

## Recommendations

- Provide training to all employees and adopt equality and sexual harassment policies and structures at the workplace.
- Further consolidate the promotion of awareness of LGBTIQ+ issues in schools.
- Strengthen the implementation of anti-bullying policies as well as of the Trans, Gender Variant and Intersex Students in School Policy.
- Invest in the Genitourinary (GU) clinic, to provide services in a timely manner.
- Undertake further awareness on the circumstances and needs of the wide variety of LGBTIQ+ people; on discrimination, stereotypes and reporting mechanisms.
- Provide ongoing training to professionals and stakeholders on the circumstances and needs of all the LGBTIQ+ groupings.
- Enforce the implementation of laws and policies which address LGBTIQ+ rights.
- Prioritise the Equality Bill and the Human Rights and Equality Commission Bill.
- Enhance awareness on the role and functioning of the NCPE.
- Research: the size and prevalence of different LGBTIQ+ groupings; discrimination experienced by LGBTIQ+ women; the experiences of LGBTIQ+ community with lower level of education; older people who identify as LGBTIQ+; and on intra community relations to identify the needs of each grouping within the LGBTIQ+ community.



### How can the NCPE be contacted?

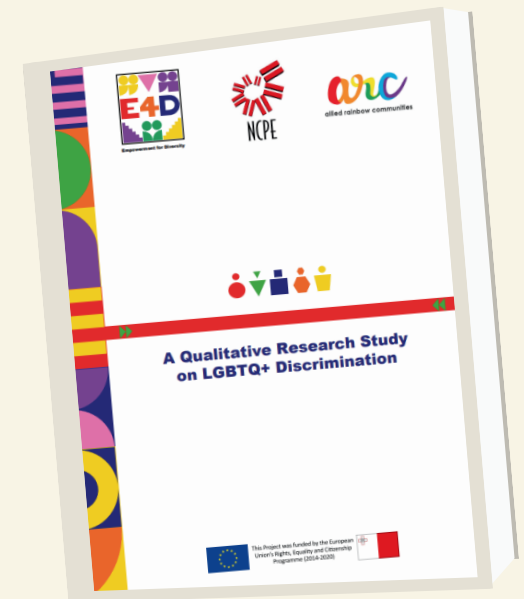
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# A Qualitative Research Study on LGBTIQ+ Discrimination



## Objectives

The 2021 study analyses discrimination experienced by LGBTIQ+ people in employment, access to goods and services, relationships with relatives and others, as well as homophobic stereotypes, trans issues, knowledge of legislation, complaints of alleged discrimination and redress. It focuses on the grounds of sexual orientation, gender identity, gender expression and sex characteristics.



The study is a comparative analysis to a previous NCPE study 'LGBT Discrimination Research Report, Qualitative Study' (2011) and includes developments on the recently adopted legislation on LGBTIQ+ rights.

## Findings

- Participants expressed difficulty to determine whether discrimination occurred during recruitment.
- Sometimes denigrating comments were made to participants while acquiring goods or services.
- Stigmatisation at schools was experienced by some participants, especially trans students.
- Heteronormative assumptions in the housing sector made some couples feel strange.
- Participants claimed that at the time the Genito-Urinary (GU) Clinic had long waiting periods.
- The coming out process of some participants to their parents was relatively easy, while other parents needed time to accept it.



- Participants stated that social stigma as well as transphobic and homophobic stereotypes are still present in society.
- Social media is sometimes used to spread misinformation.
- Trans participants stated that cis people did not fully understand them despite numerous positive changes at legislative and policy levels.
- None lodged a complaint on harassment and/or discrimination to the authorities; they would revert to an NGO or persons they trust, should the need arise.
- Participants would only go to police if offence was serious enough.
- Participants deemed that the LGBTIQ+ community is more accepted when compared to the past.