

Trade union members' perception of discrimination in the workplace because of sexual orientation

Carina Bildt

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The National Institute for Working Life

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PREFACE

This report is derived from the research that the National Institute for Working Life is conducting under the theme *Working Lives in Urban Areas*. The theme covers research on current issues concerning problems and development opportunities in working life in the city. In the research, great emphasis is given to aspects such as gender, class, ethnicity, "race" and sexual orientation to examine causes of social exclusion and inclusion.

For several years, interest organisations for homo- and bisexuals have requested that studies should be conducted on their members' working and living conditions. One reason is that there are indications that the health status among these groups is worse than among the heterosexual population. This led to that the government in December 2002 commissioned the National Institute for Working Life to conduct a study on homo- and bisexual women and men's working conditions. Within the framework of *Working Lives in Urban Areas*, a comprehensive questionnaire study, *Working Conditions and Vulnerability*, was carried out in 2003 and several in-depth studies were started. This report is based on the questionnaire study, which is part of the government commission.

In this report, we will present the extent to which women and men belonging to different trade union organisations perceived that discrimination occurred in the workplace because of sexual orientation. The report includes analyses of social support and homo- and bisexual women and men's openness about their sexual orientation in the workplace, as well as analyses of association between discrimination, lack of social support, health and openness.

The first chapter starts with a description of the project organisation in terms of who participated in the project, who answered the questionnaire and what questions were answered. Then we will discuss norms in society and homo- and bisexual women and men's openness about their sexual orientation in workplaces in different labour market sectors. Finally, we will describe differences in trade union membership in Sweden and discuss the role of trade unions to counteract discrimination in workplaces because of sexual orientation.

In the second chapter, we will present and comment on the results of the questionnaire study. In the tables, data are presented separately for each central trade union organisation. Furthermore, we will describe some differences between trade unions belonging to the same central organisation. We will also present and comment on the results from the analyses of association between discrimination in the workplace because of sexual orientation, lack of social support, health and homo- and bisexual women and men's openness about their sexual orientation in the workplace.

In the third chapter, we will discuss the conclusions that can be drawn from the results presented in this report.

INTRODUCTION

In this chapter we will discuss:

- Organisation of the project
- Norms in society
- Openness about sexual orientation
- Trade union membership in Sweden
- Role of trade unions to counteract discrimination

Organisation of the project

Project group

The project group consisted of researchers from the National Institute for Working Life and the University of Gothenburg, one representative of the Ombudsman against discrimination on the basis of sexual orientation (HomO), and representatives of two Equal projects that were started in Sweden to counteract discrimination because of sexual orientation. One of the projects, *Homosexuals and Bisexuals in the Care System*, is directed towards municipal services with focus on the pre-school and elderly care. More information is found on the web site www.rfsl.se/equal. The other project, *Normgiving Diversity*, is directed towards the church and the defence and police services. More information is found on the web site www.normgivande.nu.

Participants in the survey

To get a clear picture of what the situation is like in workplaces in terms of discrimination because of sexual orientation, we were anxious to include both a large number of persons of the population, as well as a large number of persons who were homo- and bisexual in the study. The result was that we combined a sample of the population with a sample of interest groups for homo- and bisexual women and men.

Through the cooperation with representatives of the two Equal projects, we could also reach a large number of persons from the occupational areas that are included in their projects. Therefore, the sample of the population came to consist of the following two parts:

- Approximately 9 000 randomly selected persons aged between 18-64 who lived in Sweden in March 2002.
- Approximately 11 000 randomly selected persons aged between 18-64 who in 2002 worked in municipal elderly care and pre-school/child care, the police service, the total defence service, and the Church of Sweden. From each sector, 2 000 persons were selected, including 1 000 conscripts.

As some persons came to be listed in both samples, and as some had moved or died, totally 20 218 persons of Sweden's population received an invitation to participate in the survey. Of those 20 218 persons, 10 458 persons responded to the questionnaire, which corresponds to approximately 52 per cent.

Women and men in the interest groups were members of the Swedish Federation for Gay and Lesbian Rights (RFSL) and other organisations for homo- and bisexuals. The questionnaire also reached interest groups where homo- and bisexual women and men are strongly represented in certain occupations, for example teachers, doctors and police officers. Therefore, we wish to point out that in the presentation of the results, the share of homo- and bisexual women and men in the different central trade union organisation is very relative.

Totally 7 443 persons who were members of interest groups received an invitation to participate in the study. Of those responded 3 315 persons, or 45 per

cent. One explanation why fewer women and men who were members of interest groups compared with women and men in the population group responded to the questionnaire is that the interest organisations themselves took care of the distribution to their member because of confidentiality reasons. Therefore, it was not possible to send reminders to those who did not answer within the prescribed time.

This report comprises those women and men who stated that they were members of a trade union, which means 4 601 women and 4 670 men.

The questionnaire

The questionnaire used in the study was worked out by persons in the project group who have broad knowledge of homo- and bisexual women and men's working and living conditions in society.

In this report, we will present the results of the analyses of the following questions that were asked in the questionnaire:

- Do you belong to a trade union? If yes. What trade union?
- How well do the following statements agree with the situation in your workplace? Some of my colleagues have prejudices against homo- and bisexual women and men. Response alternatives: completely, partly, don't know, a little, not at all.
- Do discrimination/harassment because of sexual orientation occur in your workplace in the form of disparaging and ridiculing opinions about a homo- or bisexual colleague? Response alternatives: yes, no, don't know.
- Does it happen that your superior shows appreciation for something you have done? (Same question was asked about colleagues and other persons they meet at work.) Response alternatives: every day; a couple of days per week; one day per week; a couple of days per month; never or seldom the last three months; not relevant (e.g. have no superior).
- Do you regularly see you colleagues out of work? Response alternatives: yes, to a high extent; yes, to a certain extent; no, to a small extent; no, never.

- How open are you about your homo- or bisexuality in your workplace (in relation to superiors, colleagues and subordinates, if any)? Response alternatives: completely open, relatively open, not open at all.
- In general, would you say that your health is excellent, very good, good, not so good or poor?

Norms in society

Today people are being discriminated in working life because of their sexual orientation. This is most apparent in the everyday relationships between colleagues. In a more hidden way, it takes place through the structures that keep traditional norms alive that only heterosexuality is self-evident and normal. Everyone who does not live in accordance with the norm risks being questioned, made invisible or discriminated in other ways.

Discrimination in the workplace because of sexual orientation can for example take the form of ridiculing homo- and bisexual women and men through taunts or sarcasms. The taunts or sarcasms do not necessarily have to be directed at any particular person, but they function more as a confirmation of one's own belief that everyone is heterosexual because it is "normal". Many superiors and co-workers take for granted that all employees live, or at least would like to live, in heterosexual relationships. The coffee break is one situation where the heterosexual relationship is confirmed and presented as self-evident, for example in stories about what the family has done during the weekend or holiday. In this way, boundaries are clearly marked for what is considered to be the right way to live. Those who live with a partner of the same sex may then come to be excluded, as *they do not fit into the pattern*.

Notions of what "normal" sexuality is change continuously over time. The most characteristic notion today is perhaps the one that all people are heterosexual. Consequently, all people are also treated as if they were, which means that homo- and bisexual women and men are being ignored in an invisible way. Discrimination is often seen as direct or open attacks on persons or groups. Therefore, it can be difficult to discover this "tacit" form of discrimination, which also explains

why the heterosexual community does not experience discrimination because of sexual orientation as a problem. Awareness of this type of discrimination is considerably lower than awareness of discrimination for example because of sex or ethnicity.

Openness about sexual orientation

Jargons in the form of ridiculing or "funny" jokes about homo- and bisexual women and men can make it difficult for the homo- or bisexual woman or man to be open about her/his sexual orientation in the workplace.

Our definition of being "open" is that the homo- or bisexual woman or man has told about her/his sexual orientation for some or all persons in the workplace. Of those openly homo- and bisexual women and men who participated in the study, slightly more than half were completely open about their sexual orientation in the workplace, and almost half were relatively open. Of those who were open about their sexual orientation in the workplace, more than half were also open towards other persons they met at work.

The degree of openness is a good measure of how safe homo- and bisexual women and men feel at work. With this in mind, we will take a closer look at the extent to which the homo- and bisexual women and men who participated in the survey were open about their sexual orientation towards persons they came in contact with through their jobs.

- Within the pre-school towards parents and children: 7 per cent of both women and men.
- Within elderly care towards clients and their relatives: 4 per cent of women and 10 per cent of men.
- Within the Church of Sweden towards parishioners: 15 per cent of women and 12 per cent of men.
- Within the police service towards persons they met on duty: one of ten women and 16 per cent of men.

- Within the defence service towards persons they met on duty: one of ten men.

It could be interesting to note that although the percentage rates throughout are low, individuals were most open within the Church of Sweden.

When we look at the openness towards colleagues, the share of homo- and bisexual women and men who were open about their sexual orientation was larger. Within the pre-school, approximately every third woman and man was open about her/his sexual orientation in the workplace, and within elderly care slightly more than every fourth woman and every third man. Both within the Church of Sweden and the police service, openness was somewhat greater, with almost two-fifth of women and almost half of men. Within the defence service, slightly more than every third homo- or bisexual man was open about his sexual orientation in the workplace.

In-depth analyses of the questionnaire material have shown that a majority of the homo- and bisexual women and men who were open about their sexual orientation in the workplace perceived that their openness contributed positively to their work. Typical of workplaces where these women and men worked was the absence of discrimination because of sexual orientation. On the other hand, it was also shown that 40 per cent of those who were not open refrained from participating in conversations with colleagues or other persons they met at work because they wanted to avoid that their private life became known. Still, as many as 70 per cent believed that almost all their colleagues knew about that they were homo- or bisexual. The results on openness about sexual orientation in the different trade union organisations are presented in Chapter 2.

Trade union membership in Sweden

Approximately 80 per cent of all employees in Sweden are members of a trade union. Internationally, this is an unusually high figure. In the other Nordic countries, the density of union membership is approximately the same as in Sweden, while the corresponding figure only is 25 to 35 per cent in countries such as Great Britain, the Netherlands, Italy and Germany. One explanation why the

figure is so high in Sweden is that besides many blue-collar workers, also many white-collar workers are organised in trade unions. In Germany and Japan, it is common that blue- and white-collar workers belong to the same trade union, which has led to that many white-collar workers refrain from joining a union as they find it difficult to identify themselves with the blue-collar dominated trade unions.

In Sweden, there are three central trade union organisations: the Swedish Trade Union Confederation (LO), the Swedish Confederation of Professional Employees (TCO), and the Swedish Confederation of Professional Associations (SACO). Together they have about 3.8 million members. There are certain differences in union density between the organisations. For example, somewhat more blue-collar than white-collar workers belong to a trade union. In 2003, the share of blue-collar workers belonging to a union was 83 per cent and the share of white-collar workers 78.5 per cent. Both among blue- and white-collar workers, more women than men are union members. The lowest union density is found among male white-collar workers, but still the rate is as high as 74 per cent.

Sectors in the labour market that have the highest union density are the manufacturing industry and the public sector. Within the manufacturing industry, slightly more than 90 per cent of the blue-collar workers belong to a union and almost 80 per cent of the white-collar workers. In the public sector, union density among blue- and white-collar workers is about the same, i.e. about 90 per cent among both.

Also the size of the workplace plays a role for the density of union membership. In workplaces with not more than five employees, slightly more than 60 per cent belong to a union, while in workplaces with more than 500 employees the corresponding figure is 90 per cent. As to the age, more older than younger employees belong to a union. Among employees younger than 25 years of age, only 57 per cent belong to a union, while the share successively grows with age to amount to 90 per cent among 45 and 64 year-olds.

The questionnaire study also showed that the density of union membership differed between hetero-, homo- and bisexual women and men, as well as between members of interest groups and homo- and bisexual women and men in the population group (Tables 1 and 2).

Table 1. Trade union density among hetero-, homo- och bisexual women and men

	Number	Share of hetero- sexuals	Share of homo- and bi- sexuals
Women	6 135	76%	71%
Men	6 397	69%	74%

Table 2. Trade union density among homo- and bisexual women and men

	Number	Share of interest groups	Share of population group
Women	1 308	72%	51%
Men	2 040	74%	60%

Taken together, there are no major differences in union density among the women and men who participated in the study. However, if we compare heterosexual women with homo- and bisexual women in table 1, we can see that the share of union membership is higher among women in the first group than in the second, while the situation is the opposite for men.

Furthermore, comparisons in table 2 show that the share of union membership is higher among members of interest groups than among homo- and bisexual women and men in the population group. Findings from previous analyses of the questionnaire material may offer one explanation for this difference. Then it was found that the level of education among members of interest groups was higher than among homo- and bisexuals in the population group. Moreover, awareness of discrimination because of sexual orientation was greater among members of interest organisations than among homo- and bisexual women and men in the population group.

Role of trade unions to counteract discrimination

The first Swedish law against *discrimination in working life*, the Equal Opportunities Act, entered into force in 1980. The law prohibits discrimination in the workplace because of sex. In 1999, further acts were supplemented to prohibit discrimination in the workplace because of disability and ethnicity, as well as *prohibition against discrimination because of sexual orientation*. It is the trade unions that should look after that the legislation is applied.

The oldest legislation, the prohibition against discrimination in the workplace because of sex, is the area in which the trade unions' work has come furthest. In

view of the results that this report will present concerning the latest legislation, the prohibition against discrimination in the workplace because of sexual orientation, the trade unions' work has so far not led to any greater results.

There is an important explanation for this. Discrimination because of sexual orientation is simply not a subject that is brought up for discussion in workplaces. Some people may perhaps consider this a taboo subject, others perhaps choose not to protest because they fear being associated with homo- or bisexuality. Although internal education efforts have been started in many places, there are still significant shortcomings in the application of the law. Here the trade unions and the trade union representatives have an important function to fill. It consists of:

- through education efforts increase knowledge about homo- and bisexuality;
- through education efforts increase awareness of that discrimination because of sexual orientation often occur both in workplaces and in society as a whole; and
- through looking after that the legislation is applied.

RESULTS

In this chapter, we will present the results from the analyses of discrimination because of sexual orientation, social support, including social interaction with colleagues after work, and homo- and bisexual women and men's openness about their sexual orientation in the workplace. We will also present and comment on the results from the analyses of association between discrimination in the workplace because of sexual orientation, lack of social support, health and homo- and bisexual women and men's openness about their sexual orientation in the workplace. In the tables where descriptive statistics are presented; data are presented separately for each central trade union organisation. Furthermore, we will describe some differences between trade unions belonging to the same central organisation.

The central trade union organisations are:

- The Swedish Trade Union Confederation (LO)
- The Swedish Confederation of Professional Employees (TCO)
- The Swedish Confederation of Professional Associations (SACO)
- Other unions, which comprise the Association of Management and Professional Staff (Ledarna) and the Central Organization of Swedish Workers, the Syndicalists (SAC syndikalisterna)

The number of respondents to each question is indicated in the tables. When more than one question is presented in the same table, the average number of respondents to these questions is indicated. As a different number of persons has responded to the various questions, the number of respondents indicated in the tables is accordingly different. The results are presented separately for women and men.

Test analyses, so-called Chi square tests, were performed to control the reliability of the results. In order not to burden the report with lots of numbers, we have chosen not to present the results from the test analyses. The differences

between groups presented in the text are all statistically significant. This means that the differences are statistically significant with 95 per cent confidence.

Central trade union organisations

To the question about whether colleagues had *prejudices* against homo- and bisexual women and men, it was shown that almost half of all homo- and bisexual women and men in all central trade union organisations experienced that their colleagues had prejudices (Table 3). Corresponding share among heterosexual women and men was about one-third. The perceptions of whether colleagues were prejudiced differed most between heterosexual and homo- and bisexual women respectively men, however among men to a lower degree, within the Trade Union Confederation and Other unions. Generally, there was greater agreement among men, regardless of sexual orientation, than among women about what the situation was like in the workplace in this respect.

To the question about whether *harassment* occurred in the workplace in the form of disparaging and ridiculing opinions about homo- and bisexual women and men, it was shown that somewhat more than one-fourth of the homo- and bisexual women and men in all central trade union organisations experienced that this was the case (Table 3). Corresponding share among heterosexual women and men was slightly more than one-tenth. Also the perceptions of whether harassment occurred differed most between heterosexual and homo- and bisexual women respectively men within the Trade Union Confederation and Other unions. It also ought to be mentioned here that men to a greater extent than women experienced that discrimination occurred in the workplace both in the form of harassment and prejudices among colleagues.

Tablel 3. Discrimination in the form of prejudices and harassment in the workplace.

		Number	Prejudices		Harassment	
			Hetero	Homo/bi	Hetero	Homo/bi
Women	Trade Union Conf.	1 427	23%	51%	4%	27%
	Conf. of Prof. Empl.	1 810	29%	53%	11%	34%
	Conf. of Prof. Assoc.	706	29%	46%	13%	28%
	Other	47	19%	67%	0%	38%
Men	Trade Union Conf.	1 212	34%	53%	12%	30%
	Conf. of Prof. Empl.	1 482	35%	46%	13%	26%
	Conf. of Prof. Assoc.	970	36%	46%	16%	25%
	Other	92	41%	53%	14%	33%
Total		7 746	31%	49%	12%	28%

Social support in the workplace is of great importance for individuals' well-being at work and their health. Therefore, the participants were asked whether their superior, colleagues and other persons they met at work showed appreciation for something they have done. It is remarkable that around three-fourth of all women and men, regardless of sexual orientation, in all central trade union organisations reported lack of social support from their superiors (Table 4). Likewise, it is remarkable that around half of all participants reported lack of social support from colleagues and other persons they met at work. A larger share of women than men, regardless of sexual orientation, experienced lack of social support from superiors. Otherwise, women and men answered relatively similarly to this question.

Table 4. Lack of social support in the workplace.

		Number	From superiors		From colleagues		From other	
			Hetero	Homo/bi	Hetero	Homo/bi	Hetero	Homo/bi
Women	Trade Union Conf.	1 305	80%	81%	54%	52%	40%	43%
	Conf. of Prof. Empl.	1 750	78%	72%	57%	50%	48%	38%
	Conf. of Prof. Assoc.	682	77%	75%	63%	47%	53%	50%
	Other	45	68%	81%	55%	41%	54%	39%
Men	Trade Union Conf.	1 121	76%	72%	52%	48%	51%	38%
	Conf. of Prof. Empl.	1 429	75%	66%	55%	44%	52%	43%
	Conf. of Prof. Assoc.	939	70%	71%	56%	45%	52%	44%
	Other	89	74%	72%	54%	58%	62%	60%
Total		7 360	73%	70%	53%	47%	47%	42%

Social interaction with colleagues after work is another important aspect of relationship between colleagues. To this question, women and men, regardless of sexual orientation, answered relatively similarly (Table 5). The majority of trade union members in all central trade union organisations do *not* socialise with colleagues after work.

Table 5. No social interaction with colleagues after work.

		Number	Hetero	Homo/bi
Women	Trade Union Conf.	1 342	72%	65%
	Conf. of Prof. Empl.	1 790	73%	70%
	Conf. of Prof. Assoc.	687	67%	68%
	Other	37	91%	71%
Men	Trade Union Conf.	1 130	75%	71%
	Conf. of Prof. Empl.	1 456	75%	70%
	Conf. of Prof. Assoc.	951	71%	73%
	Other	89	66%	68%
Total		7 482	70%	70%

Those who in the questionnaire stated that they were homo- or bisexual also got the question whether they were *open about their sexual orientation in the workplace* (Table 6). Among members of interest groups in all central trade union organisations approximately three-fourth answered that they were open about their sexual orientation in the workplace. The situation proved to be very different for homo- and bisexual women and men in the population group. There the share of those being open in the workplace was considerably lower and it also differed a lot between the central trade union organisations.

Table 6. Homo- and bisexual women and men who are open about their sexual orientation in the workplace.

		Interest groups		Population group	
		Number	Share	Number	Share
Women	Trade Union Conf.	208	80%	23	35%
	Conf. of Prof. Empl.	284	78%	17	53%
	Conf. of Prof. Assoc.	210	78%	9	22%
	Other	25	76%	0	0%
Men	Trade Union Conf.	312	73%	25	48%
	Conf. of Prof. Empl.	458	75%	18	61%
	Conf. of Prof. Assoc.	408	73%	8	50%
	Other	17	77%	1	0%
Total		1 922	76%	101	50%

Summary: A strong impression from these results is that there were no major differences between the central trade union organisations concerning the members' perceptions of discrimination in the workplace because of sexual orientation, social support, including social interaction with colleagues after work, and homo- and bisexual women and men's openness. However, there were large differences in the extent to which heterosexual and homo- and bisexual women and men experienced that discrimination occurred in the workplace because of sexual orientation. Among the participants, agreement was greatest about lack of social support in the workplace.

The Swedish Trade Union Confederation

The largest share of members of the different unions belonging to the Trade Union Confederation (LO) who answered that they had colleagues who were prejudiced against homo- and bisexual women and men was found in traditionally male-dominated LO unions. The largest share of members who answered that harassment occurred in the form of disparaging and ridiculing opinions about homo- and bisexual women and men was found in the same LO unions. At the same time, members of these unions reported, roughly, lack of social support from superiors, colleagues and other persons they met at work to a larger extent than members of the other LO unions.

In the different LO unions, the share of members who answered that they had colleagues who were prejudiced was generally larger than the share of members who answered that harassment occurred. Members reported lack of social support from superiors to a higher extent than lack of social support from colleagues and other persons they met at work.

The majority of members of most LO unions, e.g. about 70 per cent of the members of the Swedish Municipal Workers' Union and the Union for Service and Communications Employees, do not socialise with colleagues after work.

The share of homo- and bisexual women and men who were open about their sexual orientation in the workplace was smallest in male-dominated LO unions. For example, only 57 per cent of the homo- and bisexual members of the Swedish Metal Workers' Union were open, compared to for example 77 per cent of the members of the Swedish Municipal Workers' Union.

The Swedish Confederation of Professional Employees

The largest share of members of the different unions (with more than 10 respondents) belonging to the Confederation of Professional Employees (TCO) who answered that they had colleagues who were prejudiced against homo- and bisexual women and men was found in the Swedish Policemen's Union, the Swedish Union of Financial Sector Employees and the Swedish Union of Journalists. The largest share of members who answered that harassment occurred in the workplace in the form of disparaging and ridiculing opinions about homo- and bisexual women and men was found in the Swedish Policemen's Union, the Swedish Union of Financial Sector Employees and the Swedish Actors' Equity Association. In all TCO unions, the share of members who answered that they had colleagues who were prejudiced was generally larger than the share of members who answered that harassment occurred.

Generally, the members of the different TCO unions reported lack of social support from superiors to a larger extent than lack of social support from colleagues and other persons they met at work.

The majority of members of most of the TCO unions, e.g. about 72 per cent of the members of the Swedish Union of Teachers and about 82 per cent of the

members of the Swedish Union of Local Government Officers, do not socialise with colleagues after work. In the same unions, the share of homo- and bisexual women and men who were open about their sexual orientation in the workplace was 67 respectively 79 per cent.

The Swedish Confederation of Professional Associations

The largest share of members of the different unions belonging to the Swedish Confederation of Professional Associations (SACO) who answered that they had colleagues who were prejudiced against homo- and bisexual women and men was found in the Swedish Association of Army, Navy and Air Force Officers, the Association of Church of Sweden Employees and the Swedish Association of Scientists. The largest share of SACO members who answered that harassment occurred in the workplace in the form of disparaging and ridiculing opinions about homo- and bisexual women and men was found in the Swedish Association of Army, Navy and Air Force Officers, the Swedish Association of Scientists and the Swedish Agricultural Graduates' and Teachers' Association. In all unions, the share of members who answered that they had colleagues who were prejudiced was generally larger than the share of members who answered that harassment occurred.

Generally, members of the different SACO unions reported lack of social support from superiors to a larger extent than lack of social support from colleagues and other persons they met at work.

The majority of members of most of the SACO unions do not socialise with colleagues after work, e.g. 71 per cent of the members of Jusek, a Swedish Association of Graduates in Law, Business Administration and Economics, Computer and Systems Science, Personnel Management and Social Science, and 78 per cent of the members of the Swedish Association of Graduates in Social Science, Personnel and Public Administration, Economics and Social Work. In the same trade union organisations, the share of homo- and bisexual women and men who were open about their sexual orientation in the workplace was 76 respectively 78 per cent.

Other unions

Other unions comprise the Association of Management and Professional Staff (Ledarna) and the Central Organization of Swedish Workers, the Syndicalists (SAC syndikalisterna).

About 46 per cent of the members of the two unions answered that they had colleagues who were prejudiced against homo- and bisexual women and men. The share of members who answered that harassment occurred in the form of disparaging and ridiculing opinions about homo- and bisexual women and men was considerably lower, about 20 per cent. In both unions, a considerably larger share of homo- and bisexual than heterosexual women and men reported that they had colleagues who were prejudiced and that harassment occurred. A larger share of the members of Ledarna experienced lack of social support at work compared to the Syndicalists.

About 70 per cent of the members of both unions did not socialise with colleagues after work. The share of homo- and bisexual women and men who were open about their sexual orientation in the workplace was larger among members of the Syndicalists than among members of the Ledarna, i.e. 79 respectively 63 per cent.

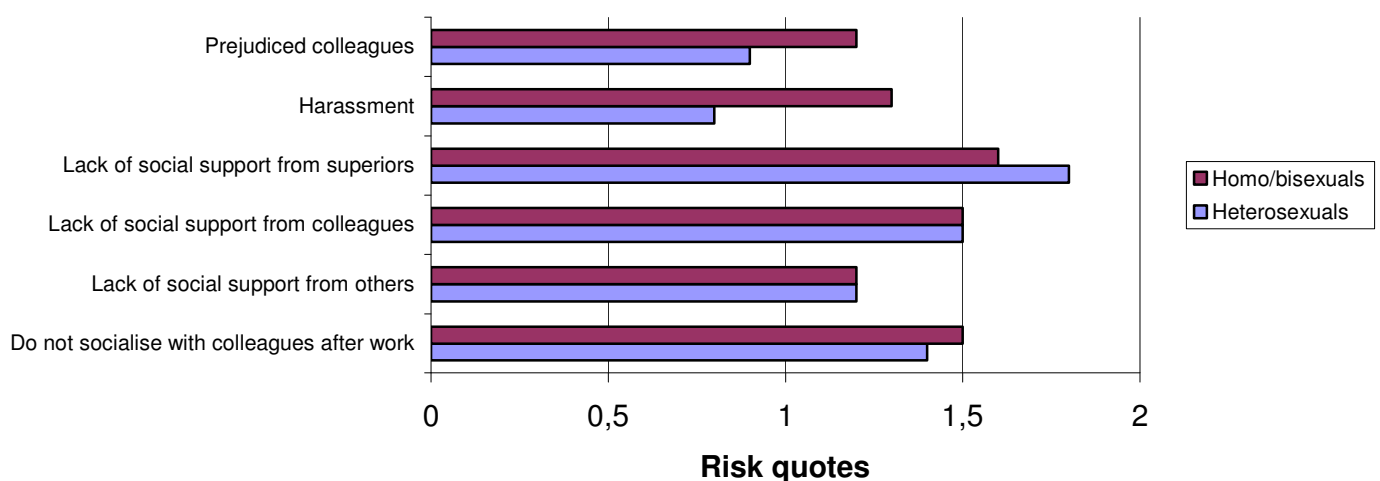
Association analyses

Based on the results presented above, we have performed analyses to examine whether associations could be found between discrimination in the workplace because of sexual orientation, lack of social support, health and homo- and bisexual women and men's openness about their sexual orientation in the workplace.

In the figures below, scales of risk rates from 0 to 2, respectively from 0 to 3,5 are indicated. Risk rate 1 means no increased risk, and risk rate 2 a doubled risk. In Figure 1, this means 100 per cent increased risk of developing poor health, and in Figure 2, the increased extent to which the conditions examined contribute to that homo- and bisexual women and men are not open about their sexual orientation in the workplace. The risk rates mentioned in the text are statistically significant.

In Figure 1, it can be clearly seen that there are associations between lack of social support in the workplace and increased risk of poor health for all individuals who participated in the study. Concerning lack of social support from superiors and colleagues, the increased risk of poor health is between 50 and 75 per cent. As shown in the figure, lack of social support from superiors increases the risk of poor health most among heterosexual women and men. Discrimination because of sexual orientation increases the risk of poor health only among homo- and bisexual women and men. Prejudiced colleagues and harassment increase the risk of poor health with 30 respectively 40 per cent.

Figure 1. Increased risk of poor health among heterosexual and homo- and bisexual women and men

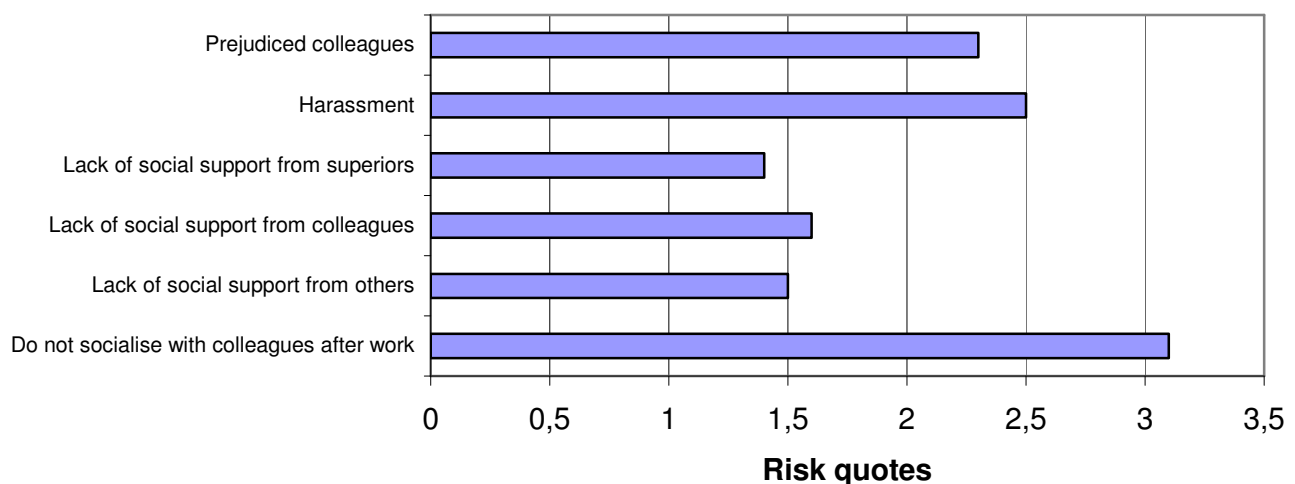


In previous analyses of the questionnaire material, it was shown that the increased risk of poor health was 30 per cent higher among homo- and bisexual women and men who were not open about their sexual orientation in the workplace compared with those who were open. This is important to keep in mind when we look at conditions that contribute to that homo- and bisexual women and men are not open with their sexual orientation in the workplace (Figure 2).

Among homo- and bisexual women and men who did not socialise with colleagues after work, it was three times more common that they were not open about their sexual orientation in the workplace. It is perhaps less surprising that

prejudiced colleagues and harassment had a large influence on the extent to which homo- and bisexual women and men were open about their sexual orientation in the workplace. Lack of social support also plays a great role, but it is interesting to note that in this respect lack of social support from superiors was comparatively less important.

Figure 2. Conditions that contribute to that homo- and bisexual women and men are not open with their sexual orientation in the workplace



Summary: Lack of social support in the workplace is a large risk factor for developing poor health. For homo- and bisexual women and men, discrimination in the form of prejudices and harassment means further increased risk of poor health. Homo- and bisexual women and men's openness about their sexual orientation in the workplace is strongly associated with discrimination and lack of social support in the workplace.

DISCUSSION

Discrimination in workplaces because of sexual orientation is socially unacceptable and forbidden in law. In this report, we have shown that almost half of the homo- and bisexual members in all central trade union organisations experienced that they had colleagues who were prejudiced against homo- and bisexual women and men. Although a large share of all members answered that they had colleagues who were prejudiced, they experienced proportionately little harassment in the workplace. One area where this difference is particularly apparent is the Association of Church of Sweden Employees. In spite of the important role that ethical issues have within the Church, as many as 73 per cent of the homo- and bisexual women and men answered that they had colleagues who were prejudiced against homo- and bisexuals, but "only" 17 per cent that discrimination because of sexual orientation *de facto* occurred in the workplace.

Basically, this is very much a matter of lack of knowledge and insight. For example, those who are not aware of the "tacit" form of discrimination, consequently do not experience this form of discrimination as a problem.

It was extremely uncommon that harassment in the form of disparaging and ridiculing opinions about homo- and bisexual women and men occurred in workplaces at the same time as there were no colleagues who were prejudiced against homo- and bisexual women and men. Only slightly more than 10 per cent of those who answered that harassment occurred in the workplace stated that they had no prejudiced colleagues.

To increase the understanding about the type of workplaces where discrimination occur because of sexual orientation, we also performed comparative analyses with workplaces where discrimination occurred because of sex, ethnic background and disability. It was apparent that in those workplaces where discrimination because of sexual orientation occurred to a large extent, also these other forms of discrimination occurred to a large extent.

It is serious that such a large share of members of all central trade union organisations experienced lack of social support, above all from their superiors.

The results from the analyses of association between lack of social support in the workplace and health emphasise how urgent it is to take measures to improve the situation.

In the questionnaire sent out, no concrete questions were asked about how union representatives acted regarding discrimination in the workplace because of sexual orientation. During autumn 2004, however, results will be presented from a study where homo- and bisexual women and men have answered questions about whether they have been exposed to discrimination in the workplace because of sexual orientation, and if they have, how they treated the situation. Hopefully, the results of that study will throw more light on how the union representatives and the trade unions ought to handle the situation in the future. What we do know today, however, is that in order to improve the working climate for homo- and bisexual women and men, the trade union organisations have an important task in counteracting discrimination in workplaces because of sexual orientation.

The question about homo- and bisexual women and men's openness about their sexual orientation in the workplace has been given a lot of attention in this report. The reason is that there is an apparent association between discrimination and homo- and bisexual women and men's openness about their sexual orientation in the workplace. By not being open, the risk increases of developing poor health, as well as it contributes to fewer social activities with colleagues after work. From in-depth analyses of the questionnaire material, we have seen that considerably fewer homo- and bisexual women and men who are not open about their sexual orientation socialise with colleagues after work than those who are open. It could be interpreted as if women and men who are not open withdraw from such social interaction that may "reveal" their sexual orientation. Still, as many as 30 per cent answered that they would like to be more open.

An important general conclusion that can be drawn from the results presented in this report is that discrimination in workplaces because of sexual orientation occurs to a large extent, above all in the form of prejudiced colleagues. Moreover, it was apparent that there is a large discrepancy between perceptions of that colleagues were prejudiced and that harassment occurred in the workplace. This could be interpreted as if there is a difference between thought and action.

Therefore, it is important to work both against prejudices and discriminating actions against homo- and bisexual women and men in the workplace.

REFERENCE LITERATURE

For further information, we refer to:

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SUMMARY

This report is derived from the research that the National Institute for Working Life is conducting under the theme *Working Lives in Urban Areas*. The theme covers research on current issues concerning problems and development opportunities in working life in the city. In the research, great emphasis is given to aspects such as gender, class, ethnicity, "race" and sexual orientation to examine causes of social exclusion and inclusion.

For several years, interest organisations for homo- and bisexuals have requested that studies should be conducted on their members' working and living conditions. One reason is that there are indications that the health status among these groups is worse than among the heterosexual population. This led to that the government in December 2002 commissioned the National Institute for Working Life to conduct a study on homo- and bisexual women and men's working conditions. Within the framework of *Working Lives in Urban Areas*, a comprehensive questionnaire study, *Working Conditions and Vulnerability*, was carried out in 2003 and several in-depth studies were started. This report is based on the questionnaire study, which is part of the government commission.

In this report, we will present the extent to which women and men belonging to different trade union organisations perceived that discrimination occurred in the workplace because of sexual orientation. The report includes analyses of social support and homo- and bisexual women and men's openness about their sexual orientation in the workplace, as well as analyses of association between discrimination, lack of social support, health and openness.

A strong impression from these results is that there were no major differences between the central trade union organisations concerning the members' perceptions of discrimination in the workplace because of sexual orientation, social support, including social interaction with colleagues after work, and homo- and bisexual women and men's openness. However, there were large differences in the extent to which heterosexual and homo- and bisexual women and men experienced that discrimination occurred in the workplace because of sexual

orientation. Among the participants, agreement was greatest about lack of social support in the workplace.

Lack of social support in the workplace is a large risk factor for developing poor health. For homo- and bisexual women and men, discrimination in the form of prejudices and harassment means further increased risk of poor health. Homo- and bisexual women and men's openness about their sexual orientation in the workplace is strongly associated with discrimination and lack of social support in the workplace.

An important general conclusion that can be drawn from the results presented in this report is that discrimination in workplaces because of sexual orientation occurs to a large extent, above all in the form of prejudiced colleagues. Moreover, it was apparent that there is a large discrepancy between perceptions of colleagues being prejudiced and that harassment occurred in the workplace. This could be interpreted as if there is a difference between thought and action. Therefore, it is important to work both against prejudices and discriminating actions against homo- and bisexual women and men in the workplace.

Working Conditions and Vulnerability

Most of us spend a large part of our lives at work and naturally it is important that the work environment is designed as good as possible for all of us. Still we know that sometimes bullying and discrimination occur and that certain groups are more exposed than others.

The National Institute for Working Life has been commissioned by the Government to perform this study. The study is part of the efforts to counteract discrimination or offensive behaviour because of sexual orientation. In its turn, the National Institute for Working Life has instructed Statistics Sweden to conduct this questionnaire survey. Those behind the questionnaire are the National Institute for Working Life and the development projects Normgiving Diversity and Homo- and Bisexuals in the Care System, which constitute parts of the EU Equal programme. Among others, the Swedish Confederation of Professional Employees, the Swedish Trade Union Confederation, the Swedish Federation for Gay and Lesbian Rights and the Swedish Armed Forces are taking part in the projects. We are interested in all people's experiences, both those of heterosexuals as well as those of homo- and bisexuals.

You are one of approximately 20 000 persons who have received the questionnaire. In the selection to the survey, the register of the total population was used and a partial selection was carried out using the register of the National Service Administration.

The survey is addressed to everybody, also to you who at present are doing your military or civil service (in case you demobilised not more than 3 months ago, consider the company or similar where you did your service as your present workplace).

Of course, participation is voluntary, but still we ask you to take your time to answer the questions. Your answers are important and cannot be replaced by somebody else's. By answering the questions, you contribute to valuable new knowledge.

All answers are treated so that the personal integrity is protected and so that it is not possible to see what individual persons have answered. Information given is protected by the Act on Personal Data (1998:4) and the Official Secrets Act (Chap. 19 § 4 the Official Secrets Act [1980:100]).

Please return the filled in questionnaire form as soon as possible, preferably within a week, in the prepaid reply envelope. If you wish, you can choose to answer the questionnaire via the Internet. The same integrity protection is valid regardless if you choose to fill in the hard copy of the questionnaire or answer via the web. If you choose to answer via the web, you will find your personal user name and password at the top of the page. The name of the link is <https://www.h.scb.se/aliarbetsvillkor>.

Best regards,

Carina Bildt
Project leader/The National Institute for Working Life



If you have any questions about the survey you are welcome to call:

Carina Bildt	08-619 68 11, (070-658 60 70)	National Institute for Working Life (ALI)
Gunilla Ljunggren	08-5069 4584	Statistics Sweden (SCB)

The Equal Project Normgiving Diversity

Krister Fahlstedt	08-788 77 49	Swedish Armed Forces
Elisabet Qvarford	070-333 02 08	Swedish Confederation of Professional Employees (TCO)

The Equal project Homo- and Bisexuals in the Care System

Vincent Andersson	08-797 26 58	Swedish Trade Union Confederation (LO)
Anette Sjödin	070-776 45 28	Swedish Federation for Gay and Lesbian Rights

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You are one of approximately 8 000 persons who have received the questionnaire through an association. Statistics Sweden has no access to any of the associations' registers. Therefore, some of you will receive the questionnaire enclosed with the member magazine through RFSL and some through HBT organisations' membership registers, distributed by the project leaders at the Swedish Confederation of Professional Employees. The questionnaire is also sent to a random selection of the Swedish population. This means that some of you may receive more than one questionnaire. In that case, we ask you to answer only one of them.

The survey is addressed to everybody, also to you who at present are doing your military or civil service (in case you demobilised not more than 3 months ago, consider the company or similar where you did your service as your present workplace).

Of course, participation is voluntary, but still we ask you to take your time to answer the questions. Your answers are important and cannot be replaced by somebody else's. By answering the questions, you contribute to valuable new knowledge.

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Please mark with a cross only one answering alternative to the questions unless otherwise is stated.

QUESTIONS ABOUT OCCUPATION, FORM OF EMPLOYMENT AND SECTOR

1 What is your present occupation? Several answers can be given.

- | | |
|---|--|
| 1 <input type="checkbox"/> Gainfully employed <input type="text"/> % of full time | 6 <input type="checkbox"/> Studying <input type="text"/> % of full time |
| 2 <input type="checkbox"/> Unemployed <input type="text"/> % of full time | 7 <input type="checkbox"/> Work through labour market measures |
| 3 <input type="checkbox"/> Sick leave for more than 3 months | 8 <input type="checkbox"/> Temporary disability pension/early retirement pension |
| 4 <input type="checkbox"/> Old-age pension | 9 <input type="checkbox"/> Pension agreement or similar |
| 5 <input type="checkbox"/> Parental leave <input type="text"/> % of full time | 10 <input type="checkbox"/> Liable for total defence service |
| | 11 <input type="checkbox"/> Other |

2 You who are not gainfully employed at present, when did you leave your last job?

- 1 ☐ Year
- 2 ☐ I have never had a job

Below follows a number of questions to you who are gainfully employed or liable for total defence service. It also concerns you who can answer the questions based on how the situation was at your last job (if you left your job less than two years ago or if you for example are on parental leave). All you others can go directly to question 38.

3 What form of employment do you have at present?

- | | |
|--|--|
| 1 <input type="checkbox"/> Permanent employment (permanent tenure) | 5 <input type="checkbox"/> Self-employed, not hired |
| 2 <input type="checkbox"/> Hourly-paid employment | 6 <input type="checkbox"/> Liable for total defence service |
| 3 <input type="checkbox"/> Vacancy | <input type="checkbox"/> Work through labour market measures |
| 4 <input type="checkbox"/> Other time-limited employment (project, etc.) | 8 <input type="checkbox"/> Other |

4 Who is your present employer?

- | | |
|---|--|
| 1 <input type="checkbox"/> Government authority/office | 6 <input type="checkbox"/> Other public services |
| 2 <input type="checkbox"/> Company or foundation wholly owned by the State | 7 <input type="checkbox"/> Swedish Church |
| 3 <input type="checkbox"/> Municipality | 8 <input type="checkbox"/> Private company |
| 4 <input type="checkbox"/> Company or foundation wholly owned by the municipality | 9 <input type="checkbox"/> Interest organisation/association |
| 5 <input type="checkbox"/> County council | 10 <input type="checkbox"/> Other employer |

5 In what sector do you work?

- | | | |
|--|---|--|
| 1 <input type="checkbox"/> Childcare | 6 <input type="checkbox"/> IT | 11 <input type="checkbox"/> Restaurant/hotel |
| 2 <input type="checkbox"/> Construction | 7 <input type="checkbox"/> Agriculture/
animal farming | 12 <input type="checkbox"/> Sick care |
| 3 <input type="checkbox"/> Defence service | 8 <input type="checkbox"/> Church/religious
society | 13 <input type="checkbox"/> Manufacturing |
| 4 <input type="checkbox"/> Graphic arts | 9 <input type="checkbox"/> Media | 14 <input type="checkbox"/> Transport |
| 5 <input type="checkbox"/> Trade | 10 <input type="checkbox"/> Police service | 15 <input type="checkbox"/> Education |
| | | 16 <input type="checkbox"/> Elderly care |

17 Other, what?.....

6 What is your profession? (e.g. carpenter, constructional engineer, fireman, nurse, priest, police, IT engineer, military man/woman, pre-school teacher)
.....

7 What are your main work tasks? (State at the most 5 work tasks)

- 1.....
- 2.....
- 3.....
- 4.....
- 5.....

QUESTIONS ABOUT THE WORKPLACE

8 Is your workplace situated in another place than where you live? With workplace we mean department, unit or similar.

- 1 ☐ Yes, I commute weekly
- 2 ☐ Yes, I commute daily (e.g. from Enköping to Stockholm)
- 3 ☐ No, I live and work in the same place

9 How many years have you worked at your present workplace?

- 1 ☐ 1 year or less
- 2 ☐ 2-4 years
- 3 ☐ 5-9 years
- 4 ☐ 10 years or more

10 How many persons work at your workplace?

- | | |
|---|---------------------------------------|
| 1 <input type="checkbox"/> 1 (I myself) | 4 <input type="checkbox"/> 10-19 |
| 2 <input type="checkbox"/> 2-4 | 5 <input type="checkbox"/> 20-49 |
| 3 <input type="checkbox"/> 5-9 | 6 <input type="checkbox"/> 50 or more |
-

11 How is the distribution of gender at your workplace?

- 1 ☐ Almost all are women (81-100 %)
2 ☐ A large part are women (61-80 %)
3 ☐ Approximately as many women as men (between 40 and 60 %)
4 ☐ A large part are men (61-80 %)
5 ☐ Almost all are men (81-100 %)

12 How is the distribution of hetero-, homo- and bisexuals at your workplace? (as far as you know)

- 1 ☐ Almost all are heterosexuals (81-100 %)
2 ☐ A large part are heterosexuals (61-80 %)
3 ☐ Approximately as many heterosexuals as homo- and bisexuals (between 40 and 60 %)
4 ☐ A large part are homo- or bisexuals (61-80 %)
5 ☐ Almost all are homo- or bisexuals (81-100 %)
6 ☐ Don't know

13 Is your closest superior a woman or a man?

- 1 ☐ Woman
2 ☐ Man
3 ☐ I have no superior

14 Do you have a managerial position?

- 1 ☐ Yes
2 ☐ No —————> GO TO QUESTION 16

15 If yes, how many persons are placed directly under you?

- 1 ☐ 1-5 persons
2 ☐ 6-20 persons
3 ☐ 21 persons or more

16 Do you have any contacts in your work with persons not employed at your workplace (e.g. customers, clients, passengers, pupils)? With workplace we mean department, unit, etc.

- | | |
|--|---|
| 1 <input type="checkbox"/> Almost all the time | 4 <input type="checkbox"/> Approximately 1/4 of the time |
| 2 <input type="checkbox"/> Approximately 3/4 of the time | 5 <input type="checkbox"/> A little, approximately 1/10 of the time |
| 3 <input type="checkbox"/> Half the time | 6 <input type="checkbox"/> No, not at all |

17 How physically straining do you normally perceive your work is?

Mark with a cross the appropriate number on the scale. Number 6 means no strain at all – e.g. lie on the bed. Number 20 means maximal strain – e.g. run as fast as you can a longer distance.

- | | | | | | | | | | | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|----------------------------|--------------------------|
| 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Very,
very
light | | Very
light | | Fairly
light | | | Some
straining | | Straining | | Very
straining | | Very,
very
straining | |
-

18 Demands and control at work

	No never	No seldom	Yes sometimes	Yes often
a Does your work demand that you work very fast?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
b Does your work demand that you work very hard?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
c Does your work demand a too large work effort?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
d Do you have enough time to get your work tasks done?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
e Do conflicting demands often occur at your work?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
f Can you learn new things in your work?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
g Does your work demand skill?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
h Does your work demand ingenuity?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
i Does your work demand that you do the same thing over and over again?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
j Do you have freedom to decide <i>how</i> to perform your work?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>
k Do you have freedom to decide <i>what</i> to perform in your work?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>

	Every day	A couple of days per week	One day per week	A couple of days per month	Never or seldom the last three months	Not relevant
19 Does it happen that your superior shows appreciation for something you have done?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/> Have no superior
20 Does it happen that your colleagues show appreciation for something you have done?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/> Have no colleagues
21 Does it happen that your subordinates show appreciation for something you have done?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/> Have no subordinates
22 Does it happen that other persons show appreciation for something you have done (e.g. patients, customers, clients, collaborators, passengers, pupils)?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/> Have no contacts with others

Below follows some statements on how you experience that you and others behave towards each other at your workplace.

	Comple- tely	Partly	Don't know	A little	Not at all
23 To what extent do you agree with the following statements?					
a I like my workplace.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b My work is my life.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c I think my work has a central place in my life.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
d I think I could get another job if I became unemployed.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
e On the whole I like my job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
f I worry about becoming unemployed in the future.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
g Most of the personal goals I set up have to do with my job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
h I have strong bonds to my present job that would be hard to cut.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
i I worry about having to leave my job earlier than I want to.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
j Most of my interests in life have to do with my job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
k I'm satisfied with my overall work situation.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
l Several of the most important events in my life have to do with my present job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
m I worry about losing my job within the next year.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
n I like my present work tasks.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
o I wish I could have a higher degree of employment security.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

24 How well do the following statements agree with the situation at your workplace?

	Completely	Partly	Don't know	A little	Not at all
a Women's and men's contributions are equally valued.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b My colleagues would prefer to avoid cooperating with homo- or bisexual women.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c Homo- and bisexual colleagues can be open about their sexual orientation.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
d Disabled persons get the support they need.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
e I have colleagues who believe that homo- and bisexual men not really are suitable for working in my profession.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
f My colleagues would prefer to avoid cooperating with persons with immigrant background.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
g At my workplace open homo- and bisexual persons have advanced to executive positions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
h Colleagues with immigrant background are fully accepted.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
i Some of my colleagues have prejudices against homo- and bisexual women and men.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
j What women and men say is equally valued.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
k I have colleagues who believe that homo- and bisexual women not really are suitable for working in my profession.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
l Colleagues with immigrant background often get the most boring work tasks.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
m Disabled persons get the least qualified work tasks.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
n Female and male superiors have equal authority.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
o It is only on the surface that disabled persons are accepted.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
p My colleagues would prefer to avoid cooperating with homo- or bisexual men.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

25 Do you regularly see your colleagues out of work?

- 1 ☐ Yes, to a high extent
2 ☐ Yes, to a certain extent
3 ☐ No, to a small extent
4 ☐ No, never
-

**How do you experience that the attitudes towards
homo- and bisexuals generally are...**

Very Fairly Fairly Very Don't
positive positive negative negative know

26 ...at your workplace?

- | | | | | | |
|-----------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a Towards women | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| b Towards men | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |

27 ...within your profession?

- | | | | | | |
|-----------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a Towards women | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| b Towards men | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |

28 ...in society as a whole?

- | | | | | | |
|-----------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a Towards women | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |
| b Towards men | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | 4 <input type="checkbox"/> | 5 <input type="checkbox"/> |

**29 What is your own attitude towards having female respectively male homo- and bisexual
colleagues? (The question applies to everybody, regardless of own sexual orientation)**

1
.....
.....
.....
.....
.....
.....

**30 Does it happen that people talk about homo- or bisexuality at your workplace, e.g. during coffee
breaks? With workplace we mean department, unit or similar.**

- | | |
|----------------------------|--|
| 1 <input type="checkbox"/> | Yes, mostly in a positive sense |
| 2 <input type="checkbox"/> | Yes, both in a positive and negative sense |
| 3 <input type="checkbox"/> | Yes, mostly in a negative sense |
| 4 <input type="checkbox"/> | No, never |
| 5 <input type="checkbox"/> | Don't know |
-

31 Does it happen that people talk about couple relationships and family life at your workplace, e.g. during coffee breaks?

- 1 ☐ Yes, but mostly about heterosexual couples
2 ☐ Yes, both about hetero- and homosexual couples
3 ☐ Yes, but mostly about homosexual couples
4 ☐ No, never
5 ☐ Don't know

32 Does it happen that parties etc. are arranged at your workplace to which employees living in couples have the possibility to – or are expected to – invite their partner?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know
- } GO TO QUESTION 35

33 If yes to question 32. Who are welcome?

- 1 ☐ Mainly heterosexual partners
2 ☐ Both heterosexual and homosexual partners
3 ☐ Mainly homosexual partners
4 ☐ Don't know

34 If yes to question 32. Does your partner go with you sometimes? (Several alternatives can be given)

- 1 ☐ Yes
2 ☐ No, I don't want to
3 ☐ No, usually partners do not go
4 ☐ No, we would not feel comfortable
5 ☐ No, she/he doesn't want to
6 ☐ I have no partner

35 Do discrimination/harassment because of sexual orientation occur at your workplace in the form of...

	Yes	No	Don't know
a... disparaging and ridiculing opinions about homo- and bisexuals in general?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
b... disparaging and ridiculing opinions about a homo- or bisexual colleague?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
c... not paying any notice to the presence of a homo- or bisexual colleague?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
d... not consulting a homo- or bisexual colleague when it would have been natural to do that?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>
e... withholding work-related information from a homo- or bisexual colleague?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>

36 Does any other form of discrimination/harassment occur at your workplace?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

37 Are you yourself exposed to any other form of discrimination/harassment?

- | | Yes | No |
|---|----------------------------|----------------------------|
| a From managers/superiors | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| b From colleagues | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| c From subordinates | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d From other persons you meet in your job | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

QUESTIONS ABOUT HEALTH

38 In general, would you say that your health is...

- 1 ☐ Excellent
2 ☐ Very good
3 ☐ Good
4 ☐ Not so good
5 ☐ Poor

39 How long have you in total been on sick leave during the last three months?

- | | | |
|---------------------------------------|---------------------------------------|---------------------|
| 1 <input type="checkbox"/> 1-7 days | 4 <input type="checkbox"/> 29-90 days | |
| 2 <input type="checkbox"/> 8-14 days | 5 <input type="checkbox"/> 0 day | → GO TO QUESTION 42 |
| 3 <input type="checkbox"/> 15-28 days | | |

40 If you have been on sick leave the last three months. How many times?

- 1 ☐ Once
2 ☐ Twice or more

41 If you have been on sick leave the last three months, was it because of a work-related illness/disorder of physical or mental nature?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

42 Have you stayed at home because of illness during the last three months without having reported yourself sick (e.g. instead taking compensatory leave or holiday)?

- 1 ☐ Never → GO TO QUESTION 44
2 ☐ Once
3 ☐ 2-3 times
4 ☐ 4 times or more

43 If you have stayed at home because of illness without having reported yourself sick during the last three months, was it on any occasion because of a work-related illness or disorder of physical or mental nature?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know
-

SOME BACKGROUND QUESTIONS

44 Are you a...

- 1 ☐ Woman
2 ☐ Man

45 How old are you?

- | | |
|--|--|
| 1 <input type="checkbox"/> 20 years or younger | 5 <input type="checkbox"/> 51-60 years |
| 2 <input type="checkbox"/> 21-30 years | 6 <input type="checkbox"/> 61-64 years |
| 3 <input type="checkbox"/> 31-40 years | 7 <input type="checkbox"/> 65 years or older |
| 4 <input type="checkbox"/> 41-50 years | |

46 What is your highest completed education?

- 1 ☐ Nine-year compulsory school or similar
2 ☐ Upper secondary school/vocational school
3 ☐ Post-upper secondary school/vocational school
4 ☐ University/college 20-119 points
5 ☐ University/college 120 points or more

47 Do you have children under 18 years of age (own, partner's or in common) who all the time or partly live with you?

- 1 ☐ Yes, 1 child
2 ☐ Yes, 2 children
3 ☐ Yes, 3 children or more
4 ☐ No, no children

48 What was the size of your annual income in 2002?

- | | |
|--|--|
| 1 <input type="checkbox"/> At the most SEK 100 000 | 4 <input type="checkbox"/> SEK 300 001 – 400 000 |
| 2 <input type="checkbox"/> SEK 100 001 – 200 000 | 5 <input type="checkbox"/> SEK 400 001 – 500 000 |
| 3 <input type="checkbox"/> SEK 200 001 – 300 000 | 6 <input type="checkbox"/> SEK 501 000 or more |

49 Do you belong to a trade union?

- 1 ☐ Yes
2 ☐ No

47 If yes. What trade union?

1

50 Are you religiously active? (Several alternatives can be given)

- 1 ☐ Yes, I take part in service, prayer, etc.
2 ☐ Yes, I have a commission of trust in a religious society/church or similar
3 ☐ No

51 What is your ethnic background?

- 1 ☐ Born in Sweden, both parents born in Sweden
2 ☐ Born in Sweden, one or both parents born in another country
3 ☐ Born in another country than Sweden

52 In what part of Sweden do you live?

- 1 ☐ Norrland
2 ☐ Svealand
3 ☐ Götaland

53 In what kind of city or community do you live?

- 1 ☐ Stockholm (with neighbouring suburbs) 5 ☐ Medium-sized city (approx. 20 000-50 000 residents)
2 ☐ Gothenburg (with neighbouring suburbs) 6 ☐ Small town/densely populated area (approx. 5 000-20 000 residents)
3 ☐ Malmö (with neighbouring suburbs) 7 ☐ Village, sparsely populated area (less than 5 000 residents)
4 ☐ Another big city (more than approx. 50 000 residents)

54 Do you live in a couple relationship?

- Yes —————> GO TO QUESTION 55
2 ☐ No, but I have done that before }
3 ☐ No, I have never done that } —————> GO TO QUESTION 56

55 If yes to question 54. What kind of couple relationship do you live in?

- | | Yes | No |
|--|----------------------------|----------------------------|
| a) Married to a person of the opposite sex. | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| b) Cohabit with a person of the opposite sex. | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| c) Permanent partner of the opposite sex, but we do not live together. | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| d) Registered partnership with a person of the own sex. | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| e) Cohabit with a person of the own sex. | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |
| f) Permanent partner of the own sex, but we do not live together. | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> |

56 If no to question 54. Would you like to live in a couple relationship?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

57 Are your sexual feelings, thoughts and fantasies directed...

- | | |
|--|---|
| 1 <input type="checkbox"/> ...solely towards men | 4 <input type="checkbox"/> ...solely towards women |
| 2 <input type="checkbox"/> ...mostly towards men | 5 <input type="checkbox"/> ...mostly towards women |
| 3 <input type="checkbox"/> ...both towards men and women | 6 <input type="checkbox"/> The sex does not matter |
| | 7 <input type="checkbox"/> I have no sexual feelings, thoughts or fantasies |

58 Are your sexual activities directed...

- | | |
|--|--|
| 1 <input type="checkbox"/> ...solely towards men | 4 <input type="checkbox"/> ...solely towards women |
| 2 <input type="checkbox"/> ...mostly towards men | 5 <input type="checkbox"/> ...mostly towards women |
| 3 <input type="checkbox"/> ...both towards men and women | 6 <input type="checkbox"/> The sex does not matter |
| | 7 <input type="checkbox"/> I'm not sexually active together with anybody |
-

59 How do you define your sexual orientation?

- | | |
|---|---|
| 1 <input type="checkbox"/> Heterosexual | 4 <input type="checkbox"/> Other |
| 2 <input type="checkbox"/> Homosexual | 5 <input type="checkbox"/> I don't define my sexual orientation |
| 3 <input type="checkbox"/> Bisexual | |
-

You who define yourself as homo- or bisexual will now get some more questions. To the rest of you, we say:

Thank you for your participation!

QUESTIONS TO YOU WHO DEFINE YOURSELF AS HOMO- OR BISEXUAL

60 How open are you about your homo- or bisexuality with the family you grew up with?

- 1 ☐ Very open
2 ☐ Fairly open
3 ☐ Not open at all
-

61 How open are you about your homo- or bisexuality among friends?

- 1 ☐ Very open
2 ☐ Fairly open
3 ☐ Not open at all
-

62 How open are you about your homo- or bisexuality at your workplace (in relation to managers, colleagues and possible subordinates)? With workplace we mean department, unit or similar.

- 1 ☐ Completely open
2 ☐ Relatively open
3 ☐ Not open at all
- ▶ GO TO QUESTION 64

63 If you are open at your workplace, do you experience it as...

- ☐ 1 ...positive?
- ☐ 2 ...negative?
- ☐ 3 ...both positive and negative?
- ☐ 4 ...neutral?

64 How open are you about your homo- or bisexuality in relation to persons you meet in your work (customers, pupils, collaborators, patients, etc.)?

- ☐ 1 Completely open
 - ☐ 2 Relatively open
 - ☐ 3 Not open at all
 - ☐ 4 I don't meet customers, clients or similar
- } —————> GO TO QUESTION 66

65 If you are open about your homo- or bisexuality towards customers, pupils, collaborators, patients or similar whom you meet in your work, do you experience it as...

- ☐ 1 ...positive?
- ☐ 2 ...negative?
- ☐ 3 ...both positive and negative?
- ☐ 4 ...neutral?

66 When did you tell that you are homo- or bisexual at your workplace?

- | | |
|--|--|
| <input type="checkbox"/> 1 During the employment interview | <input type="checkbox"/> 4 Other |
| <input type="checkbox"/> 2 When I started at my workplace | <input type="checkbox"/> 5 Have not told |
| <input type="checkbox"/> 3 When I had worked for a while | |
-

67 If you have chosen not to be open about your homo- or bisexuality at your job, to what extent has your decision been influenced by the following reasons/assumptions?

	No extent	Almost no extent	Certain extent	Large extent	Very large extent	Not applicable
a I want to separate between my work and my private life.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
b Then I would hear a lot of silly jokes.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
c In that case I would no longer be allowed to do certain tasks.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
d In that case some of my colleagues would freeze me out.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
e Colleagues have nothing to do with it.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
f Then I would risk to be exposed to threats and/or violence.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
g It would negatively affect my professional career.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
h In that case people would gossip about me.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
i It would negatively affect my relations to customers, pupils, collaborators, patients and other persons.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
j In that case my colleagues would treat me worse.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
k I don't want to be known as the homosexual at the job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
l Then I could not stay on working at this workplace.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
m Then it would spread outside the job and I don't want that.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

68 How many of those working at your workplace do you think know about that you are homo- or bisexual?

1 <input type="checkbox"/> All	5 <input type="checkbox"/> None
2 <input type="checkbox"/> Almost all	6 <input type="checkbox"/> Don't know
3 <input type="checkbox"/> About half	7 <input type="checkbox"/> I have no colleagues
4 <input type="checkbox"/> Some	

69 Does it happen that you refrain from participating in a conversation (with colleagues or other persons at your workplace) because you want to avoid that your private life as homo- or bisexual is being known or questioned?

1 <input type="checkbox"/> Yes, with colleagues
2 <input type="checkbox"/> Yes, with other persons (e.g. customers, pupils, collaborators, patients or similar)
3 <input type="checkbox"/> No, never

70 How many of the customers, pupils, collaborators, patients or similar whom you meet through your work do you think know about that you are homo- or bisexual?

- | | |
|---------------------------------------|--|
| 1 <input type="checkbox"/> All | 5 <input type="checkbox"/> None |
| 2 <input type="checkbox"/> Almost all | 6 <input type="checkbox"/> Don't know |
| 3 <input type="checkbox"/> About half | 7 <input type="checkbox"/> I meet no other people than my colleagues |
| 4 <input type="checkbox"/> Some | |

71 Does your closest superior know about that you are homo- or bisexual?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know
4 ☐ I have no superior

72 Does your subordinates know about that you are homo- or bisexual?

- 1 ☐ Yes
2 ☐ No
3 ☐ I don't know
4 ☐ I have no subordinates

73 Would you like to be more open about your homo- or bisexuality?

- 1 ☐ Yes, with the family I grew up with
2 ☐ Yes, among friends
3 ☐ Yes, at work
4 ☐ No, I don't want to be more open
5 ☐ I'm already completely open

74 Have the surrounding attitudes towards homo- and bisexuals influenced your choice of profession?

- 1 ☐ Yes, to a large extent
2 ☐ Yes, to a small extent
3 ☐ No, not at all

75 Have the surrounding attitudes towards homo- and bisexuals influenced your choice of workplace?

- 1 ☐ Yes, to a large extent
2 ☐ Yes, to a small extent
3 ☐ No, not at all

76 Have you at any time during the last four years been discriminated/harassed at a workplace because of your sexual orientation?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know
- } → GO TO QUESTION 78

77 If yes: Have you been discriminated by ...

	Yes	No
...colleagues?	1 <input type="checkbox"/>	2 <input type="checkbox"/>
...managers?	1 <input type="checkbox"/>	2 <input type="checkbox"/>
...subordinates?	1 <input type="checkbox"/>	2 <input type="checkbox"/>
...others you meet in your job?	1 <input type="checkbox"/>	2 <input type="checkbox"/>

78 Has it ever happened to you that you have been forced to leave a workplace because you are homo- or bisexual?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

79 Has it ever happened to you that you have been moved from one work task to another because you are homo- or bisexual?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

80 The fact that you are homo- or bisexual, has that been the reason for, or contributed to, that you have not been promoted at a workplace?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

81 The fact that you are homo- or bisexual, has that been the reason for, or contributed to, that you have been pay discriminated at a workplace?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

82 Do you suspect that you on any occasion not got the job you had applied for because the employer knew that you were homo- or bisexual?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know

83 Do you think that your homo- or bisexuality is perceived as an asset at work?

- 1 ☐ Yes
2 ☐ No
3 ☐ Don't know
-

84 If you have got into difficulties in working life because you are homo- or bisexual, how did you handle them?

I handle difficulties by:

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

Thank you for your participation!