

LGBT Discrimination Research Report Qualitative Study



NCPE

National Commission for the Promotion of
Equality

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The Background of the Research

.The research aimed at studying discrimination experienced by LGBT persons in schools, educational or vocational institutions and in the access to and supply of goods or services.

.The research wanted to identify the type and extent of discrimination experienced, the perpetrators of such discrimination and the deficiencies of the measures of redress, policies and structures available.

.Through an EU co-funded Project →





Methodology

- 25 interviews with LGBT individuals between the ages of 18 and 65.
- 13 participants identified as male and 12 participants identified as female.
(3 of the above were transgender)
- Structured Interviews (using a questionnaire)



Overall Findings

60% reported incidents of discrimination in the field of employment

- Irrespective of equal treatment in employment legislation
- Derogatory name calling, homophobic language and inappropriate jokes
- Sometimes escalation to slander, threats and intimidation, often triggered by gender non-conformin behaviour.
- Being out at the workplace could lead to discrimination by clients, colleagues and employers.





Overall Findings

Harassment and discrimination towards trans individuals

- In all spheres, including employment, housing, healthcare and goods and services

20% identified harassment and abuse by family members

- Ridicule, homophobic/ transphobic language, beating, stalking



Overall Findings

Being in a same sex relationship increases the likelihood of harassment and discrimination in:

- housing, healthcare, social security benefits, access and provision of goods and services, and enjoyment of public spaces.

Hetro-normative assumptions by Service providers in the housing sector are seen as problematic by LGBT individuals.





Overall Findings

32% experienced discrimination in the field of housing.

56% experienced homophobic and transphobic bullying in educational institutions.

- Use of homophobic language
- Teachers failed to intervene

16% reported discriminatory treatment by police officers and prison wardens.

"One particular neighbour tried all sorts of things to harass us. In fact we moved out. He complained about everything and nothing. He also sent the health inspectors to check our home."

(SO14: Trans 18-30)



"On one occasion I was sitting at my desk eating a muffin, my department lead walked over to me, stuck her finger in the muffin and stated loudly, "Look my finger's in your muff!". The staff laughed often at my expense with such comments being passed."

(SO21: Lesbian 18-30)

"The second case happened in a gay club in Malta where I met the parent of a child I looked after and as soon as he saw me he came to insult me.

Lots of threats. I had to leave with police protection. They went to court on intimidation charges. The father came to my workplace and slandered me saying that I was kissing another girl and that I was under the effect of drugs."

(SO15: Lesbian 18-30)



Follow up to the Research

The research found that the lack of legal recognition of same –sex partnerships lead to discrimination in the fields of healthcare, housing and provision of goods and services.

Recommendation to debate legal recognition of same sex couples and for same sex couples to be considered without discrimination as adoptive partners.



Chapter 530 – Civil Union Act

Registration of a partnership as a civil union shall be permissible between two persons of the same or of different sex.

A civil union shall have all the corresponding effects and consequences of a civil marriage – including children adopted by partners in a civil union.



The research recommended extending the scope of current equality to comprehensively cover gender identity and gender expression

Extending the remit of NCPE to include sexual orientation, gender identity and gender expression.

In 2012, there was a change in Chapter 456 (Equality Legislation) to include gender identity and sexual orientation in NCPE's remit.

In 2014, there was a change in Malta's Constitution which now includes gender identity and sexual orientation as protected grounds.



Good Practices from various countries identified by the research

At the place of work

- Hearing gay-affirmative language in reference to friends or other gay colleagues at the workplace served as a marker on the safety of being out.
- Inclusive work places makes LGBT individuals more likely to apply for a job there.

"I remember when I had my first job and I was just coming out and we started discussing different sexual orientations and from the way my colleagues spoke I vowed not to tell them. They were like Jien ghandi hbieb gay ta imma jaqq! (I have gay friends but yuck!). So I vowed not to say anything and this was in my coming out week..."
(SO19: Lesbian 31-40)

"(W)here I work now I was very careful until I got to know them – once I knew that they had gay friends and employees it was ok."
(SO8: Gay 31-40)



Healthcare

- Inclusion in campaigns
- Non-judgemental attitudes
- Removal of barriers to reproductive services

Social Protection

- Recognition of same sex partnerships

In Education

- LGBT inclusive policies
- Measures taken to deal with bullying to ensure safety of LGBT students

Housing

- local authorities, housing associations and other housing providers are pivotal in reducing harassment.

Using the Findings

- Specific to the Maltese situation?
- Many of the good practices are relevant to many countries.





For more information:

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