

Abstract

In my bachelors thesis, I deal with the relationship between women and gay men in the workplace, specifically in a beauty store. My research has stemmed from gender theories that is concerned with the ways in which gender and gender roles affect individuals' interpersonal relationships. These theories show that feminine women have positive attitudes towards feminine gay men, a minority group at risk of discrimination and prejudice.

Thus, my goal was to determine the relationships and attitudes of feminine women towards feminine gay men in the workplace and elucidate whether the results of this study will confirm gender theories or show the ongoing vulnerability of homosexuals. My second goal was to compare the negative behavior towards this minority group with the legal norms of the Czech republic and see the extent of protection from such behavior.

The research method involved a case study compiled by semi-structured interviews with six respondents, composed of five females and one gay male, who work in the beauty store. The interviews were then analyzed by coding.

The results show that there is discriminatory behavior, prejudice, homophobia and other forms of bullying in the workplace towards gay men in the workplace. The reason for such behavior may be the fact that gay employees wear makeup, an act that violates gender norms. Although there were harsh comments towards gay colleague's sexuality, none of the women considered it homophobic or discriminatory. Due to the close connection between gender and sexuality, it was difficult to determine whether the behavior really stemmed from the men's makeup usage or their identity as homosexuals. Despite the positive attitudes of several women towards gay men, heteronormative behavior appeared through various interactions. Thus, it was deemed that feminine men still face unequal obstacles that affect their daily working lives, socialization and interpersonal relationships. A comparative study of attitudes towards feminine and masculine gay men would be appropriate for a deeper understanding of the reasons for such behavior.