ahmed et al. 2011)
- US: LGB employees work **more often** in management occupations (Antecol et al. 2008)

  No differences in supervisory responsibilities of young adults (Ueno et al. 2013)

→ *Few empirical evidence and contrary results*
→ *Sample restrictions, measurement of sexual orientation*
→ *So far, no evidence for Germany or gender composition*

Background

- **Implicit leadership theories** suggest that,
  - leadership is connected with individuals' assumptions about (good) leadership and that leaders are generally seen as **masculine and more similar to men** (Eagly and Karau 2002; Koenig et al. 2011; Schyns and Riggio, 2019)
- **Implicit inversion theory** suggests that,
  - gay and bisexual men are often believed to be more similar to heterosexual women
    - **worse fit for leadership positions** (Kite and Deaux, 1987)
  - lesbian and bisexual women are often believed to be more similar to heterosexual men
    - **better fit for leadership positions** (Kite and Deaux, 1987)

⇨ **H1&H2:** Gay and bisexual men are less likely to have (high-level) WPA than heterosexual men.

⇨ **H3&H4:** Lesbian and bisexual women are more likely to have (high-level) WPA than heterosexual women.

Background

- **Occupations are segregated by gender (Reskin, 1993)**
  - Accompanied by stereotypes about how people's gender affects their 'fit' for particular jobs.
- **Sexual orientation and occupational gender segregation**
  - Following implicit inversion theory
    - LGB women fit male-typical jobs better and LGB men fit female-typical jobs better (Clarke and Arnold, 2018).

⇨ **H5:** Gay and bisexual men are more likely to have (high-level) WPA …

⇨ **H6:** Lesbian and bisexual women are more likely to have (high-level) WPA …

…in occupations with a high share of employees of the other gender than in occupations with a high share of employees of the same gender or in mixed occupations.

Data and methods

- SOEP, an annual conducted representative household panel including detailed questions about respondents' occupational and family situations
- Pooled waves 2013, 2015, 2017, 2019
- Including the **SOEP-Q** (2019)
  - boost sample of 477 LGBT* households
  - Recruitment via random telephone screening of adults living in Germany
- Sample restrictions: information about sexual orientation and workplace authority, 18-64 years, working full- or part-time, self-employed people are excluded
- N= 38,027 observations (**37,288 heterosexual and 739 LGB**) / N=11,209 having workplace authority

Data and methods

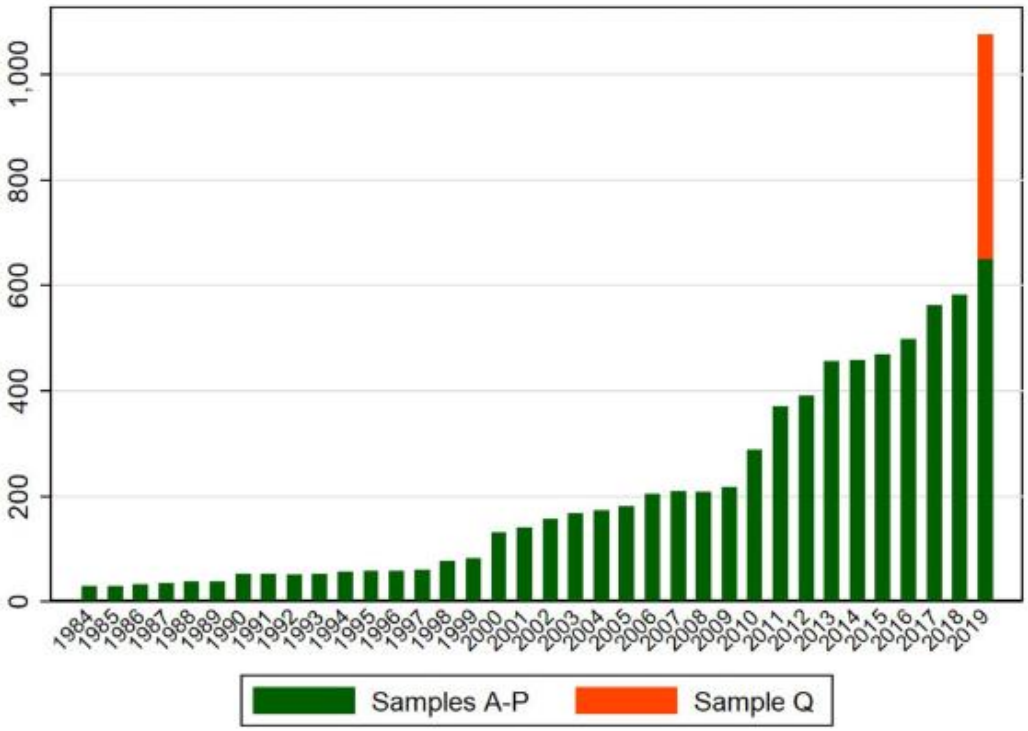


Figure 2a. Number of Interviews with SGM Respondents by Panel Wave (Total 7,762).
Source: SOEP v36 2019.

Source: Fischer et al. 2021.

Data and methods

Dependent variables

- "In your position at work, do you supervise others? In other words, do people work under your direction?"
  - **Workplace supervisory authority**
  - 0 'No'
  - 1 'Yes'
- "How many people work under your direction?"
  - **Extent of workplace supervisory authority**
  - 1 'Low-level workplace supervisory authority' (1-10 employees)
  - 2 'High-level workplace supervisory authority' (10 or more employees)

- 30.8% have workplace supervisory authority
- 34.4% of them have high-level workplace supervisory authority

Data and methods

Independent variables

- **Sexual Orientation**
  - SOEP generated variable ‚sexor' using information about self-identifying sexual orientation (2016 and 2019) and household composition (same-sex and different-sex partnership/marriage)
  - 0 'probably heterosexual', 1 'probably homo- or bisexual'
- **Occupational gender composition**
  - ISCO08, 3-digit continuous, percentage women in occupation
  - 1 'Male-dominated occupations' (0 - 30% women)
  - 2 'Mixed occupations' (30.1 - 69.9% women)
  - 3 'Female-dominated occupations' (70% -100% women)
- 1.9% of the sample identified as LGB (2.3% in the weighted sample)
- 34.2% work in male-dominated, 29.0% in mixed, and 36.7% in female-dominated occupations

Data and methods

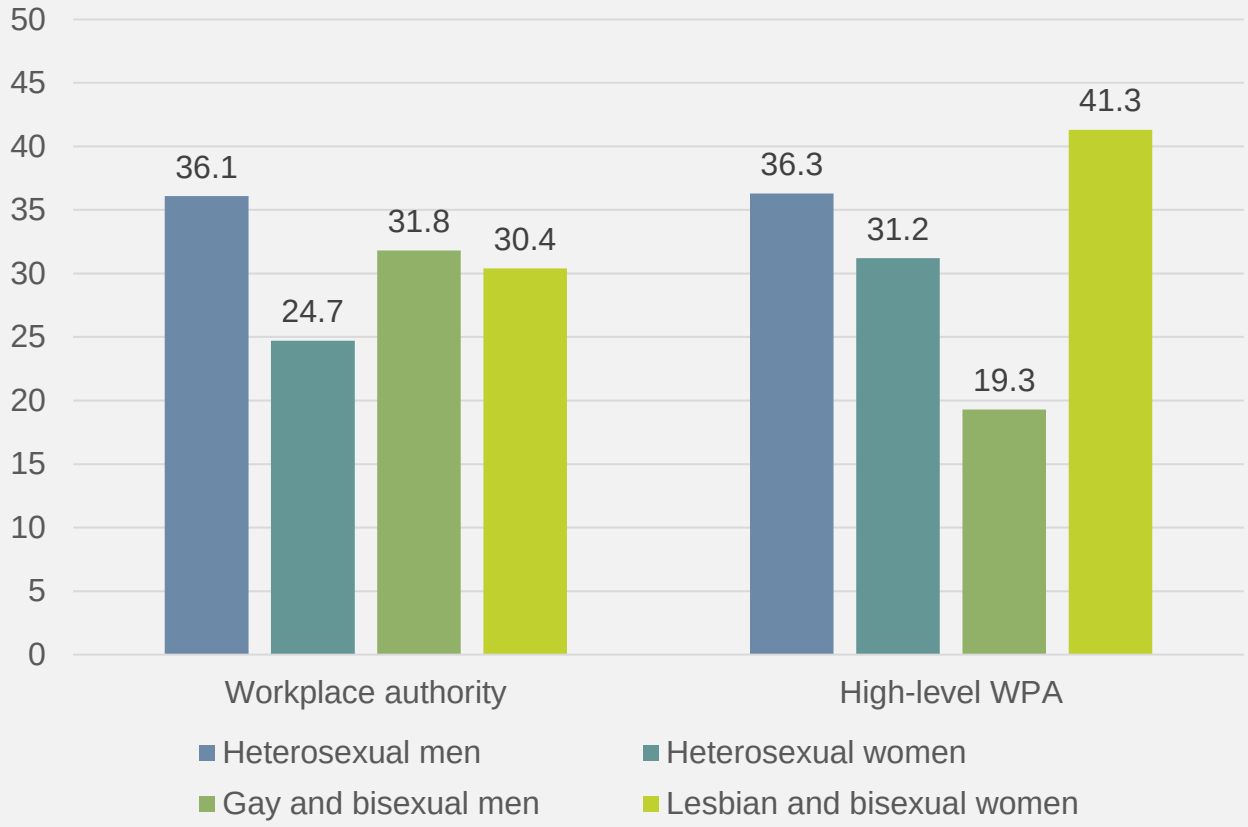
Controls

- Industry (Nace Rev. 2), firm size, civil servant, years of education, tenure, labor market experience, working hours, migration background, partnership, children in household, survey year

Methods

- Logistic regression (robust standard errors clustered by pid), average marginal effects
- Separate models for men and women
- Robustness checks
    - Alternative measurement of sexual orientation (sexual identity)
    - OLS models for the extent of workplace supervisory authority

Results



- WPA: Heterosexual men
- High-level WPA: Lesbian/bisexual women

Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, weighted, own calculations.

Results

	Men				Women			
	Model 1a		Model 1b		Model 2a		Model 2b	
	B	SE	B	SE	B	SE	B	SE
Homo- or bisexual	-0.030	0.038	0.021	0.037	0.070*	0.028	0.056*	0.025
Controls	No		Yes		No		Yes	
Observations (individuals)	18,593 (8,622)		18,593 (8,622)		19,434 (9,157)		19,434 (9,157)	
Notes: Clustered robust standard errors (by ID of respondents). Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001. Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, unweighted, own calculations.								

- **No evidence** for H1
- Evidence for H3: LGB women have a **5.6 percentage points** higher probability for WPA

Results

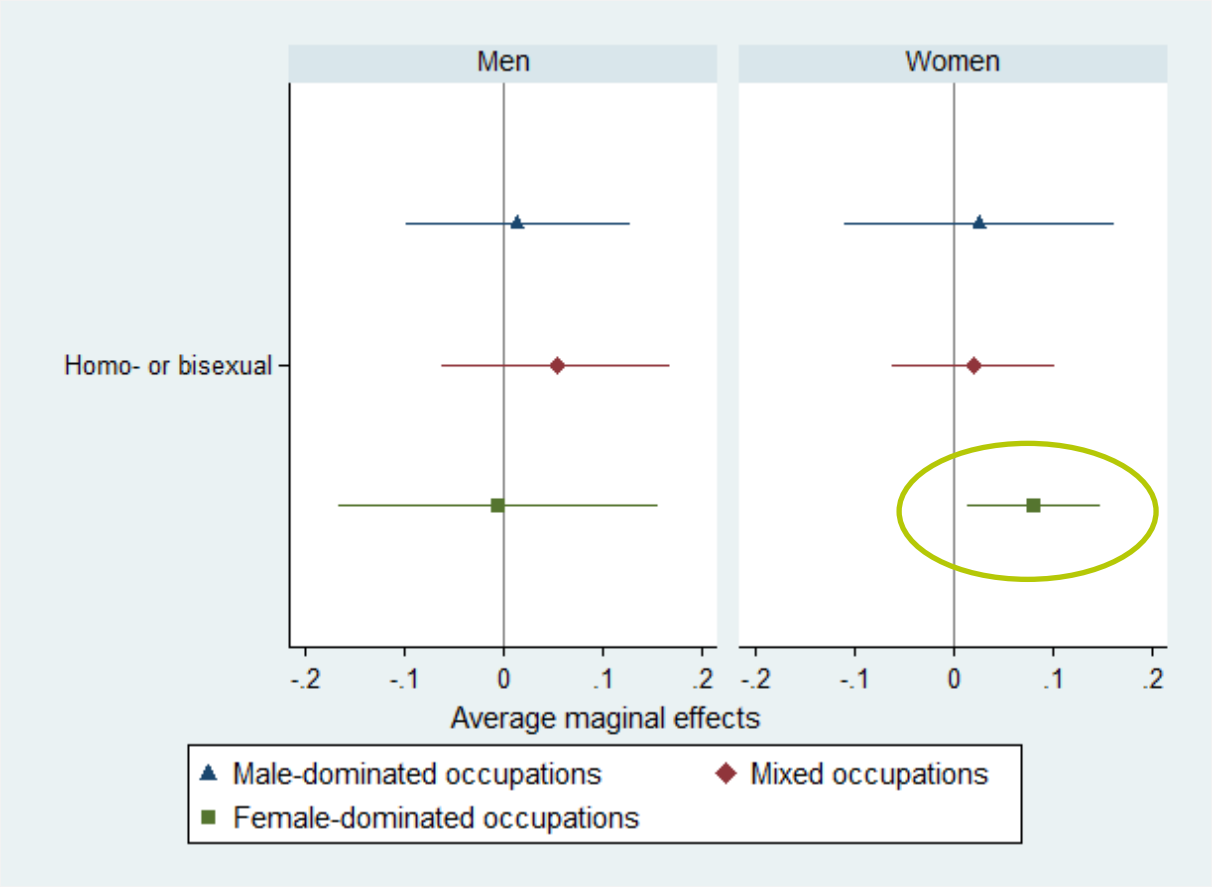
	Men				Women			
	Model 1a		Model 1b		Model 2a		Model 2b	
	B	SE	B	SE	B	SE	B	SE
Homo- or bisexual	-0.138**	0.051	-0.114*	0.054	-0.010	0.051	-0.012	0.047
Controls	No		Yes		No		Yes	
Observations (individuals)	6,765 (3,728)		6,765 (3,728)		4,444 (2,651)		4,444 (2,651)	

Notes: Clustered robust standard errors (by ID of respondents). Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001. Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, unweighted, own calculations.

➡ Evidence for H2: LGB men have a **11.4 percentage points** lower probability for high-level WPA

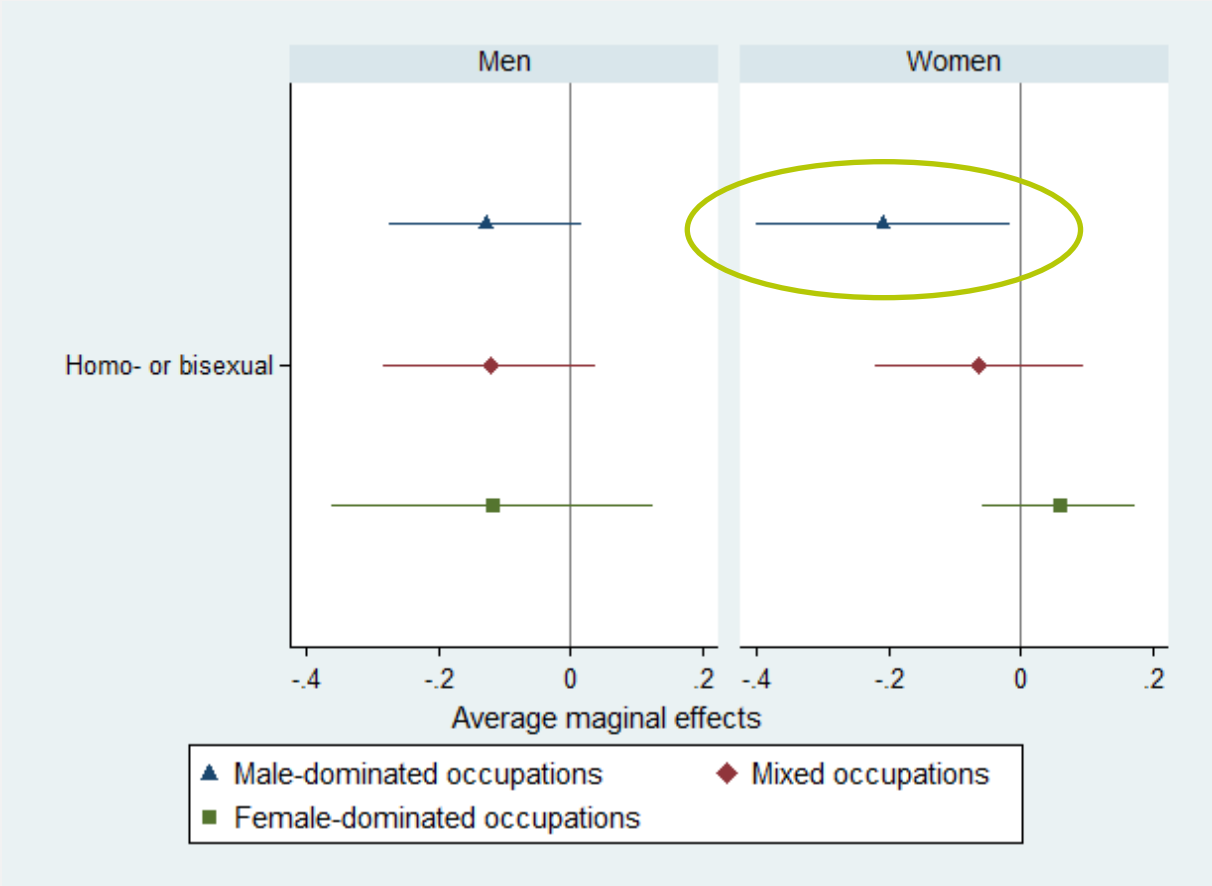
➡ **No evidence** for H4

Results



- **Men:** no big differences for gay/ bisexual men in holding WPA across different types of gender-segregated occupations.
- **Women:** evidence that lesbian/bisexual women have, compared to heterosexual women, a higher probability of WPA in female-dominated occupations

Results



- **Men:** no big differences for gay/ bisexual men in holding WPA across different types of gender-segregated occupations.
- **Women:** evidence that lesbian/bisexual women have, compared to heterosexual women, a lower probability of high-level WPA in male-dominated occupations

Discussion

- **Sexual orientation impacts on the likelihood of having (high-level) WPA**
  - Homo- and bisexual men are not disadvantaged in WPA in general but in the extent of WPA (no support for H1 but support for H2)
  - Lesbian and bisexual women are advantaged in WPA in general, but no differences in the extent of WPA (support for H3 but not for H4)
  - Impacts on the likelihood of having (high-level) WPA partly in line with recent research
    - Glass ceilings for LGB men (Frank, 2006; Ahmed et al., 2011; Bridges and Mann, 2019)
    - Disadvantages in high-level management positions for LGB men (Aksoy et al. 2019)
    - Advantage for LGB women (Ahmed et al., 2011; Antecol et al., 2008; Aksoy et al., 2019; Bridges and Mann, 2019)

Discussion

- **Occupational gender segregation only partly shapes these differences**
  - No evidence that occupational gender segregation matters at all for holding (high-level) WPA for gay or bisexual men (no support for H5).
  - **BUT:** it matters for lesbian and bisexual women they have a higher probability of holding WPA in female-dominated occupations (contrary to H6), while they have a lower probability of holding high-level WPA in male-dominated occupations
  - Recent research offers possible explanations:
    - ‘Glass escalator’ for heterosexual men in female-dominated occupations (Williams, 1992)
    - Women are more tolerant toward LGB people (Ayoub and Garretson, 2017)
    - LGB women have advantages in balancing family and career
    - Perception of employers that lesbian and bisexual women have lower employment interruptions caused by childbirth

Discussion

- Important determinant of the general labour market situation of LGB people
- Unequal access to WPA can cause further inequalities in the career trajectories and general life situations of LGB people
- The findings are partly in line with the idea of implicit leadership theories and implicit inversion theory

Limitations

- The **number of LGB observations** is relatively small, especially when analyzing occupational gender composition
  - Lack of **statistical power and representativeness**
  - Differences **between homosexual and bisexual respondents** not examined
  - Not possible to integrate **gender minorities**
- Further research is necessary to confirm and expand findings

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Thank you for the attention!

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Backup

Table 1. Results of the random telephone screening and response for 2019 SOEP boost Sample QTotal screening interviews

	N	Per cent of total screening interviews	Per cent of valid screening interviews	Per cent of identified target group	Per cent of gross sample Q
74,998	100				
Non-response to SOGI items	21,501	28.7			
Completed screening interviews	**53,497**	71.3	**100**		
Not in SGM target group	50,673		94.7		
In SGM target group	**2,824**		5.3	**100**	
Refusal to participate in SOEP	1,731			61.3	
No contact information provided	70			2.5	
Assumed false positive screenings	188			6.7	
Final gross boost sample Q	**835**			29.6	**100**
Not eligible	17				2.0
Refusal	170				20.3
Other not completed interviews	171				20.6
Completed interviews	**477**				57.1

Bold numbers correspond to the entire samples after screening, selecting the target group and the final gross boost sample.
Source: Gross telephone screening Sample Q.

Backup

Table A1: Socio-demographic characteristics

	Heterosexual men	Heterosexual women	Gay or bisexual men	Lesbian or bisexual women	Total
	%/mean	%/mean	%/mean	%/mean	%/mean
Immigrant					
No	80.0	80.8	79.6	89.5	80.5
Yes	20.0	19.2	20.4	10.5	19.5
Years of education	12.7	12.9	13.1	13.2	12.8
Partner in HH					
No	27.2	31.2	61.0	54.0	29.7
Yes	72.8	68.8	39.0	46.0	70.3
Children in Household					
No children	64.4	69.3	90.8	84.5	67.1
Children <6	14.8	9.5	4.1	5.1	12.2
Children 6+	20.7	21.3	5.1	10.3	20.7
Observations	18,308	18,980	285	454	38,027

Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, weighted, own calculations.

Backup

Table A2: Job characteristics

	Heterosexual men	Heterosexual women	Gay or bisexual men	Lesbian or bisexual women	Total
	%/mean	%/mean	%/mean	%/mean	%/mean
Industry sector					
Agriculture/forestry, fisheries	1.3	0.6	0.3	0.3	0.9
Mining,manufacturing	33.8	12.6	24.5	16.0	23.9
Energy/water supply, waste disposal	2.8	0.9	1.6	0.4	1.9
Construction	8.2	1.4	5.7	3.0	5.0
Trade, car repair, hospitality	10.0	16.1	13.5	15.0	12.9
Transportation and storage, communication	12.8	5.4	14.5	5.7	9.4
Financial and insurance services	3.7	4.0	0.7	2.4	3.8
Real estate/housing, economic service	6.6	9.9	5.4	6.9	8.1
Civil service or similar	8.1	9.6	6.9	7.8	8.7
Public and private services	12.7	39.5	27.0	42.5	25.4
Civil service					
No	78.8	65.8	75.5	72.2	72.8
Yes	21.2	34.2	24.5	27.8	27.2
Firm size					
1-19 employees	15.3	20.6	16.4	20.9	17.8
20-199 employees	25.5	26.0	27.8	28.3	25.8
200-1999 employees	24.6	24.5	26.8	20.1	24.5
More than 1999 employees	34.6	28.9	28.9	30.7	31.9
Labor market experience	21.4	19.9	18.8	16.2	20.7
Tenure	12.5	11.2	9.1	7.7	11.7
Working hours	38.5	31.7	36.6	33.9	35.4
Observations	18,308	18,980	285	454	38,027

Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, weighted, own calculations.

Backup

Robustness

- Sexual identity as independent variable (all models)
  - Lesbian and bisexual women have a statistically significant higher probability of having workplace authority compared to heterosexual women, and gay and bisexual men have a statistically significant lower probability of having high-level workplace authority compared to heterosexual men.
- OLS models (high-level WPA)
  - Gay and bisexual men have on average between 12 and 14 fewer employees under their direction than heterosexual men. For women, the models also show a statistically significant effect. Furthermore, they show a negative effect on the extent of workplace authority (that is, the number of employees supervised) for men in male-dominated, mixed and female-dominated occupations. This effect is statistically significant in mixed occupations, supporting the results. For women, there are positive effects in all occupational groups but none of these are statistically significant.

Backup

Table A5: Results of binary logistic regression models on the probability of having workplace supervisory authority (average marginal effects) for men

	Model 1a		Model 1b	
	B	SE	B	SE
Homo- or bisexual	-0.030	0.038	0.021	0.037
Survey year (ref. 2013)				
2015	-0.031***	(0.009)	-0.010	0.008
2017	-0.034***	(0.009)	-0.015	0.009
2019	-0.041***	(0.010)	-0.019*	0.009
Immigrant			-0.068***	0.012
Years of education			0.030***	0.002
Industry sector (ref. Agriculture/forestry, fisheries)				
Mining, manufacturing			0.028	0.041
Energy/water supply, waste disposal			0.023	0.049
Construction			0.103*	0.043
Trade, car repair, hospitality			0.096*	0.043
Transportation and storage, communication			-0.019	0.042
Financial and insurance services			-0.037	0.048
Real estate/housing, economic service			0.056	0.043
Civil service or similar			0.053	0.045
Public and private services			0.066	0.043
Civil service			-0.033*	0.015
Firm size (ref. 1-19 employees)				
20-199 employees			0.015	0.014
200-1999 employees			0.013	0.015
More than 1999 employees			0.006	0.015
Labor market experience			0.000	0.001
Tenure			0.005***	0.001
Working hours			0.013***	0.001
Partner in household			0.077***	0.013
Children in household (ref. no children)				
Children <6			0.045***	0.013
Children 6+			0.058***	0.011
Observations (individuals)	18,593 (8,622)		18,593 (8,622)	

Notes: Clustered robust standard errors (by ID of respondents). Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, unweighted, own calculations.

Backup

Table A6: Results of binary logistic regression models on the probability of having workplace supervisory authority (average marginal effects) for women

	Model 2a		Model 2b	
	B	SE	B	SE
Homo- or bisexual	0.070*	0.028	0.056*	0.025
Survey year (ref. 2013)				
2015	-0.026***	0.007	-0.014*	0.007
2017	-0.019*	0.008	-0.012	0.008
2019	-0.006	0.009	-0.001	0.008
Immigrant			0.018	0.011
Years of education			0.023***	0.002
Industry sector (ref. Agriculture/forestry, fisheries)				
Mining, manufacturing			-0.070	0.055
Energy/water supply, waste disposal			-0.079	0.062
Construction			-0.013	0.061
Trade, car repair, hospitality			0.063	0.055
Transportation and storage, communication			-0.069	0.056
Financial and insurance services			-0.096	0.056
Real estate/housing, economic service			-0.022	0.055
Civil service or similar			-0.029	0.056
Public and private services			0.031	0.054
Civil service			-0.043***	0.010
Firm size (ref. 1-19 employees)				
20-199 employees			-0.014	0.011
200-1999 employees			-0.008	0.012
More than 1999 employees			-0.013	0.012
Labor market experience			0.001*	0.000
Tenure			0.002***	0.001
Working hours			0.011***	0.000
Partner in household			0.029***	0.009
Children in household (ref. no children)				
Children <6			0.042**	0.013
Children 6+			0.041***	0.009
Observations (individuals)	19,434 (9,157)		19,434 (9,157)	

Notes: Clustered robust standard errors (by ID of respondents). Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, unweighted, own calculations.

Backup

Table A7: Results of binary logistic regression models on the probability of having (high-level) workplace supervisory authority (average marginal effects) for men

	Model 3a		Model 3b	
	B	SE	B	SE
Homo- or bisexual	-0.138**	0.051	-0.114*	0.054
Survey year (ref. 2013)				
2015	0.018	0.014	0.027	0.014
2017	0.005	0.015	0.014	0.015
2019	0.024	0.017	0.033*	0.016
Immigrant			-0.015	0.020
Years of education			0.007*	0.003
Industry sector (ref. Agriculture/forestry, fisheries)				
Mining, manufacturing			0.007	0.068
Energy/water supply, waste disposal			-0.044	0.077
Construction			-0.029	0.072
Trade, car repair, hospitality			0.018	0.071
Transportation and storage, communication			0.065	0.070
Financial and insurance services			0.089	0.080
Real estate/housing, economic service			-0.008	0.072
Civil service or similar			0.070	0.072
Public and private services			0.076	0.070
Civil service			-0.027	0.024
Firm size (ref. 1-19 employees)				
20-199 employees			0.256***	0.020
200-1999 employees			0.290***	0.021
More than 1999 employees			0.346***	0.020
Labor market experience			0.003**	0.001
Tenure			0.002	0.001
Working hours			0.007***	0.002
Partner in household			0.038	0.022
Children in household (ref. no children)				
Children <6			0.022	0.021
Children 6+			0.051**	0.017
Observations (individuals)	6,765 (3,728)		6,765 (3,728)	

Notes: Clustered robust standard errors (by ID of respondents). Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, unweighted, own calculations.

Backup

Table A8: Results of binary logistic regression models on the probability of having (high-level) workplace supervisory authority (average marginal effects) for women

	Model 4a		Model 4b	
	B	SE	B	SE
Homo- or bisexual	-0.010	0.051	-0.012	0.047
Survey year (ref. 2013)				
2015	-0.024	0.017	-0.013	0.017
2017	0.017	0.018	0.022	0.017
2019	0.021	0.019	0.021	0.018
Immigrant			0.027	0.024
Years of education			0.004	0.004
Industry sector (ref. Agriculture/forestry, fisheries)				
Mining, manufacturing			0.061	0.110
Energy/water supply, waste disposal			0.045	0.130
Construction			0.078	0.129
Trade, car repair, hospitality			0.133	0.110
Transportation and storage, communication			0.158	0.115
Financial and insurance services			0.078	0.118
Real estate/housing, economic service			0.144	0.112
Civil service or similar			0.123	0.112
Public and private services			0.189	0.108
Civil service			-0.009	0.023
Firm size (ref. 1-19 employees)				
20-199 employees			0.153***	0.022
200-1999 employees			0.181***	0.025
More than 1999 employees			0.229***	0.024
Labor market experience			0.003**	0.001
Tenure			0.002*	0.001
Working hours			0.010***	0.001
Partner in household			0.004	0.020
Children in household (ref. no children)				
Children <6			0.045	0.030
Children 6+			0.042*	0.020
Observations (individuals)	4,444 (2,651)		4,444 (2,651)	

Notes: Clustered robust standard errors (by ID of respondents). Significance levels: * p < 0.05, ** p < 0.01, *** p < 0.001.
Source: SOEP v36.1, waves 2013, 2015, 2017, 2019, unweighted, own calculations.