

# A comparative study on LGBT issues in the workplace. Public policies and perceptions measuring



## Personal Motivation

In many European countries, high levels of discrimination in the workplace are perceived as a major social problem. LGBT people has faced considerable difficulties to enter the labour market from abroad and extended periods of job instability. More specifically, my research is related to a real life experience I had many years ago.

## Background and Significance

In some countries, discrimination is a theme of permanent debate. In this regard, international research (*Discrimination in the EU in 2015*, Special Eurobarometer 437, 2015: 6), categorizes the sexual orientation discrimination in EU on the second place as perceived frequency among the other types of the well-debated discriminations (i.e. ethnic discrimination, gender discrimination, religion discrimination, discrimination of the persons with disabilities and age discrimination).

QC1. For each of the following types of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in (OUR COUNTRY)? Discrimination on the basis of...

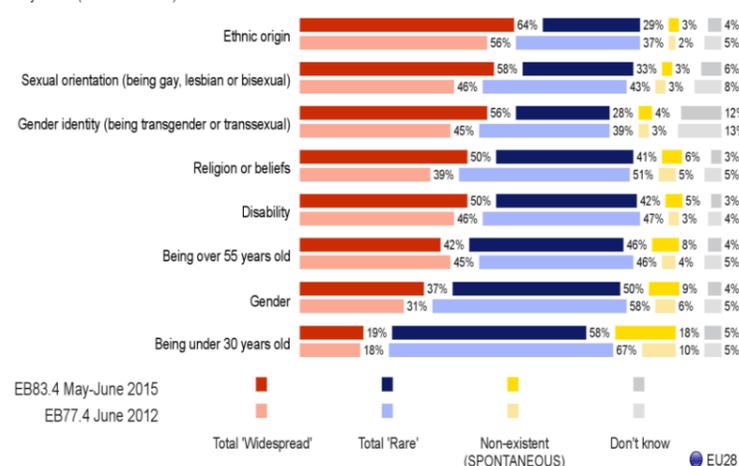


Fig. 1. Discrimination in the EU in 2015, Special Eurobarometer 437, October 2015, p. 6.

To comprehend this subject (partially explored during my doctoral research) I plan to research people's perception of the sexual orientation

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discrimination. Providing a comparison on LGBT immigration issues among the countries from Eastern and Central Europe (including Romania) and the United States would be a first step in this research.



## Study Objectives

The empirical research objectives consist in analyzing data to enable:

- Achievement of a comparability among selected countries on different dimensions;
- Perception measuring by the reduction of the proportion of homosexual subordinates in the workplace;
- Self-reported increase interest in regard to the workplace of homosexual subordinates;
- Solutions identification and implementation tactics for solving this extremist situation.

## Research Methods, Design and Statistical Analysis

### Sampling:

- 75 employees/fired/resigned from the public institutions, 75 employees/fired/resigned from the private institutions;

### Multiple research tools:

- *Questionnaires* (will contain various sensitive questions including those focused on the same-sex partners, risk behaviors, how many times experienced discrimination in their workplace etc. - a kind of individual file);

- *Focus group* regarding interactions, perceptions on identified LGBTs' cases and intervention assessment;
- *Case Studies* (discussions between gays and one of their superiors/employers);
- *Direct observations in the field and relevant pictures in the public and private institutions and houses;*
- *Data sheets* about public and private institutions will be included in the sample;
- *ID Card of selected respondents;*
- *Regular employment/dismissal/resignation data* about respondents of sampling (as appropriate).

### Data analysis:

- using the qualitative software NVivo (version 11).

## Expected Outcomes and Dissemination

Moving from one country to another often involves social discrimination between immigrants and "natives". Therefore, this study try to examine the impact of discrimination on homosexuality.

Although much work remains to be done, I hope this study will contribute to dialog and help inform public policies on the prevention of discrimination. I will present this research at local seminars and academic conferences and plan to publish my findings in specialized research journals.

## References

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