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**Homosexuality and the labour market: not revealing or disclosure and the impact on mental health****Ana Luísa dos Reis Costa***University of Minho, Portugal*

**Statement of the Problem:** Although sexual orientation is not professionally related, homosexual workers still suffer prejudice. Thus, workers may decide to limit the disclosure of their sexual orientation at work. The fear of being discriminated, of having hostile environments around them, and of being categorized by sexual orientation, are the main reasons why most workers choose to not come out as homosexuals in the workplace, whose impact is reflected in their daily lives, with harmful consequences for their mental health and well-being. However, there are workers who choose to reveal their homosexuality, especially because of the influence of friendship relationships with colleagues and/or bosses and the existence of inclusive work environments, decision with positive impacts namely at the physical and mental level. To achieve the study aims, interviews were conducted to analyse some realities and professional experiences.

**Findings:** The results allow us to conclude that most of the non-assumed workers are doing so as a form of protection, most with terrible consequences for their physical and mental health. Constant stress, sleep disturbances, depressive and suicidal thoughts, as well as the feeling of loneliness, defragmentation, and inauthenticity stand out as some of the consequences. And those who are assumed do so due to the good environment that surrounds them as well as the friendly relationships created, and which has a positive correlation with higher rates of happiness and authenticity in interactions, physical and psychological well-being, greater confidence and self-esteem and the existence of more genuine labour relations.

**Biography**

Ana Luísa, from Portugal, has a bachelor degree in Portuguese and lusophone studies and a master degree in human resources management, both completed at the University of Minho, Portugal. Currently, is working as talent acquisition specialist at MCA, a Portuguese company with international activity focused on the development of 4 business areas (energies, urban development, infrastructures and healthcare) and simultaneously is part of a project whose main objective is the integration of workers with disabilities into the organization. The themes involving minorities have always aroused great awareness in her life, especially because some of her friend's belonging to minorities' experienced discriminatory treatment, not only on a day-to-day basis, but particularly in the workplace. Were these testimonies and the lack of studies, namely in Portugal, that motivated to work on the topic. With her study it is intended a change of mind set from society and organizations, because with the increasing mutability of labour demography, this should be an increasingly real path to follow.