Table S1. Results of OLS regression models on job attribute preferences for Sample 1 (weighted).

	High income		Good promotion prospects		Opportunities for further training		Interesting work		LGB-friendly work climate	
	B	SE	B	SE	B	SE	B	SE	B	SE
Experienced Discrimination	-0.319*	(0.140)	-0.182	(0.154)	-0.037	(0.146)	0.092	(0.094)	0.552***	(0.156)
Woman	0.056	(0.147)	0.007	(0.157)	0.217	(0.143)	0.081	(0.088)	0.378*	(0.155)
Sexual orientation (Ref. Homosexual)										
Bisexual	-0.254	(0.152)	-0.193	(0.173)	-0.332*	(0.160)	-0.022	(0.087)	-0.110	(0.147)
Other orientation	0.021	(0.204)	-0.299	(0.252)	-0.414	(0.221)	0.028	(0.130)	-0.114	(0.249)
Immigrant	0.282	(0.190)	0.735***	(0.149)	0.357*	(0.145)	0.070	(0.083)	-0.147	(0.203)
Age	-0.012	(0.023)	-0.015	(0.020)	0.005	(0.016)	0.013	(0.007)	0.029*	(0.012)
Educational institution (Ref.: School)										
Vocational training	-0.061	(0.262)	0.114	(0.279)	0.285	(0.266)	-0.102	(0.174)	-0.169	(0.257)
University	0.201	(0.202)	-0.010	(0.210)	0.175	(0.215)	0.060	(0.145)	-0.069	(0.225)
Employed	0.112	(0.144)	-0.005	(0.162)	-0.310*	(0.148)	-0.193*	(0.080)	-0.052	(0.135)
Constant	5.127***	(0.504)	5.235***	(0.462)	5.328***	(0.385)	6.200***	(0.231)	4.909***	(0.363)
Observations	615		615		615		615		615	

Note: Robust standard errors in parentheses; significance levels: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$. Source: LGBielefeld 2019. (weighted), own calculations.

Table S2. Results of OLS regression models on job attribute preferences for Sample 2 (weighted).

	High income		Good promotion prospects		Opportunities for further training		Interesting work		LGB-friendly work climate	
	B	SE	B	SE	B	SE	B	SE	B	SE
Experienced discrimination	-0.221	(0.151)	-0.247	(0.194)	-0.327	(0.168)	0.122	(0.138)	0.134	(0.131)
Safe haven	-0.125	(0.144)	-0.114	(0.195)	-0.310	(0.172)	0.030	(0.121)	0.588***	(0.147)
Woman	-0.247	(0.162)	-0.425	(0.220)	-0.128	(0.184)	-0.042	(0.132)	0.158	(0.168)
Sexual orientation (Ref. Homosexual)										
Bisexual	-0.237	(0.215)	0.032	(0.307)	-0.047	(0.261)	0.043	(0.157)	0.002	(0.279)
Other orientation	0.089	(0.324)	-0.407	(0.308)	0.230	(0.481)	0.547***	(0.159)	0.022	(0.193)
Immigrant	0.046	(0.235)	0.281	(0.245)	0.035	(0.263)	-0.051	(0.140)	0.187	(0.163)
Age	-0.022***	(0.007)	-0.050***	(0.010)	-0.033***	(0.008)	-0.011	(0.007)	0.008	(0.008)
Academic degree	-0.027	(0.161)	-0.150	(0.222)	-0.088	(0.200)	0.102	(0.127)	0.028	(0.156)
Part time/marginally employed	-0.232	(0.230)	-0.239	(0.312)	0.065	(0.278)	0.003	(0.189)	-0.344	(0.212)
Industry sector (Ref.: Manufacturing industry and primary sector)										
Trade, car repair, hospitality	-0.192	(0.280)	-0.696	(0.420)	-0.762*	(0.370)	-0.352	(0.278)	0.133	(0.233)
Transportation and storage, communication	0.093	(0.228)	-0.160	(0.336)	0.084	(0.309)	-0.462	(0.303)	-0.194	(0.300)
Financial and insurance services, real estate/housing, economic services	-0.642**	(0.201)	-1.029***	(0.262)	-0.937***	(0.263)	-0.527*	(0.249)	-0.363	(0.267)
Civil service or similar	-0.474	(0.261)	-0.994**	(0.333)	-0.532**	(0.195)	-0.130	(0.245)	-0.308	(0.265)
Education	-0.607*	(0.291)	-0.739**	(0.278)	-0.531	(0.277)	0.200	(0.228)	0.025	(0.388)
Health care and social services	-0.184	(0.210)	-0.681**	(0.262)	0.121	(0.205)	-0.239	(0.238)	-0.048	(0.231)
Other	-1.158***	(0.319)	-1.245***	(0.356)	-0.869*	(0.348)	0.035	(0.276)	-0.080	(0.302)
Gross income (log.)	0.297*	(0.148)	0.677**	(0.217)	0.530**	(0.183)	0.024	(0.128)	-0.177	(0.146)

Constant	4.311***	(1.155)	2.553	(1.702)	3.075*	(1.378)	6.514***	(0.983)	6.821***	(1.147)
Observations	476		476		476		476		476	

Note: Robust standard errors in parentheses; significance levels: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$. Source: LGBielefeld 2019 (weighted), own calculations.

Table S3. Results of OLS regression models on job attribute preferences for Sample 2 (experienced discrimination).

	High income		Good promotion prospects		Opportunities for further training		Interesting work		LGB-friendly work climate	
	B	SE	B	SE	B	SE	B	SE	B	SE
Experienced discrimination	-0.064	(0.115)	-0.302*	(0.122)	-0.151	(0.120)	0.026	(0.088)	0.009	(0.124)
Woman	-0.113	(0.109)	-0.325**	(0.125)	0.067	(0.121)	-0.015	(0.091)	0.336**	(0.122)
Sexual orientation (Ref. Homosexual)										
Bisexual	-0.128	(0.148)	-0.076	(0.178)	0.049	(0.169)	-0.011	(0.128)	-0.905***	(0.213)
Other orientation	-0.661	(0.340)	-0.770*	(0.299)	-0.612	(0.322)	0.200	(0.153)	-0.270	(0.244)
Immigrant	0.245	(0.143)	0.274	(0.157)	0.042	(0.154)	-0.084	(0.113)	0.073	(0.163)
Age	-0.021***	(0.006)	-0.041***	(0.006)	-0.032***	(0.006)	-0.008	(0.004)	0.008	(0.006)
Academic degree	-0.190	(0.116)	-0.151	(0.134)	0.019	(0.123)	0.252**	(0.085)	0.034	(0.127)
Part time/marginally employed	-0.135	(0.181)	-0.200	(0.188)	-0.047	(0.178)	0.072	(0.120)	-0.345*	(0.174)
Industry sector (Ref.: Manufacturing industry and primary sector)										
Trade, car repair, hospitality	-0.094	(0.224)	-0.320	(0.255)	-0.241	(0.249)	-0.353*	(0.174)	0.338	(0.261)
Transportation and storage, communication	-0.064	(0.253)	0.038	(0.264)	0.208	(0.268)	-0.075	(0.169)	0.119	(0.278)
Financial and insurance services, real estate/housing, economic services	-0.181	(0.218)	-0.386	(0.232)	-0.150	(0.243)	-0.177	(0.143)	0.133	(0.256)
Civil service or similar	0.028	(0.247)	-0.283	(0.292)	0.074	(0.262)	-0.155	(0.200)	0.269	(0.250)
Education	-0.344	(0.236)	-0.485*	(0.246)	-0.119	(0.251)	-0.014	(0.138)	0.325	(0.242)

Health care and social services	-0.034	(0.211)	-0.280	(0.223)	0.405	(0.218)	-0.183	(0.135)	0.135	(0.234)
Other	-0.712*	(0.280)	-0.457	(0.270)	-0.270	(0.280)	0.125	(0.159)	0.270	(0.291)
Gross income (log.)	0.237	(0.126)	0.293*	(0.135)	0.245	(0.127)	0.068	(0.072)	-0.111	(0.114)
Constant	4.228***	(0.997)	4.828***	(1.045)	4.604***	(0.985)	5.957***	(0.555)	6.362***	(0.926)
Observations	537		537		537		537		537	

Note: Robust standard errors in parentheses; significance levels: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$. Source: LGBielefeld 2019 (unweighted), own calculations.

Table S4. Results of OLS regression models on job attribute preferences for sample 2 (safe haven).

	High income		Good promotion prospects		Opportunities for further training		Interesting work		LGB-friendly work climate	
	B	SE	B	SE	B	SE	B	SE	B	SE
Safe haven	0.044	(0.108)	-0.087	(0.123)	-0.039	(0.117)	-0.001	(0.083)	0.505***	(0.110)
Woman	-0.118	(0.107)	-0.332**	(0.125)	0.063	(0.120)	-0.014	(0.091)	0.311*	(0.122)
Sexual orientation (Ref. Homosexual)										
Bisexual	-0.113	(0.148)	-0.074	(0.183)	0.051	(0.172)	-0.013	(0.129)	-0.786***	(0.213)
Other orientation	-0.656	(0.342)	-0.786**	(0.300)	-0.619	(0.316)	0.200	(0.153)	-0.199	(0.251)
Immigrant	0.242	(0.143)	0.265	(0.160)	0.037	(0.155)	-0.083	(0.113)	0.061	(0.160)
Age	-0.021***	(0.006)	-0.040***	(0.006)	-0.032***	(0.006)	-0.008	(0.004)	0.007	(0.006)
Academic degree	-0.188	(0.116)	-0.156	(0.134)	0.016	(0.124)	0.253**	(0.085)	0.055	(0.125)
Part time/marginally employed	-0.134	(0.181)	-0.177	(0.189)	-0.036	(0.178)	0.070	(0.120)	-0.379*	(0.172)
Industry sector (Ref.: Manufacturing industry and primary sector)										
Trade, car repair, hospitality	-0.094	(0.224)	-0.284	(0.259)	-0.224	(0.251)	-0.355*	(0.173)	0.272	(0.246)
Transportation and storage, communication	-0.069	(0.252)	0.034	(0.268)	0.206	(0.268)	-0.074	(0.168)	0.081	(0.264)
Financial and insurance services, real estate/housing, economic services	-0.184	(0.217)	-0.389	(0.235)	-0.152	(0.244)	-0.177	(0.142)	0.116	(0.247)

Civil service or similar	0.038	(0.249)	-0.281	(0.299)	0.075	(0.266)	-0.156	(0.203)	0.341	(0.239)
Education	-0.351	(0.236)	-0.538*	(0.248)	-0.146	(0.251)	-0.010	(0.137)	0.359	(0.232)
Health care and social services	-0.042	(0.209)	-0.315	(0.226)	0.388	(0.218)	-0.180	(0.133)	0.132	(0.221)
Other	-0.723*	(0.280)	-0.473	(0.276)	-0.279	(0.282)	0.127	(0.157)	0.207	(0.275)
Gross income (log.)	0.235	(0.126)	0.321*	(0.134)	0.259*	(0.127)	0.067	(0.072)	-0.173	(0.111)
Constant	4.180***	(0.989)	4.445***	(1.028)	4.414***	(0.983)	5.985***	(0.552)	6.646***	(0.881)
Observations	537		537		537		537		537	

Note: Robust standard errors in parentheses; significance levels: * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$. Source: LGBielefeld 2019 (unweighted), own calculations.