

EU LGBT Survey

Relevant results for equality bodies

*Enhancing rights awareness
& improving reporting*



EQUINET Training on LGBTI issues

17 June 2014

Stockholm, Sweden



Background to the survey

- Based on a request by the European Commission
- Informed by FRA's previous socio-legal research in the area of fundamental rights of LGBT persons
- Developed using experience gained from previous large-scale surveys conducted by FRA



Key facts and figures

- 93,079 respondents
- 28 countries covered
- Available in 22 EU languages, Catalan, Croatian, Luxembourgish, Russian and Turkish
- Online in 2012 for three months



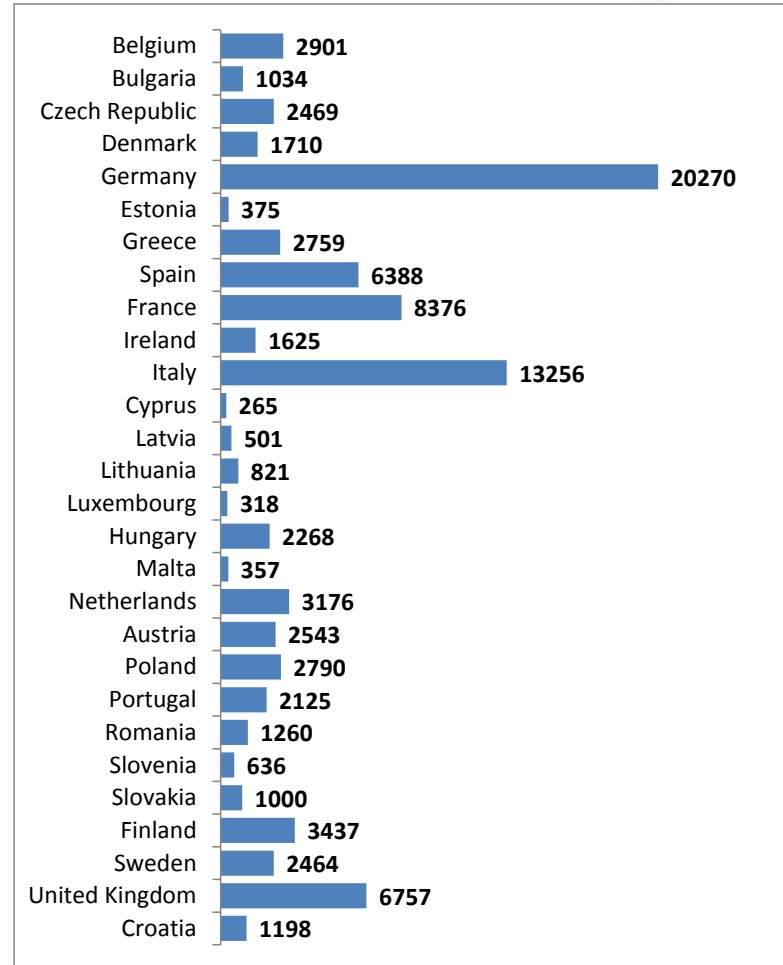
LGBT Survey in nutshell

Areas covered

- Employment
- Education
- Healthcare and social services
- Hate crime and daily Life

per target group	Number of cases	Percentage
Lesbian	14 927	16%
Gay	57 757	62%
Bisexual	13 624	15%
Transgender	6 771	7%
Total	93 079	100%

per country



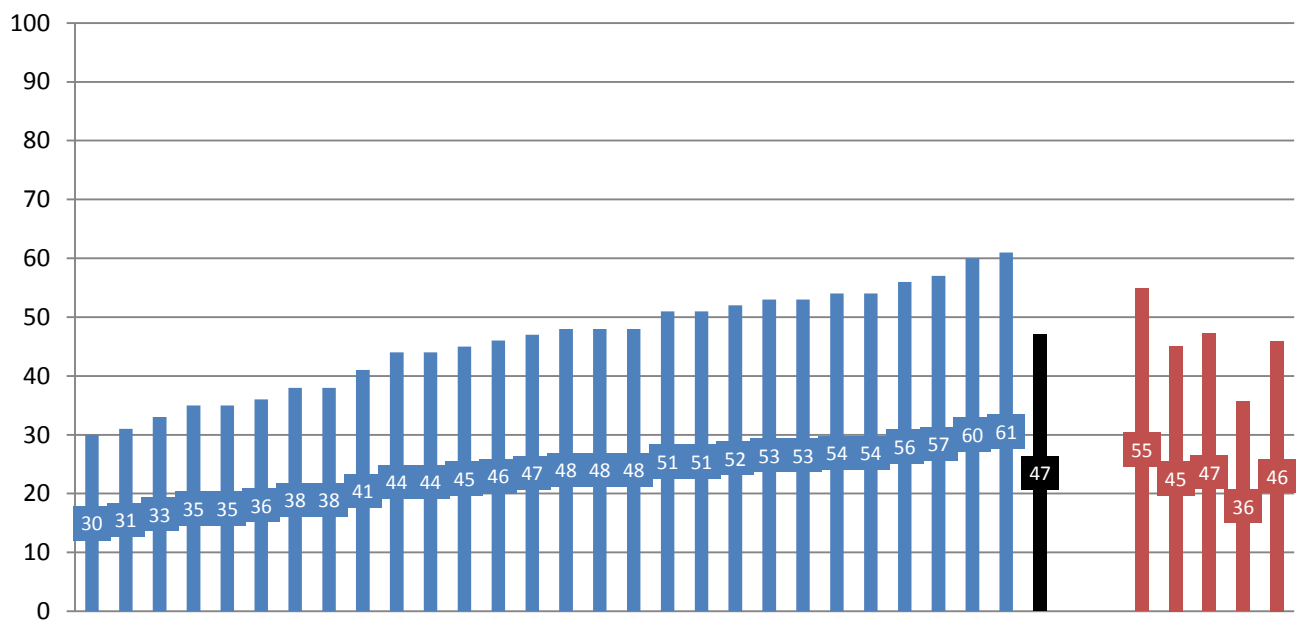


What did we ask?

- Employment
 - *During the last 12 months, have you personally felt discriminated against because of being LGBT when **looking for a job or at work**?*
- Education
 - *During the last 12 months, have you personally felt discriminated against because of being LGBT by **school/university personnel**?*
- Healthcare and social services
 - *During the last 12 months, have you personally felt discriminated against because of being LGBT by **healthcare personnel or by social service personnel**?*
- Access to other goods and services available to the public
 - *During the last 12 months, have you personally felt discriminated against because of being LGBT at a **cafe, restaurant, bar or nightclub**, at a **shop**, in a **bank or insurance company** or at a sport or **fitness club**?*



Respondents who felt discriminated against or harassed in the last 12 months on the grounds of sexual orientation, %



Question C2: in the last 12 months, in the country where you live, have you personally felt discriminated against or harassed on the basis of one of more of the following grounds? Answer: C. Sexual orientation
Base: All EU LGBT survey respondents

Discrimination

“I came out as lesbian when I was 18. Negative comments and jokes were the rules of communication, and anyone who expressed a comment in favour of LGBT rights (or just respect) was marginalised and harassed. Discrimination for me has never meant violent physical attacks, but gossiping, exclusion, jokes, psychological violence, inadequacy feeling, fear for myself and the people around me: partner, family, friends.”

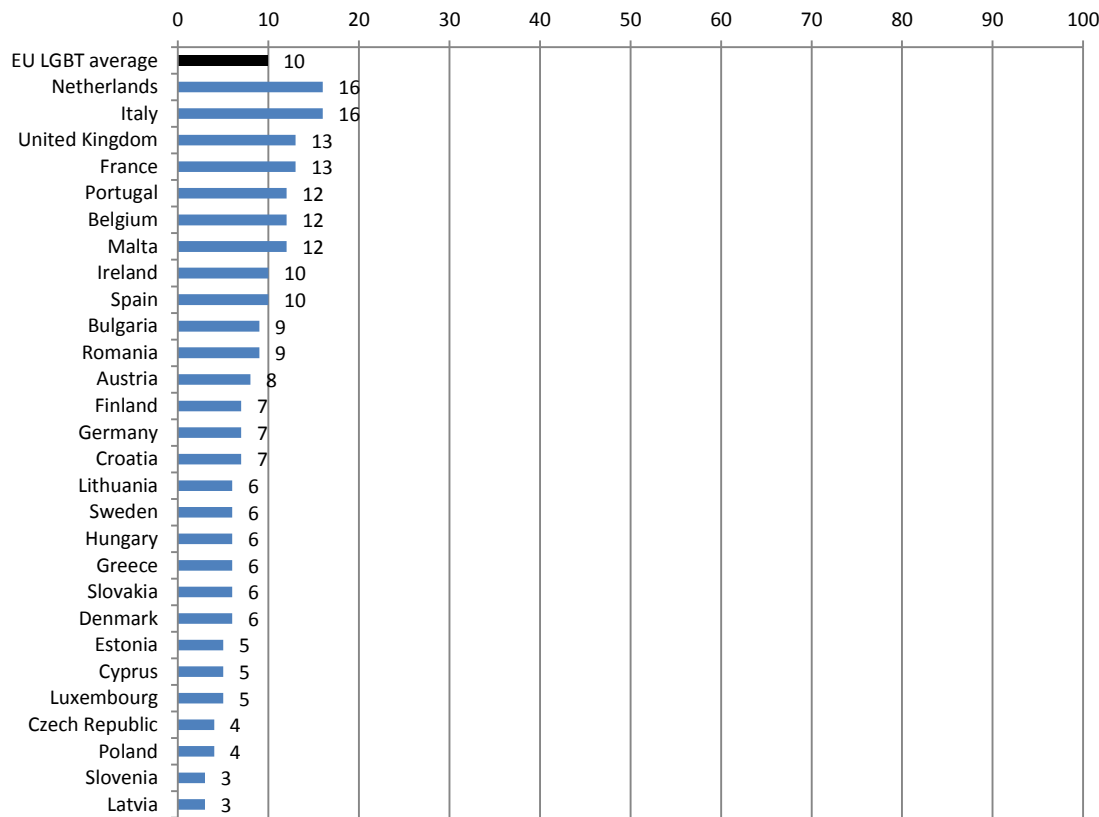
(Italy, lesbian, 30)

“I feel that the discrimination I experience here in Denmark as a gay person from Austria is a combination of being discriminated against as a foreigner and as a gay respectively, with the first aspect being dominant. It is hardly ever openly pronounced and works in the forms of excluding, backstabbing, avoiding.”

(Denmark, gay, 42)



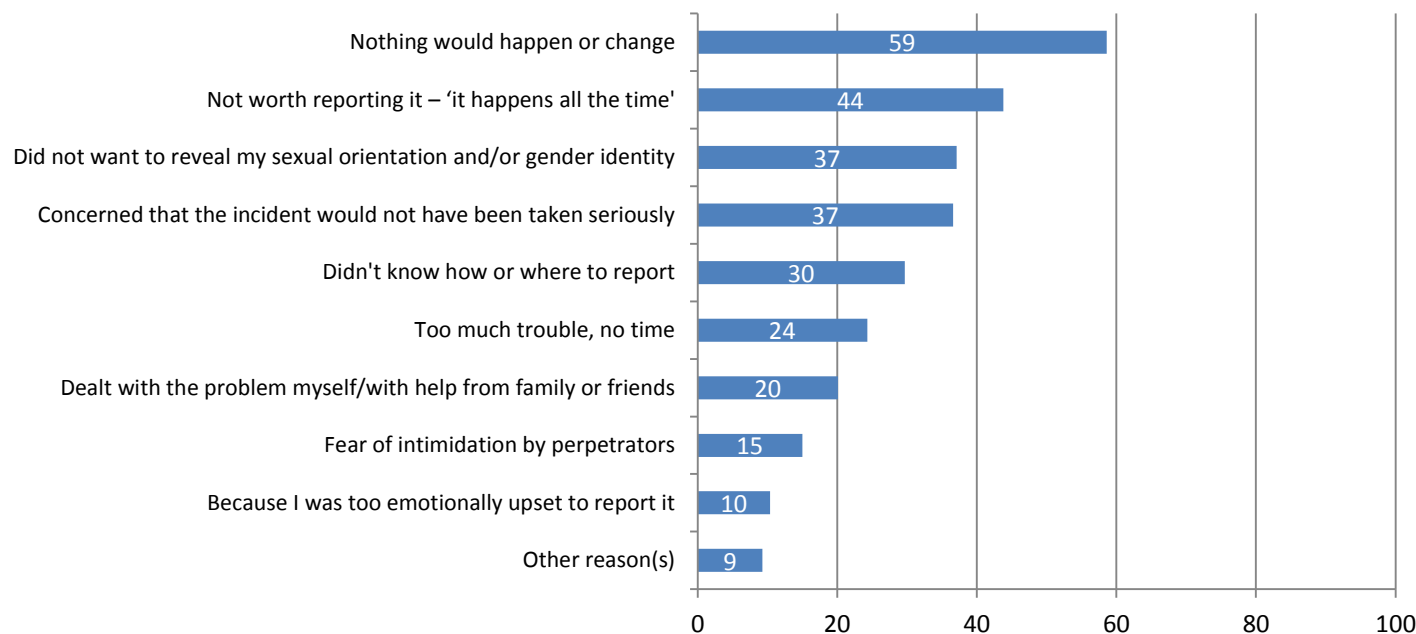
Reporting discrimination incidents by EU Member State, %



Question C6. Thinking about the most recent incident, did you or anyone else report it anywhere?

Base: EU LGBT survey respondents who felt discriminated against in the last 12 months when accessing services and in employment.

Reasons for not reporting the most recent incident of discrimination in the past 12 months partly or completely because they were perceived to be LGBT, %



Question: C6. Thinking about the most recent incident, did you or anyone else report it anywhere? 'No' C7. Why was it not reported? Base: EU LGBT survey respondents who had personally felt discriminated against in one of the situations listed in C4 in the last 12 months.

Discrimination in Employment

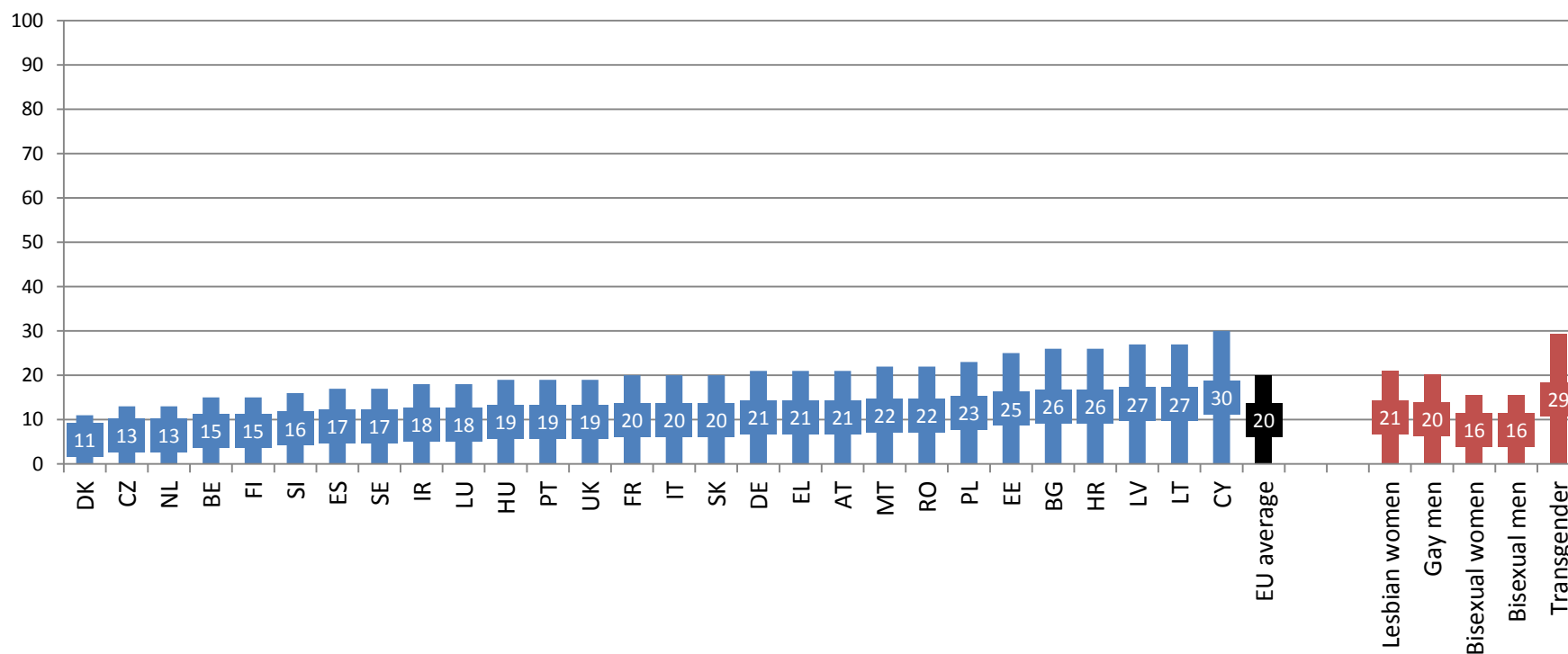
“It’s difficult to keep your job in France once the employer knows that you are gay. You are immediately considered as fragile.”

(France, gay, 33)

“I have also heard my superiors in several work places speak about gays or lesbians in a derogatory manner. This has decreased my respect towards them, and in one case made me reconsider re-applying for the company.”

(Finland, lesbian, 31)

Respondents who felt discriminated against in the last 12 months when looking for a job and/or at work because of being LGBT, by country and LGBT subgroup (%)



Question C4. During the last 12 months, have you personally felt discriminated against because of being [category on the basis of A3 or A4] in any of the following situations?
Answer: A. When looking for a job; B. At work.

Base: EU LGBT survey respondents who were looking for a job or who worked/were employed in the past 12 months.

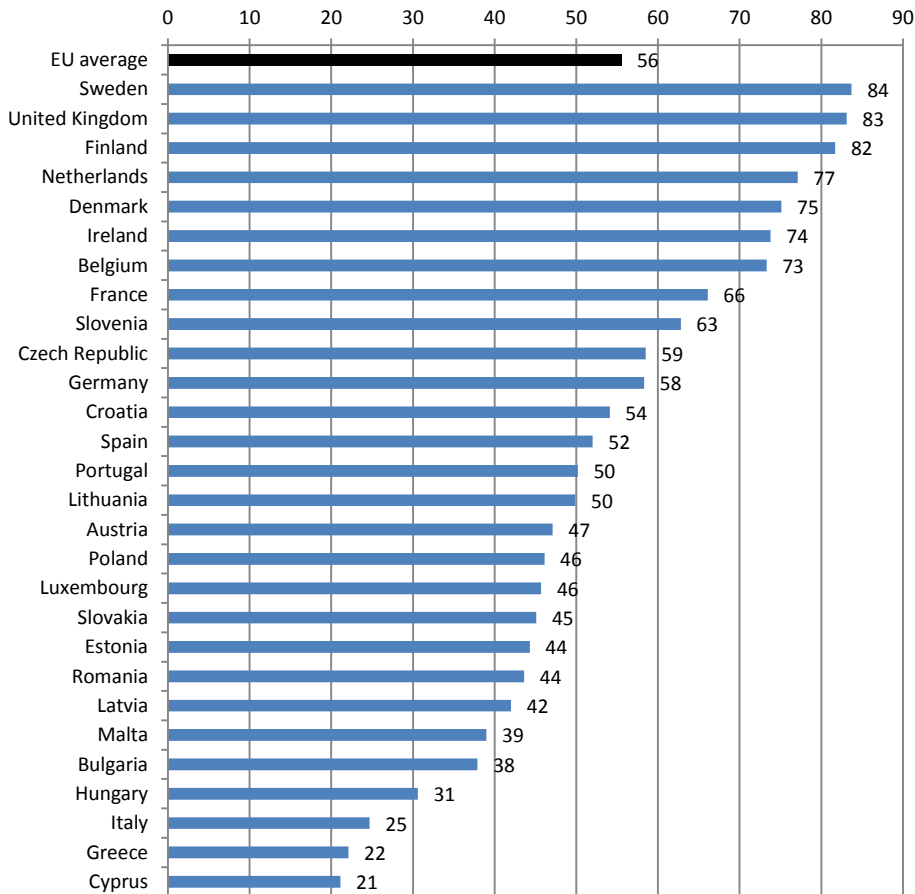


EU standards

- EU-wide protection in the area of employment and occupation.
- Discrimination on grounds of sexual orientation is prohibited by the:
 - Employment Equality Directive (Directive 2000/78/EC)
 - Gender Equality Directive (recast) (Directive 2006/54/EC)



Awareness of a law that forbids discrimination against persons because of their sexual orientation when applying for a job, by country, %



Question: D1. In the country where you live, is there a law that forbids discrimination against persons because of their sexual orientation when applying for a job?

Base: All EU LGBT survey respondents

What equality bodies can do?



RECOMMENDED

- *Monitor the effectiveness of complaints bodies and procedures in the context of the implementation of the Employment Equality Directive and the Gender Equality Directive.*
- *Equality bodies should contribute to national action plans promoting respect for LGBT persons and protection of their fundamental rights.*
- *More targeted research at the national level and consider integrating questions on sexual orientation and gender identity in national surveys on areas such as living conditions, wellbeing, health and employment.*



- ***EU Member States** should support equality bodies and other national complaints mechanisms in their efforts to inform LGBT persons of their mandate and procedures with a view to increasing awareness of discrimination.*
- ***EU Member States** should pay special attention to setting up clear procedures and policies meeting the needs of transgender employees, in particular with regard to the right to personal autonomy and privacy.*

How data can feed your work?

- **Advocating:** Use the data in your reports, for your campaigns, etc.
- **Stakeholder outreach:** Use the data when you work with your stakeholders
- **Training:** Use the data in trainings you provide
- **Raising awareness:** Use the data for targeted campaigns on (e.g.) discrimination or violence against LGBT people and/ or underreporting

Survey data explorer: <http://fra.europa.eu/DVS/DVT/lgbt.php>

Public authorities: Qualitative research into drivers and obstacles for setting up LGBT policies (2015)

Interviews with public officials, police officers, health workers and teachers on LGBT issues in 19 EU Member States

Aim: what are the drivers and obstacles for setting up, implementing and monitoring LGBT equality policies?



Upcoming FRA reports

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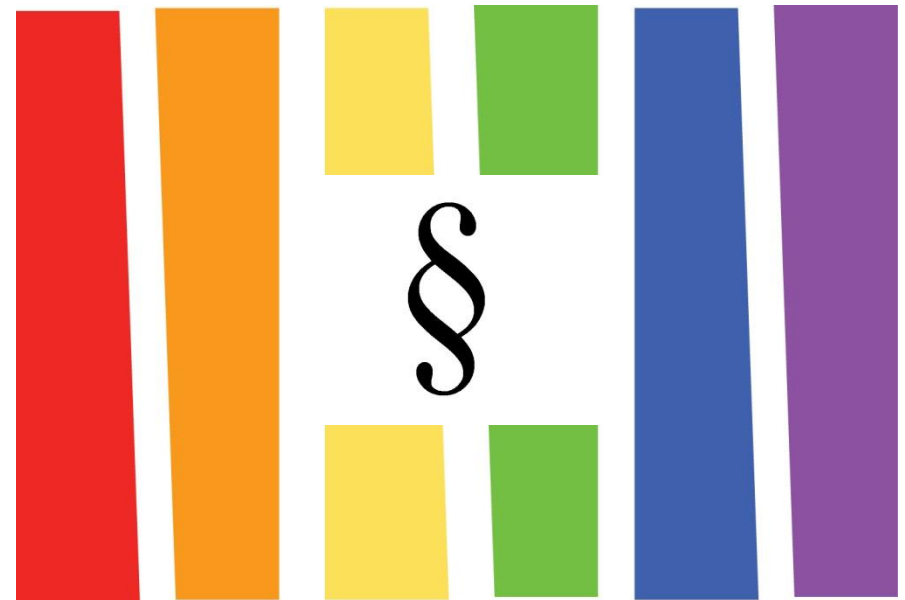
Focus report on transgender people (November 2014)

In depth analysis of FRA
LGBT survey data for trans
persons



Update of FRA EU legal comparative report including a new section on 'intersex' (2015)

- ✓ How is the coverage of intersex under non-discrimination law in EU MS
- ✓ How are the (medical) procedures regarding intersex newborns?





Thank you!

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For more information on the FRA LGBT
survey please visit our website

www.fra.europa.eu/en/theme/lgbt