



Thomas Köllen (Ed.)

Sexual Orientation and Transgender Issues in Organizations

Global Perspectives on LGBT Workforce Diversity

- Offers insight into workplace issues of LGBT employees and goes considerably beyond existent literature on the topic
- Researchers of LGBT diversity in organizations can now find different perspectives in one single book, on which they can build for future research
- Provides insights from all over the world (including South America, Africa, continental Europe and Asia) and avoids the predominant focus on Anglo-American countries in existing literature

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Over the last decade workforce diversity has attracted much scientific attention. Given the shortage of literature on issues related to homosexual, bisexual and transgender employees, compared to other facets of workforce diversity, this book opens up new perspectives on this issue. Emphasis is placed on the equal consideration of gay, lesbian, bisexual, and transgender issues. Thus the predominance of lesbian and gay issues in LGBT research (and practice), will be contrasted by an explicit consideration of the unique experiences, stressors and related needs of bisexual and transgender employees. Contributions provide deeper insights into the differing experiences the whole spectrum of LGBT employees make in the workplace in different national and occupational contexts. Furthermore, the collection offers contextualized insights for evaluating and conceptualizing organizational initiatives aiming at a higher level of inclusion for LGBT employees.

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