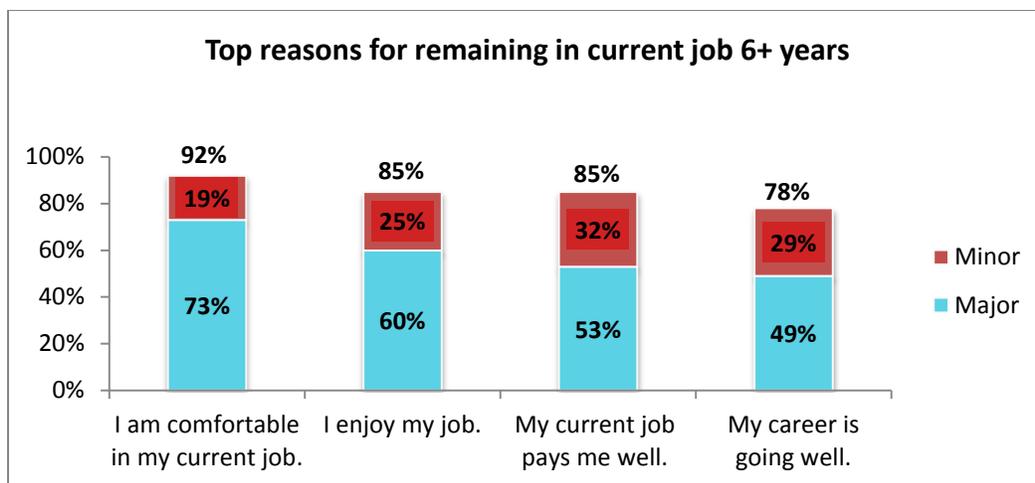


Snapshot of LGBT Older Workers – Ages 45+

- Approximately three-quarters (76%) of LGBT older workers ages 45+ work full time. An additional 19 percent work less than 35 hours per week, while five percent are unemployed but looking for work.
- Over one-third (36%) of LGBT older workers work for small businesses, including 12 percent who are the only employee or sole proprietor of the business.
- LGBT older workers find value in a workplace that is accepting and respectful. Around 9 in 10 indicate that a boss who treats them with respect (93%), a friendly work environment (92%), coworkers who treat them with respect (91%), and a workplace free from discrimination (89%) are requirements for accepting a job.
- About two-thirds (65%) of LGBT older workers have remained in their job for more than 5 years. Ninety-two percent note that their sense of comfort in their current job is a major or minor reason for their tenure, followed by 'I enjoy my job' (85%), 'my current job pays me well' (85%), and 'my career is going well' (78%).



Q23. For each of the following reasons, please indicate if it is a major reason, a minor reason, or not a reason at all why you haven't changed jobs recently. Base: Currently working and in current job for 6+ years. n=316.

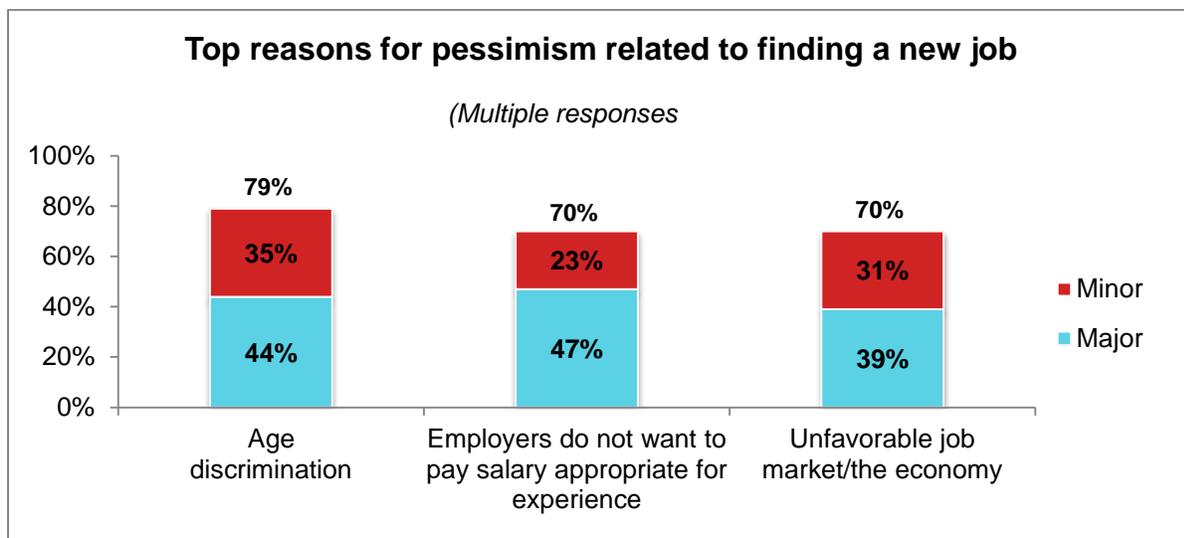
<https://doi.org/10.26419/res.00177.001>



Research Center

Snapshot of LGBT Older Workers – Ages 45+

- About one-fifth (18%) of LGBT older workers believe that they could lose their job or that their job may be eliminated within the next year. More than half (57%) of LGBT older workers are either very or somewhat confident that they will find (among unemployed) or could find another job within three months if they were to lose their current job.
- Top reasons among those who are not confident that they will (among unemployed) or would be able to find a new job if they were to lose theirs include age discrimination (79%), employers do not want to pay a salary appropriate for their experience or expertise (70%), and an unfavorable job market/the economy (70%). Nearly one-quarter (23%) identify discrimination based on sexual orientation as a major or minor reason for perceived difficulty finding a new job.

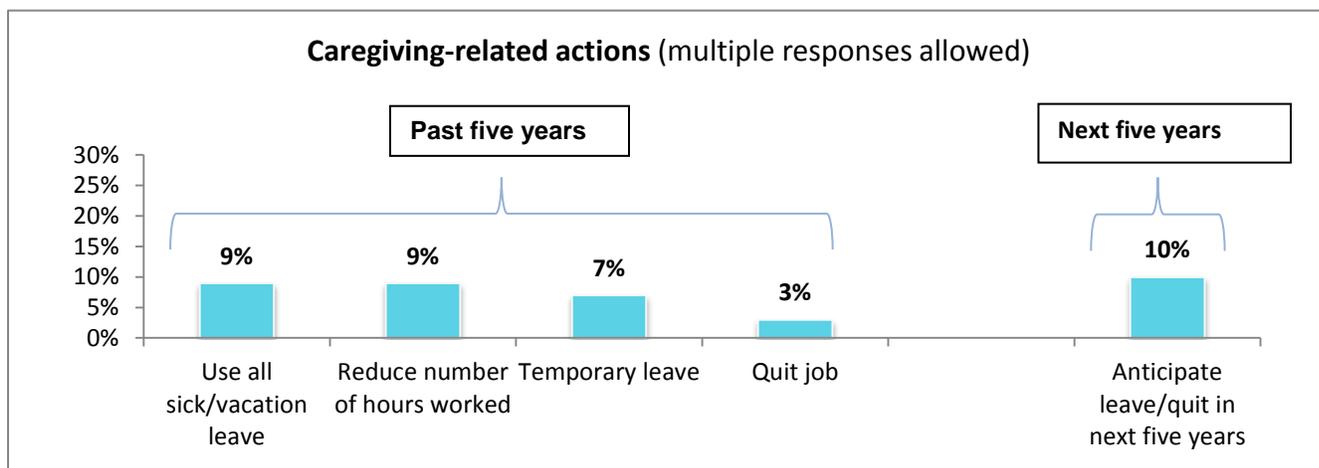


Q27a/b. Why are you not confident that you will/would be able to get another job within three months? Please indicate whether each of the following is a major reason, a minor reason, or not a reason. Base: Not very or not at all confident that they could get another job within three months without having to move or take a cut in pay. n=234.

- Nearly half (45%) of LGBT older workers indicate that they regularly earn money through independent income generation. Of those, nearly one-fifth (18%) get work or connect with customers through a smartphone app or website. About 13 percent of older workers make money independently by doing freelance or contract work, seven percent by teaching others, and five percent by making deliveries.

Snapshot of LGBT Older Workers – Ages 45+

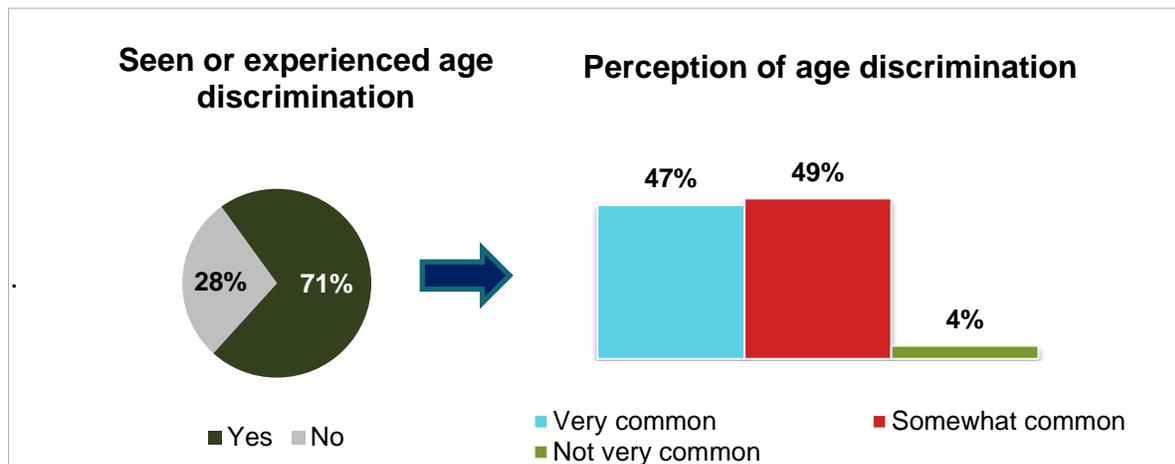
- Caregiving needs impact nearly one-fifth (18%) of LGBT older workers. In the past five years, around one in ten LGBT older workers had to use up their sick or vacation leave or had to reduce the number of hours they worked to care for an adult family member. Some had to take temporary leave from their job (7%) and a smaller proportion (3%) had to quit their job. One in ten LGBT older workers expect they will need to take leave or quit their job in the next five years to care for an adult family member.



Q15. In the past five years, have you had to do any of the following in order to care for an adult family member?
 Q17. Over the next five years, do you anticipate that you may need to take a temporary leave or quit your job to care for an adult family member? Base: Total respondents. n=520

- More than seven in ten (71%) LGBT older workers have seen or experienced age discrimination in the workforce. Of those, nearly half (47%) think it is very common and an additional 49 percent say it is somewhat common. The majority (55%) believe workers start to face age discrimination in their 50s, however an additional 12 percent believe age discrimination in the workforce begins in the workers' 40s.

Snapshot of LGBT Older Workers – Ages 45+



Q39. *Based on what you have seen or experienced, do you think older workers face discrimination in the workplace today based on age?* Base: Total respondents, n=520.

Q39b. *And how common, do you think, age discrimination against older workers is in the workplace today?* Base: Respondents who believe older workers face age discrimination in the workplace. n=400.

- LGBT older workers' experiences with age discrimination in the workforce include not getting hired for a job they applied for because of their age (18%), being passed up for a promotion or chance to get ahead because of their age (15%), and hearing negative remarks related to their age from a colleague (15%).
- LGBT older workers believe age is related to being treated more negatively by employers – 18 percent say their age causes employers to treat them worse. Around one in ten also say their sexual orientation (10%), their race/ethnicity (9%), or their gender (9%) causes employers to treat them worse.
- Over 90 percent of LGBT older workers would support efforts to strengthen the nation's age discrimination laws (92%).

Snapshot of LGBT Older Workers – Ages 45+

Methodology

This survey was fielded via online probability panel in September 2017 to a national sample of 3,900 adults ages 45+ who were working full-time, part-time, or looking for work. Oversamples were also collected to yield 520 LGBT respondents, 903 African American respondents, and 1036 Hispanic respondents. This fact sheet focuses solely on LGBT older adults and is the first in a series of fact sheets that will be released in 2017 and 2018. A full chartbook of general sample results is expected in late 2017. All fact sheets, the chartbook, and infographics will be available at www.aarp.org/WorkJobsStudy2017.

For any questions about this fact sheet or The 2017 AARP Multicultural Work and Jobs Study, please contact AARP Media Relations (202-434-2560 or media@aarp.org) or Rebecca Perron (rperron@aarp.org).