**Pros**

- Gay men and lesbians who are open about their sexual orientation at their workplace are more likely to report higher job satisfaction than those who are not.
- The number of years gay and lesbian workers have been open about their sexual orientation in their current workplace is positively associated with their job satisfaction.
- Good relations between employers and employees increase openness on the part of gay male and lesbian employees and improve their attitudes about their jobs.
- On average, lesbians earn more than comparable heterosexual women.

**Cons**

- Fewer than 20% of countries have adopted sexual orientation anti-discrimination laws in employment, and 2.7 billion people live in countries where being gay or lesbian is a crime.
- Gay men receive lower earnings than their male heterosexual counterparts.
- Gay and lesbian employees have lower job satisfaction than their heterosexual counterparts.
- All qualitative studies suggest that gay and lesbian employees are more likely to be harassed by work colleagues than are their heterosexual counterparts.