



HELSINGIN YLIOPISTO

LESBIAN, GAY, BISEXUAL, TRANS, AND GENDER- DIFFERENT PEOPLE IN HETERONORMATIVE WORK ENVIRONMENT

Kati Mustola and Jukka Lehtonen
Department of Sociology
University of Helsinki

RESEARCH

- **QUESTIONNAIRE STUDY (bilingual, Finnish and Swedish, by mail and on the net)**
 - **726 respondents belonging to sexual minorities**
 - **108 trans and gender-different respondents**
- **50 THEMATIC INTERVIEWS (with tape recorder)**

7 researchers, many different angles, e.g.:

- young lgbt people and occupational choices
- young women and coping at work
- ageing lgbt people and heteronormative work environment
- lgb teachers
- lgb health care employees
- lgb church employees
- working class lb women



OPENNESS / HIDING

- Half of all Finnish lesbian, gay and bisexual employees hide their sexual orientation from all or most of their co-workers.
- Half of all Finnish trans and gender-different employees hide their gender identity or gender expression from all or most of their co-workers.

- **7 %** of gay, lesbian and bisexual respondents experienced discrimination on the basis of their sexual orientation at work
- **8 %** were called names
- **12 %** experienced harassment
- **46 %** had heard unpleasant jokes about “homos” or “trannies”

- **8 %** of trans and gender-different people experienced discrimination on the basis of their gender identity or gender expression at work
- **6 %** were called names
- **8 %** experienced harassment
- **44 %** had heard unpleasant jokes about “homos” or “trannies”