

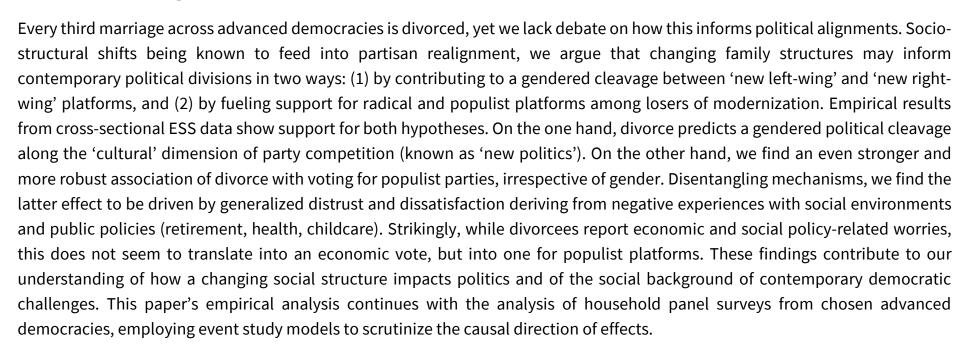
# Intimate Structures, Public Divides: How Changing Families and Identities Shape Society

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## Changing Family Structures and Political Alignments: a Silent Cleavage?



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#### **Sexual and Gender Diversity in Work and Family**

Sexual and gender minority people have historically and globally faced significant marginalization, legitimized by societal and legal norms. Social exclusion, discrimination, and violence appear in several life domains affecting for example (mental) health and wellbeing. Even if more and more countries introduced anti-discrimination laws and rights regarding family recognition (e.g., same-sex marriage), there are still several barriers and disadvantages regarding the participation and equality of sexual and gender minority people in working and family life.

This contribution examines the direct and indirect effects of discrimination on the work and family lives of sexual and gender minority people in Germany. Based on different data sources (e.g., Socio-Economic Panel, LGBielefeld, Microzensus), career opportunities and outcomes, job preferences, and family and job characteristics are examined. The results highlight differences between sexual and gender minority people and the majority population in the context of discrimination as well as differences within the LGBTQI\*-Community. Moreover, data limitations, challenges, and opportunities in surveying sexual and gender minority people are discussed in light of current developments.

Wednesday, 7<sup>th</sup> of May 2025, 13:15-14:45 Department of Sociology, Seminar Room 3

Discussion