

WORKING

LIFE

IN ALL
THE COLOURS
OF THE
RAINBOW



STRAIGHT PEOPLE DON'T TELL, DO THEY...

When you go to work, should you put on a mask and pretend you're someone else, or can you be yourself?

Should lesbians, gays, bisexuals or trans people not tell about their lives over coffee at work, and hide part of their identity in fear of discrimination or scorn?

In Finnish work communities, people spend a lot of energy on hiding the diversity of sexuality and gender. This energy could be put to better use by promoting occupational wellbeing and improving work climate.

Unfair treatment, discrimination and bullying on the basis of sexual orientation or gender expression exists in working life, though it is prohibited by the Non-Discrimination Act and by the Act on Equality between Women and Men. This appeared from the study **"Straight people don't tell, do they...?" Negotiating the boundaries of sexuality and gender at work**. According to the study, operators in the field of working life need more information, training and examples of good practices in order to prevent inequalities in working life and thereby increase productivity of labour.

The aim of the project **Sexual and Gender Minorities at Work II** is to inform Finnish municipalities, trade organisations and occupational safety inspectorates about the position of lesbians, gays, bisexuals and trans people in working life. The project involves training for employees of municipalities, trade organisations and occupational safety inspectorates.

The project **Sexual and Gender Minorities at Work II** is part of the EQUAL programme financed by the Finnish Ministry of Labour and the European Social Fund. The project partners are STAKES (the National Research and Development Centre for Welfare and Health), SETA ry (the Finnish National Organisation for Sexual Equality), and the Department of Sociology at the University of Helsinki, where the project is carried out from 16.2.2005 to 31.1.2006.

Contact information:

Sexual and Gender Minorities at Work II

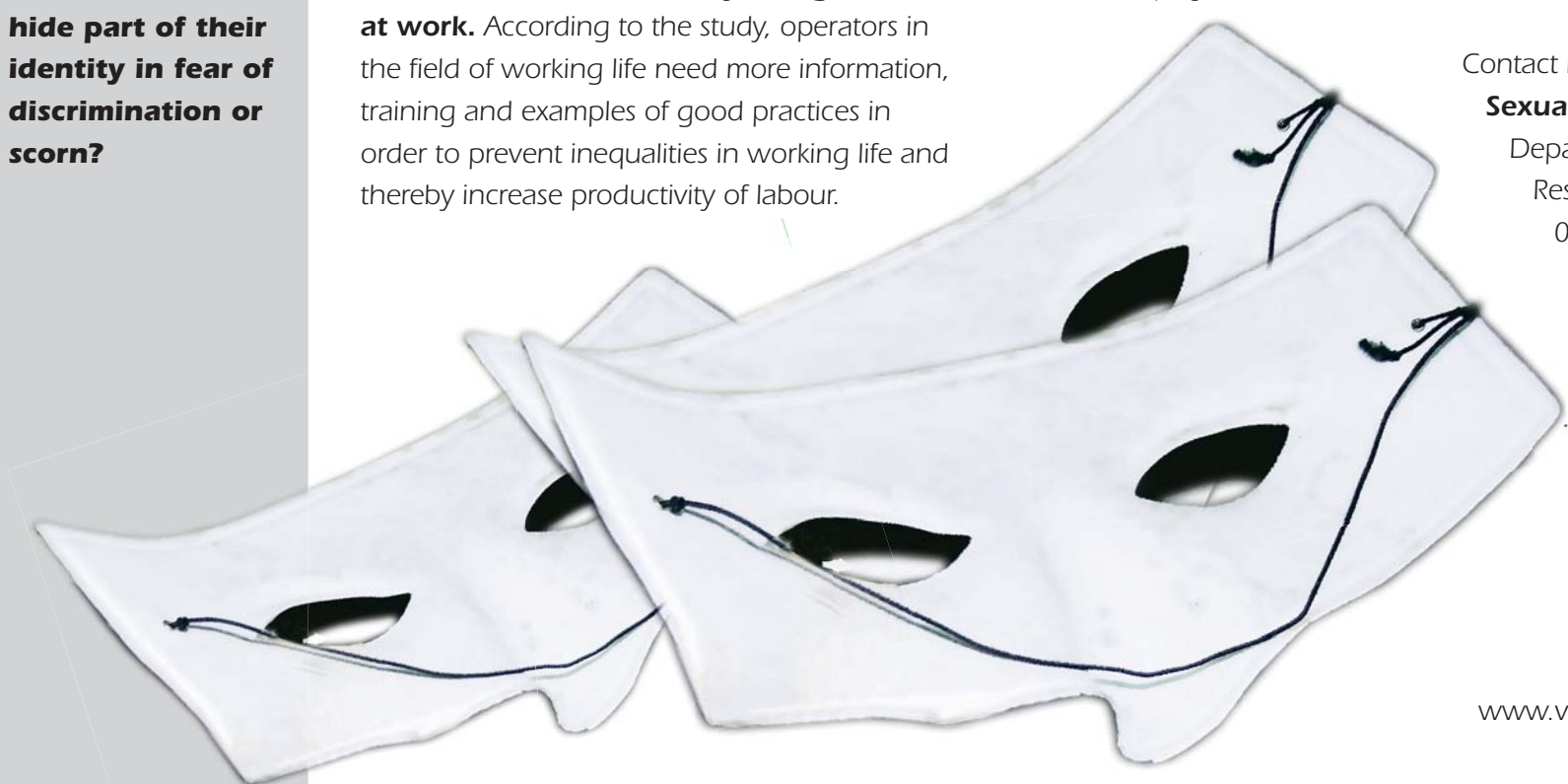
Department of Sociology
Research Unit, P.O.Box 35
00014 University of Helsinki
Finland

Telefax: +358 9 191 24750

Project Manager Jukka Lehtonen
jukka.p.lehtonen@helsinki.fi
Tel. +358 9 191 24705

Researcher Kati Mustola
kati.mustola@helsinki.fi
Tel. +358 9 191 24703

www.valt.helsinki.fi/sosio/tutkimus/equal



You can order the research book **“Straight people don't tell, do they...?”** **Negotiating the boundaries of sexuality and gender at work** free of charge at the address:

Maija Luukkanen
Ministry of Labour, RT project
P.o.Box 34
00023 Valtioneuvosto
Finland

By e-mail:
maiya.luukkanen@mol.fi

You can also print the book from the Internet at the address www.esr.fi

