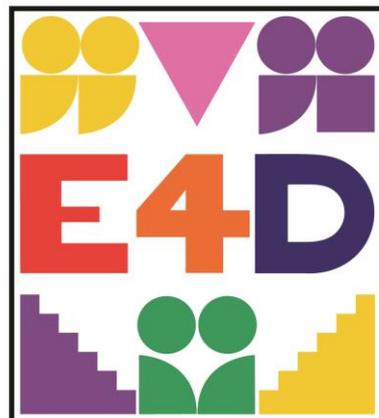




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Empowerment for Diversity

Launch Conference

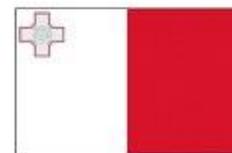
27th April 2021

Renee Laiviera

NCPE Commissioner & Acting Executive
Director



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LGBTIQ+ Equality in the EU

The principle of
Equal Treatment is :

- A fundamental value of the EU as per
- Article 2 of the Treaty of the EU
- Article 21 of the Charter of Fundamental Rights





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LGBTIQ+ Equality in the EU

The **prohibition of discrimination** and the protection of human rights are important elements of the EU legal order.

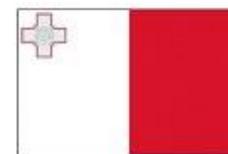
However...



- **Discrimination against LGBTIQ+ individuals persists** throughout the EU
- It takes various forms, including verbal abuse and physical violence.



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In fact...

Sexual orientation has been recognised in EU law as a ground of discrimination since 2009 (Article 19 TFEU)

However...



- The scope is limited
 - Does not cover social protection, healthcare, education or access to goods and services
- leaving LGBTIQ+ people particularly vulnerable in these areas.



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As Ms. Michelle Bachelet, UN High Commissioner for Human Rights, said in September 2018:

“The struggle for the rights of LGBTI people is a core part of the human rights struggle.”



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An EU-wide survey...

2012

- EU Agency for Fundamental Rights (FRA) launched an EU-wide survey publishing comparable data on how LGBTI people experience their fundamental rights in daily life

2019

- FRA launched the second wave of its survey: the EU-LGBTI II survey

FRA, the second EU LGBTI Survey – A long way to go for LGBTI equality

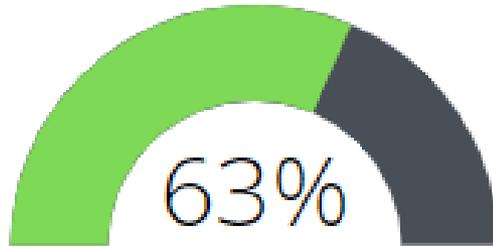


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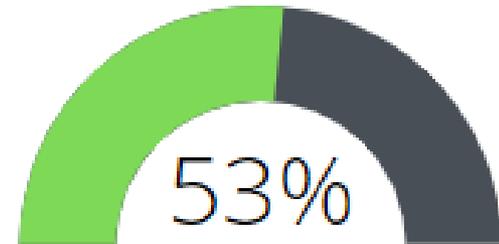
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Some statistics 2012 and 2019

EU-28



2012



2019

almost never or rarely open about being
LGBTI



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Discrimination in a broad range of areas



EU-wide respondents who felt discriminated against at a café, restaurant, bar or night club rose to

26% in 2019 from 18% in 2012

FRA, EU LGBT Survey: European Union Lesbian, gay, bisexual and transgender survey, 2014

FRA, the second EU LGBTI Survey – A long way to go for LGBTI equality



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Discrimination in all areas of life...

In 2019, in the EU-28:

43% of respondents have felt discriminated against in all areas of life; this is more so a reality for the trans respondents





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Situation in Malta (2019)

- **33%** of respondents felt discriminated against in many areas of their life, such as going to a café, restaurant, hospital or to a shop
- **20%** trans and intersex people were physically or sexually attacked in the five years before the survey





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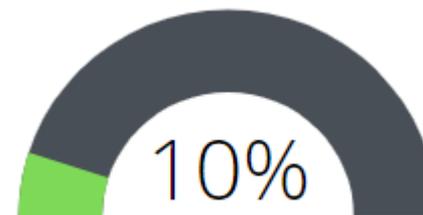
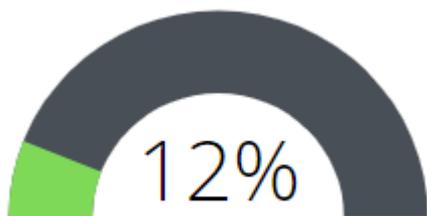
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Underreporting

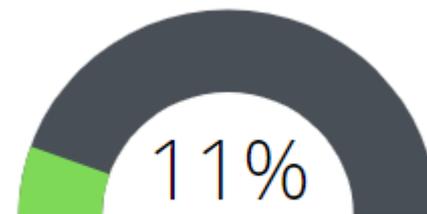
Malta

EU-28

In 2012:



In 2019:



reported their last discrimination experiences to
an equality body or another organisation

FRA, EU LGBT Survey: European Union Lesbian, gay, bisexual and transgender survey, 2014

FRA, EU LGBTI Survey II: A long way to go for LGBTI Equality; Country Data- Malta



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LGBTIQ Equality Strategy 2020-2025

In November 2020, the European Commission presented its **first-ever**

EU Strategy for LGBTIQ Equality



The LGBTIQ Equality Strategy strives to build a European Union where diversity is celebrated as part of our collective richness. Where all people can be themselves without risk of discrimination, exclusion or violence.

Helena Dalli,
EU Commissioner for Equality

LGBTIQ Equality Strategy 2020-2025
#UnionOfEquality #EU4LGBTIQ





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**The LGBTIQ+
Equality
Strategy
(2020-2025)
proposes**

to extend the list of EU crimes to cover hate crime, including homophobic hate speech and hate crime

to bring forward the legislation on the mutual recognition of parenthood in cross border situations, among others

to ensure that LGBTIQ concerns are well reflected in EU policy-making, so that LGBTIQ people, in all their diversity, are safe and have equal opportunities to prosper and fully participate in society



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A long way to go...



*“We are **still a long way away from the full inclusion and acceptance that LGBTIQ people deserve.** Together with the Member States, I trust we can make Europe a better and safer place for all. In this regard, the strategy calls on those Member States that do not have national LGBTIQ equality strategies to adopt one, addressing the specific equality needs of LGBTIQ people within their country.”*

Commissioner for Equality, Helena Dalli (November 2020)



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EU actions towards LGBTIQ equality 2020-2025

The Strategy's 4 main pillars focusing on:

Tackling
Discrimination

Ensuring safety

Building inclusive
societies

Leading the call
for LGBTIQ
equality around
the world

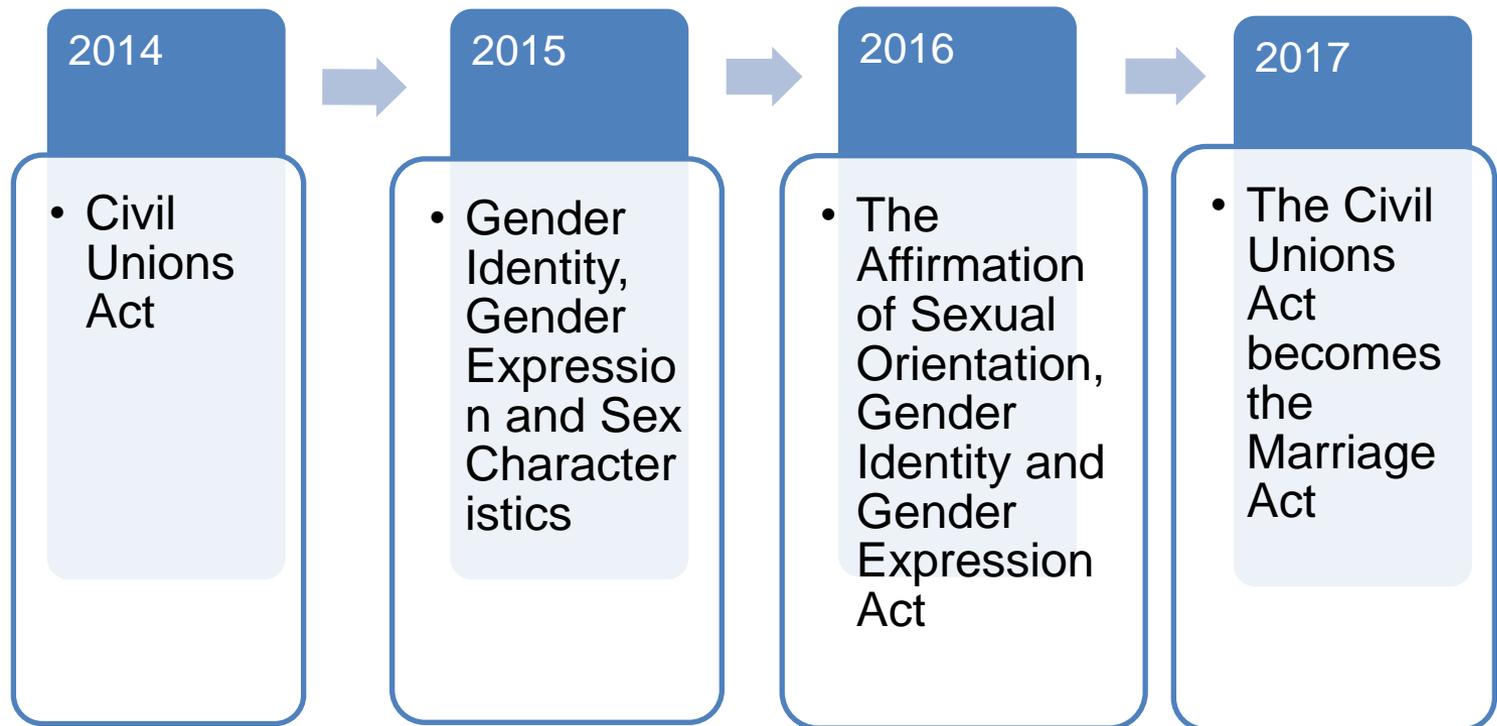


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LGBTIQ+ Advancement in Malta

- In around four years, Malta enacted several key laws on equality and non-discrimination within the LGBTIQ+ sphere through the enactment of several key laws.



In 2012 NCPE's remit was widened to include sexual orientation and gender identity and in 2015, in line with the adoption of these Acts, gender expression and sex characteristics were also included in NCPE's remit



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Malta's LGBTIQ+ Equality Strategy 2018-2022

- It follows the LGBTIQ Action Plan 2015-2017
- **Over 50 measures** aimed at mainstreaming LGBTIQ+ equality across several life spheres e.g. employment, education, health, sport, etc...
- **The SOGIGESC Unit** was established in 2018 within the Human Rights Directorate to assist the government in reaching its goals in the fields of :
 - civil liberties,
 - equality and;
 - antidiscrimination with regards to LGBTIQ+ individuals

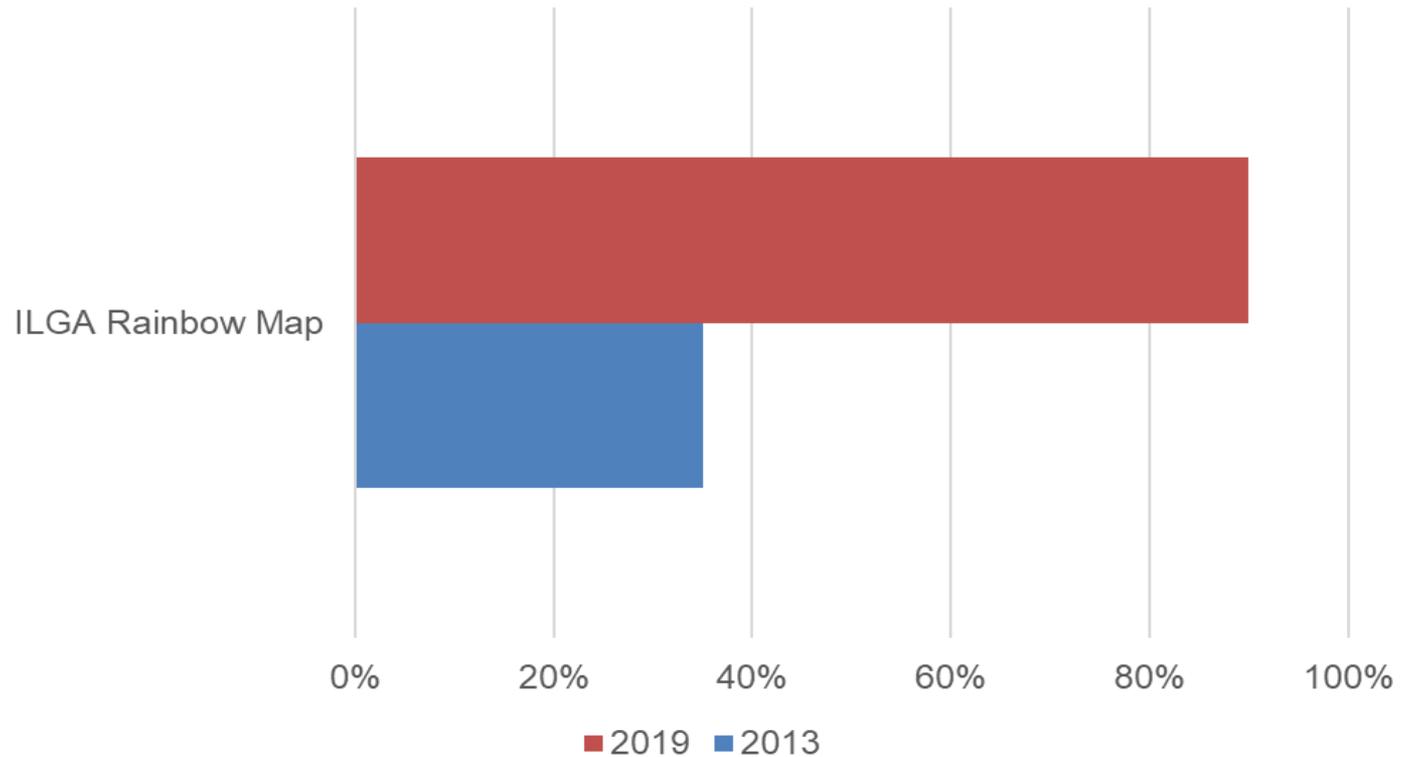


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MT's score on the ILGA Rainbow Map

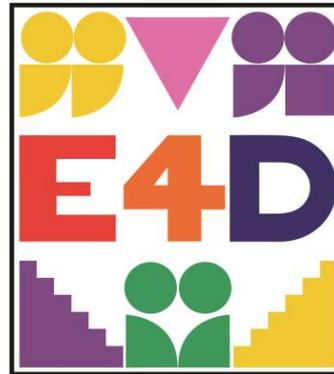




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The E4D Project- Why?



Empowerment for Diversity

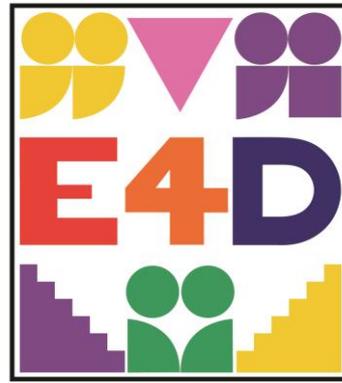
- Malta's progression over a short time span may mean that the public:
 - i. Do not know how these laws affect them
 - ii. Their rights and duties with respect to each provision.
- Under-reporting of discriminatory incidents based on sexual orientation, gender identity, sex characteristics and gender expression is still predominant.



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The **aims** of this innovative project are:



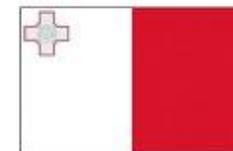
Empowerment for Diversity



- To strengthen the NCPE's **capacity** to continue educating, raising awareness, informing and empowering the **LGBTIQ+ community to report** discrimination for investigation



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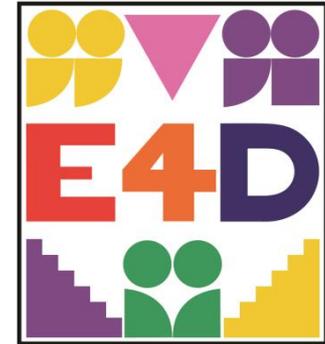




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Aims of the project (cont...)

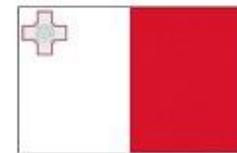


Empowerment for Diversity

- To conduct an update of the 2011 **NCPE research study on LGBTIQ+ discrimination** (Think Equal Project)
- To launch an effective **awareness-raising campaign** to inform the public how to seek redress through NCPE.



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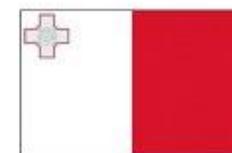


Thank you!

Any questions?



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