

EQUALITY

# EU LGBT survey

## European Union lesbian, gay, bisexual and transgender survey

Main results



EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS



This report addresses matters related to human dignity (Article 1), a right to life (Article 2), a right to education (Article 14), equality before the law (Article 20), the principle of non-discrimination (Article 21), health care (Article 35) and a right to an effective remedy and to a fair trial (Article 47) falling under the Titles I 'Dignity', II 'Freedoms', III 'Equality', IV 'Solidarity' and VI 'Justice' of the Charter of Fundamental Rights of the European Union.

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Cataloguing data can be found at the end of this publication.

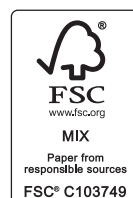
Luxembourg: Publications Office of the European Union, 2014

ISBN 978-92-9239-175-1  
doi:10.2811/37969

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*Printed in Luxembourg*

PRINTED ON ELEMENTAL CHLORINE-FREE BLEACHED PAPER (ECF)





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# Foreword

The past decade has witnessed a growing number of international and national developments addressing the fundamental rights of lesbian, gay, bisexual and transgender (LGBT) persons. Standards on non-discrimination and equality for LGBT persons have been further developed or reinforced by the European Union (EU), the Council of Europe and the United Nations (UN). Sexual orientation and gender identity have increasingly been recognised as grounds of discrimination in European and national legislation. Today, the situation of LGBT persons in the EU is no longer a marginalised issue but a recognised human rights concern.

Since its creation, the European Union Agency for Fundamental Rights (FRA) has contributed to these developments by providing robust comparative analysis of the legal and social aspects of the fundamental rights situation of LGBT persons in the EU. Although this analysis identified the main obstacles, it also recognised that the situation on the ground across the EU remained largely undocumented and that existing data were not comparable.

European institutions also recognised the lack of robust, comparable data on the respect, protection and fulfilment of the fundamental rights of LGBT persons. Following calls from the European Parliament, the European Commission asked FRA in 2010 to collect comparable survey data on hate crime and discrimination against LGBT persons in all EU Member States and Croatia. In response to this request, FRA developed the 'European Union survey of discrimination and victimisation of lesbian, gay, bisexual and transgender persons', which was launched online on 2 April 2012 and ran until 15 July 2012. A very large number of respondents, 93,079, participated in the research, providing a wealth of comparable data.

In many respects, the results raise severe concerns: almost half (47 %) of all respondents say that they have felt personally discriminated against or harassed on the grounds of sexual orientation in the year preceding the survey. A majority of respondents who were attacked in the past year say that the attack or threat of violence happened partly or entirely because they were perceived to be LGBT (59 %). Respondents rarely, however, report discrimination or violence to the police or any other instance, mainly because they believe nothing will happen or change if they report such incidents to the authorities.

The survey results provide valuable evidence of the lived experiences of LGBT persons in the EU with respect to discrimination, harassment and violence in different areas of life. By highlighting and analysing the survey results, this report, together with the accompanying *EU LGBT survey results: at a glance* report, will contribute to much-needed discussions in the EU and its Member States regarding concrete legislative and non-legislative measures to improve the situation for LGBT persons living in the EU.

**Morten Kjaerum**  
*Director*

# Country codes

Country code	Country
AT	Austria
BE	Belgium
BG	Bulgaria
CY	Cyprus
CZ	Czech Republic
DE	Germany
DK	Denmark
EE	Estonia
EL	Greece
ES	Spain
FI	Finland
FR	France
HU	Hungary
HR	Croatia
IE	Ireland
IT	Italy
LT	Lithuania
LU	Luxembourg
LV	Latvia
MT	Malta
NL	Netherlands
PL	Poland
PT	Portugal
RO	Romania
SE	Sweden
SI	Slovenia
SK	Slovakia
UK	United Kingdom



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# Executive summary

The EU LGBT survey results show that lesbian, gay, bisexual and transgender (LGBT) persons face obstacles to enjoying their fundamental rights. Many respondents say they have been discriminated against in various areas of life, in particular in employment and education. Many have also been victims of violence and harassment, frequently in public places. Nevertheless, they rarely report either discrimination or incidents of violence or harassment to the police or other authorities. In their daily lives, many survey respondents are not open about being LGBT with their family and a majority avoid holding hands with their same-sex partner for fear of victimisation.

Almost half of all respondents (47 %) say that they felt personally discriminated against or harassed on the grounds of sexual orientation in the year preceding the survey. Lesbian women (55 %), respondents in the youngest age group between 18 and 24 years old (57 %) and those with the lowest incomes (52 %) are most likely to say they felt personally discriminated against or harassed in the last 12 months on the grounds of sexual orientation.

In the area of employment, one in five (20 %) of those respondents who were employed and/or looking for a job in the 12 months preceding the survey felt discriminated against in these situations in the past year. This figure rises to one in three (29 %) of the transgender respondents who were employed and/or looking for a job in the 12 months before the survey. Among those respondents who had a paid job at any point during the five years preceding the survey, at least seven in 10 transgender and bisexual respondents were never or rarely open about being LGBT at work in the five years before the survey.

The data on discrimination in the other areas of life covered by the survey indicate that, among those respondents who looked for a house or apartment and/or accessed healthcare services and/or attended school or university themselves or were the parent of a child at school or university and/or visited a café, restaurant bar or nightclub and/or visited a shop and/or visited a bank or insurance company and/or exercised at a sport or fitness club in the last 12 months, a third (32 %) felt personally discriminated against in at least one of these situations in the 12 months preceding the survey because of being LGBT. The proportion of respondents stating that they were discriminated against because of being LGBT when accessing goods and services in the last 12 months differs according to gender, indicating that discrimination is exacerbated by being female.

Looking specifically at the data on discrimination in education shows that, during their schooling before the age of 18, more than eight in 10 of all respondents in each LGBT subgroup and every EU Member State have heard or seen negative comments or conduct because a schoolmate was perceived to be LGBT. Two thirds (68 %) of all respondents who answered the question say these comments or conduct occurred often or always during their schooling before the age of 18. Moreover, two thirds (67 %) of all respondents say they often or always hid or disguised the fact that they were LGBT during their schooling before the age of 18. Gay and bisexual men respondents were much more likely than lesbian and bisexual women respondents to have hidden or disguised the fact that they were LGBT while at school before the age of 18.

In the year preceding the survey, 6 % of all respondents were attacked or threatened with violence, which they thought happened partly or entirely because they were perceived to be LGBT. A majority of respondents who experienced violence in the year preceding the survey (59 %) say that the last attack or threat of violence happened partly or entirely because they were perceived to be LGBT. In addition, in the year before the survey, a fifth (19 %) of all respondents were victims of harassment which they thought happened partly or entirely because they were perceived to be LGBT.

Turning to the question of reporting, one in five (22 %) of the most serious incidents of violence which respondents experienced in the last five years because they were LGBT were brought to the attention of the police. Just 6 % of the most serious incidents of harassment were reported. Almost half of the respondents who did not report to the police the most serious incident of violence (43 %) or harassment (37 %) that happened to them in the last five years because of being LGBT say that this was because they felt that the police would not do anything.

Focusing on the data on daily life and the social environment, almost half (48 %) of all survey respondents are open about being LGBT to none or a few of their family members and three in 10 (28 %) are open to none or a few of their friends. Just one in five (21 %) of all respondents are open to all of their work colleagues or schoolmates. Bisexual respondents, and particularly bisexual men respondents, are consistently less likely to say they are open about their sexual orientation/gender identity to all or most of their family members, friends or colleagues/schoolmates.



Furthermore, more than four fifths of all respondents say that casual jokes about LGBT people in everyday life are widespread, and almost half of all respondents believe that offensive language about LGBT people by politicians is widespread in their country of residence. In addition, two thirds (66 %) of the respondents, including at least half of the respondents in every EU Member State and Croatia, say that they avoid holding hands in public with a same-sex partner for fear of being assaulted, threatened or harassed for doing so. This figure rises to three quarters among gay (74 %) and bisexual men (78 %).

A number of themes emerge from the data, which cut across the different areas covered by the research and indicate commonalities or discrepancies of experience according to national, social and economic context, as well as by age and LGBT group. Looking at the overall results, for example, respondents living in Belgium, the Czech Republic, Denmark, Finland, Luxembourg, the Netherlands, Spain and Sweden indicate that they generally experience and perceive a social environment that is comparatively favourable for LGBT people. They are less likely to be victims of violence, harassment or discrimination, to perceive widespread negative attitudes towards LGBT people, or to avoid certain locations or behaviours for fear of being assaulted, threatened or harassed.

There is an inverse relationship between age and the inclusiveness of respondents' environment towards LGBT people: the younger the respondents, the more

likely they are to perceive their environment as intolerant towards LGBT people. In terms of LGBT group, the responses of lesbian, gay and bisexual participants indicate a general commonality of experience, although bisexual men respondents are much less likely to be open about being LGBT than gay or lesbian respondents. Transgender respondents, however, consistently indicate that they experience an environment that is less tolerant towards them than that experienced by lesbian, gay and bisexual respondents.

The characteristics of incidents of discrimination, violence and harassment are also related to participants' gender. Women respondents, for example, are much more likely than men respondents to say that the last attack they experienced in the last 12 months because of being LGBT was a sexual attack. Respondents whose responses indicate that their gender expression and sex assigned at birth does not align with societal expectations, such as respondents assigned a male sex at birth but who express themselves as female, also mention a less inclusive social environment.

In addition, LGBT respondents who are more open about being LGBT in a wider range of settings generally gave more positive responses – from experiences of discrimination to life satisfaction – than those who are not open or hide their LGBT identity. This relationship exists in all countries surveyed.



# Key findings and FRA opinions

Drawing on the survey findings and building on previous FRA work, FRA has formulated the following opinions. They aim to support EU and national policy makers to introduce and implement comprehensive and effective legislative and non-legislative measures to respect and safeguard the fundamental rights of LGBT persons.

At EU level, the European Commission's *Strategy for the effective implementation of the Charter of Fundamental Rights by the European Union* provides for "the development of individual policies concerning specific fundamental rights on the basis of the Treaties".<sup>1</sup> In developing such individual policies to combat discrimination on grounds of sexual orientation and gender identity,<sup>2</sup> the EU can draw inspiration from experience gained in setting up specific EU-wide policies, roadmaps and action plans in the fields of discrimination on grounds of disability and gender. The European Commission could consider using all available legal and policy tools to develop systematic initiatives underpinned by funding programmes and initiatives. The Commission could also find synergies with the Council of Europe's LGBT Assistance and Cooperation programme, which already includes three EU Member States – Italy, Latvia and Poland. Albania, Montenegro and Serbia are the non-EU partner countries in this programme.

At national level, policy makers can use the survey findings to further develop, implement and monitor the impact of relevant policies. Some EU Member States, including Belgium (interfederal and Flanders), France, Germany (Berlin-Brandenburg and North Rhine-Westphalia only, not at national level), Italy, the Netherlands, Portugal, Spain (Province of Barcelona, not at national level) and the United Kingdom (lesbian, gay and bisexual, and transgender action plans separately) have adopted specific LGBT action plans or integrated these issues in national human rights action plans. These EU Member States can make use of country-specific data to further shape their actions.

## Strengthening EU action and national responses to combat discrimination on the grounds of sexual orientation and gender identity

The results show important differences among countries. Fewer respondents living in Belgium, the Czech Republic, Denmark, Finland, Luxembourg, the Netherlands, Spain and Sweden, for example, say that they were victims of violence, harassment or discrimination because of being LGBT in the 12 months preceding the survey; that they perceive widespread negative attitudes towards LGBT people; or that they avoid certain locations or behaviours for fear of being assaulted, threatened or harassed because of being LGBT.

Younger respondents are more likely than older respondents to perceive their environment as intolerant towards LGBT people. Respondents in the youngest age group (18 to 24 years), for instance, are the least likely to be open about being LGBT and the most likely to state that they were victims of violence or discrimination in the year before the survey because they are LGBT.

Transgender respondents consistently indicate that they experience an environment that is less tolerant towards them than that experienced by lesbian, gay and bisexual respondents. Transgender respondents are, for example, the most likely of all LGBT subgroups to say that they felt personally discriminated against in the past year because of being LGBT, particularly in the areas of employment and healthcare.

When taking into account the respondents' gender and gender expression, the results show particular trends. Lesbian and bisexual women, as well as transgender respondents, for example, are more likely than gay and bisexual men to have been discriminated against on the basis of their gender in the 12 months preceding the survey. In addition, women respondents are much more likely than men respondents to say that the last attack they experienced in the last 12 months because of being LGBT was a sexual attack.

<sup>1</sup> European Commission (2010), p. 4.

<sup>2</sup> Gender identity and gender expression are different concepts, which may overlap, although gender identity does not cover the range of phenomena associated with gender expression. These issues will be examined separately in a forthcoming FRA report.



Across all countries surveyed, respondents who are open about being LGBT to more people and in more settings are less likely to have felt personally discriminated against because of being LGBT than those who are not open or hide their LGBT identity.

The results show a relationship between respondents' perceptions about the level of offensive language about LGBT people by politicians and whether or not respondents have felt personally discriminated against or harassed on grounds of sexual orientation: in 14 out of the 17 countries in which fewer than half of the respondents say that they were discriminated against or harassed on the grounds of sexual orientation in the year before the survey, the majority of respondents say that offensive language about LGBT people by politicians is rare.

#### FRA opinion

*To strengthen systematic and coordinated responses to discrimination, the EU and its Member States are encouraged to develop action plans promoting respect for LGBT persons and protection of their fundamental rights and/or integrate LGBT issues in their national human rights action plans and strategies. To this end, Member States could draw on the evidence of this survey and from the experience of other Member States that already have such action plans in place. Special consideration should be given to the challenges facing transgender persons and young LGBT persons given the particular circumstances they face.*

*The EU Strategy for equality between women and men, which contributes to combating stereotypes and gender-based violence and discrimination, could be enhanced to include programmes to combat stereotypes and discrimination on the grounds of sexual orientation and gender identity, as well as homophobia and transphobia. EU action in the area of gender equality should explicitly cover issues linked to discrimination on the grounds of gender identity.*

*Open support by politicians makes LGBT persons feel more comfortable about living as LGBT persons. To strengthen this support further, the European Commission and EU agencies could encourage EU Member States to exchange promising practices that actively promote respect for LGBT persons. In addition, Member States are encouraged to promote a more balanced public opinion on LGBT issues by facilitating dialogue involving the media, political parties and religious institutions. Strong and positive political leadership is also needed to promote the fundamental rights of LGBT persons.*

*EU Member States should encourage more detailed and 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.*

## Ensuring equal treatment in employment

Despite EU legislation protecting LGBT persons from discrimination in employment and occupation, one in five respondents who was employed in the year preceding the survey has felt discriminated against at work or when looking for a job. The figure is significantly higher for transgender persons. Although around half of all respondents state that they are aware of the prohibition by law of discrimination in this area, non-reporting rates are very high.

#### FRA opinion

*EU law should expressly ban discrimination on grounds of gender identity, for instance in the context of the review of the Gender Equality Directive (recast). Regarding discrimination in employment on the grounds of gender identity specifically, the current legal protection accorded by EU law to those who intend, are undergoing or have undergone gender reassignment should be extended to all transgender persons.*

*The EU should continue to monitor the effectiveness of national complaints bodies and procedures in the context of the implementation of the Employment Equality Directive and the Gender Equality Directive (recast). FRA's report on Access to justice in cases of discrimination in the EU: steps to further equality<sup>3</sup> provides useful guidance in this respect.*

*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. They should also design targeted awareness-raising campaigns directed at LGBT persons and disseminate information on discrimination at the workplace and in vocational training institutions.*

*EU Member States are encouraged to support trade unions and employers' organisations in their efforts to adopt diversity and non-discrimination policies with a focus on LGBT persons.*

*EU Member States should ensure that private and public sector employers adopt and implement diversity strategies and equal treatment policies – for example through the adoption of codes of conduct, and the sharing of experiences and good practices – which include positive measures addressing the needs of LGBT persons.*

*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. For example, it should be possible to change name and gender markers on employment-related documents in a quick, transparent and accessible way; and disclosing irrelevant personally sensitive data related to a person's gender identity should be avoided.*

3 See FRA (2012b).



## Improving protection against discrimination beyond employment

A third of survey respondents say that they have felt personally discriminated against in at least one of the following areas in the 12 months before the survey because of being LGBT: housing, healthcare, education, social services, and access to goods and services. In light of this finding, discrimination on the grounds of sexual orientation and gender identity in areas beyond employment should be effectively tackled through legislative measures at the EU and national levels.

### FRA opinion

*Equal protection against discrimination on the grounds of sexual orientation across all EU Member States would significantly improve if the EU-wide prohibition of such discrimination extended beyond the field of employment and occupation, as proposed by the European Commission in its Proposal for a Council Directive of 2 July 2008 on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation.*

*In addition, EU law should consider explicitly mentioning discrimination on the grounds of gender identity as a form of discrimination in all existing and upcoming EU legislation, such as in Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services.*

*EU Member States should ensure that transgender persons enjoy full legal recognition of their preferred gender identity, including the change of first name, social security number and other gender indicators on identity documents. Such procedures should be accessible, transparent and efficient and they should ensure respect for human dignity and human freedom.*

## Providing safe environment for LGBT students at schools

The survey finds that more than eight in 10 of all respondents in each LGBT group and in each EU Member State and Croatia witnessed negative comments or conduct during their schooling because a schoolmate was perceived to be LGBT. A large majority of all respondents hid or disguised the fact that they were LGBT while at school before the age of 18 years.

### FRA opinion

*To the extent that education falls within the scope of EU law, EU equality and non-discrimination principles and the EU Charter of Fundamental Rights have to be upheld. The EU should contribute to combating the bullying of LGBT persons in educational settings. The EU should encourage peer learning among EU Member States and promote existing best practices tackling homophobic and transphobic bullying. The EU should also seek synergies with UNESCO's work on improving educational responses to homophobic bullying, and with the Council of Europe, which adopted a Strategy for the Rights of the Child (2012–2015) focused on bullying.*

*EU Member States should ensure that schools provide a safe and supportive environment for young LGBT persons, free from bullying and exclusion. This includes combating stigmatisation and marginalisation of LGBT persons, and promoting diversity. Schools should be encouraged to adopt anti-bullying policies. Competent state agencies, such as equality bodies, national human rights institutions and children's ombudspersons, should be mandated and encouraged to explore cases of bullying and discrimination at school.*

*EU Member States should ensure that objective information on sexual orientation, gender identity and gender expression is part of school curricula to encourage respect and understanding among staff and students, as well as to raise awareness of the problems faced by LGBT persons. Training should be provided to educational professionals on how to approach LGBT issues in class and on how to deal with incidents of homophobic and transphobic bullying and harassment.*

## Providing the highest attainable standard of health to LGBT persons

One in 10 of the respondents who has accessed healthcare services in the year preceding the survey reports that they have felt personally discriminated against by healthcare personnel in the last year. The level of discrimination was twice as high among transgender respondents. These findings should be read in light of the low levels of openness towards healthcare personnel indicated by respondents.

FRA opinion

*When encouraging cooperation between EU Member States in the area of public health, the EU should put emphasis on the removal of possibly discriminatory practices.*

*EU Member States should ensure that adequate training and awareness raising is offered to healthcare providers on the health needs of LGBT persons in order to eliminate prejudices and improve the provision of services to LGBT persons. This should include specific measures to improve access to healthcare services and targeted policies to provide high-quality healthcare to LGBT persons, irrespective of sexual orientation and gender identity.*

*Concerning transgender persons in particular, EU Member States should ensure that general and transgender-specific healthcare services take account of the health needs of transgender persons without discrimination and prejudice.*

*In their national health plans, EU Member States should include a section on LGBT healthcare clients and ensure that health surveys, training curricula and health policies also take into account LGBT persons and their needs.*

## Recognising and protecting LGBT victims of hate crime

Everyone is entitled to the rights to life, security and protection from violence, and these rights must be respected, irrespective of sexual orientation or gender identity. The survey reveals that LGBT respondents are subject to high levels of repeated victimisation and violence, which is particularly high for transgender respondents.<sup>4</sup>

FRA opinion

*In the Framework Decision on Racism and Xenophobia, EU law specifically addresses offences and crimes based on "racist and xenophobic motivation". EU Member States are obliged to "take the necessary measures to ensure that racist and xenophobic motivation is considered an aggravating circumstance, or, alternatively that such motivation may be taken into consideration by the courts in the determination of the penalties".<sup>4</sup> EU Member States should consider adopting similar legislation covering homophobic and transphobic hate speech and hate crime so that LGBT persons are equally protected, as a number of Member States have already done.*

<sup>4</sup> Council of the European Union (2008), Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law, Art. 4.

*When evaluating national legislation implementing the Victims' Rights Directive, EU institutions should pay particular attention to gender and gender identity or gender expression, as well as sexual orientation, as personal characteristics of the victims to be taken into account in the context of individual assessments.*

*EU Member States are also encouraged to increase recognition and protection of LGBT victims of hate crime, by including homophobic and transphobic hatred as possible motives in national legislation on bias-motivated crime.*

*EU Member States should provide training for law enforcement personnel as well as victim support services that would recognise and offer suitable services for LGBT persons without discrimination*

## Improving rights awareness and reporting on discrimination and violence

The survey results show very high non-reporting rates among respondents who have felt personally discriminated against or who say that they were victims of violence or harassment. The most frequent reasons for not reporting incidents of discrimination are a belief that 'nothing would change', as well as a lack of knowledge about how or where to report an incident or fear of homophobic or transphobic reaction from the police.

Earlier FRA reports, such as the European Union Minorities and Discrimination Survey (EU-MIDIS) *Data in focus report* on 'minorities as victims of crimes'<sup>5</sup> and *Making hate crime visible in the European Union: acknowledging victims' rights*,<sup>6</sup> highlighted the need to address effectively the non-reporting of incidents of discrimination and hate crime against migrants and minority ethnic groups, as well as the importance of data collection in this area. In a similar vein, it is also important for LGBT persons to benefit fully from the protection afforded by law by helping them to report discrimination and hate crime incidents.

<sup>5</sup> FRA (2012b).

<sup>6</sup> FRA (2012c).

**FRA opinion**

*Both the EU and its Member States, including local authorities, should set up or increase concrete awareness-raising activities to support LGBT persons to access, efficiently and easily, structures and procedures to report discrimination and hate-motivated violence.*

*EU Member States should address the non-reporting and underreporting of hate crime, for example by providing relevant training to law enforcement authorities on LGBT issues, particularly concerning victim support and the systematic recording of incidents. Practices such as 'third party reporting', engaging civil society organisations through multi-agency partnerships, could also be considered in order to improve reporting rates.*

*To facilitate the setting up of such policies, EU Member States should collect statistical data on at least the number of incidents pertaining to hate crime reported by the public and recorded by the authorities, the grounds on which these offences were found to be discriminatory, the number of convicted offenders and the type of sentence imposed.*

**Future work on the fundamental rights of LGBT persons**

FRA continues to collect and analyse data regarding the fundamental rights of LGBT persons. Research conducted in 2013 through interviews with public authorities – civil servants, police officers, teachers and health professionals – will examine how they deal with the rights of LGBT persons in their daily work.

# Introduction

This report presents the findings of the largest ever survey conducted in the EU and Croatia among LGBT persons. It describes the responses of over 93,000 LGBT persons regarding their experiences of violence, harassment and discrimination because of their sexual orientation or gender identity. It marks a major step in addressing the lack of robust and comparable data on the fulfilment of the fundamental rights of LGBT people in the EU.

## Why is this survey needed?

Despite positive legal and social developments in the last decade, previous FRA research identified gaps in the protection of the fundamental rights of LGBT people in the EU. Moreover, as different stakeholders recognised, little was known about how LGBT persons experience their fundamental rights in their daily lives. The EU LGBT survey was developed to obtain the robust and comparable data that would allow a better understanding of how LGBT people living in the EU and Croatia experience the enjoyment of fundamental rights.

The areas covered by the survey were identified in cooperation with relevant stakeholders. Since this survey is comparative, the existing international and

EU legal standards were an important starting point for the discussions. Existing EU legislation prohibits discrimination in the area of employment and occupation. In addition, the Council of Europe's Recommendation Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity sets out practical measures to fulfil the fundamental rights of LGBT people, starting from the right to life, security and protection from violence, and continuing to freedom of association, expression and peaceful assembly, the right to respect for private and family life, and equal treatment in various areas of social life including employment, education, health, housing and sports.

By investigating the specific situation of LGBT people in the EU and Croatia, FRA can report on the experiences of such diverse groups as lesbian women in Cyprus, bisexual men in Ireland and transgender persons in Hungary. In this way, the report provides EU institutions and Member States, as well as other key stakeholders, with reliable and comparable data that facilitate the development of more targeted and effective legal and policy responses to address the needs of LGBT persons and ensure the protection of their fundamental rights. The survey findings can also be used to assess whether or not measures taken to comply with existing standards bring about concrete results.

### FRA ACTIVITY

#### Looking at the fundamental rights of LGBT persons

FRA started its work on the rights of LGBT persons immediately after its creation in 2007, following a request by the European Parliament to collect data on discrimination against LGBT persons and the situation regarding homophobia in the EU. In 2008, FRA published a first report on the legal situation, *Homophobia and discrimination on grounds of sexual orientation and gender identity in the EU Member States: Part I – legal analysis*. This research showed that, despite the lack of secondary Union law expressly prohibiting discrimination on grounds of sexual orientation in areas beyond employment, in a number of EU Member States the non-discrimination legal framework provides better protection to LGBT persons than that required by the Employment Equality Directive. In 2009, a second report, based on a review of secondary data, looked at the social situation of LGBT persons in the EU: *Homophobia and discrimination on grounds of sexual orientation and gender identity in the EU Member States: Part II – the social situation*.

In 2010, FRA updated its comparative legal analysis on *Homophobia, transphobia and discrimination on grounds of sexual orientation and gender identity – Legal update 2010*, and in 2011 it published a summary of its socio-legal findings, including an analysis of trends, challenges and promising practices. This research showed an uneven and uncoordinated EU landscape with respect to the prohibition of discrimination on the grounds of sexual orientation and gender identity, as well as regarding criminal law in the area of bias-motivated crimes against LGBT persons.

*For more information, see: FRA (2008), Homophobia and discrimination on grounds of sexual orientation and gender identity in the EU Member States: Part I – legal analysis, Luxembourg, Publications Office; FRA (2008), Homophobia and discrimination on grounds of sexual orientation and gender identity in the EU Member States: Part II – the social situation, Luxembourg, Publications Office; FRA (2010), Homophobia, transphobia and discrimination on grounds of sexual orientation and gender identity – Legal update 2010, Luxembourg, Publications Office; and FRA (2011), Homophobia, transphobia and discrimination on grounds of sexual orientation and gender identity – Summary of findings, trends, challenges and promising practices, Luxembourg, Publications Office.*

## KEY CONCEPTS AND TERMINOLOGY

The target group of the EU LGBT survey is persons who self-identify as being gay, lesbian, bisexual or transgender. The survey examines issues of equal treatment and discrimination on two grounds, namely sexual orientation and gender identity.

The report uses the term **LGBT** as an umbrella term encompassing all survey respondents. As the analysis requires, it will also refer to the different subgroups, thereby acknowledging that the fundamental rights issues affecting lesbian, gay, bisexual and transgender persons may be profoundly different. It should also be noted that the experiences of LGBT persons are not only defined on the basis of their sexual orientation or gender identity, but are also affected by their educational and socio-economic background and other characteristics.

LGBT persons may have different levels of openness about being LGBT to family, friends or colleagues. Some are open about their LGBT identity whereas others cannot or do not want to share this with others.

The terms used are based on the Yogyakarta Principles on the application of international human rights law in relation to sexual orientation and gender identity.<sup>7</sup> International treaty bodies and other human rights mechanisms, including the Council of Europe's Commissioner for Human Rights, the UN Committee on Economic, Social and Cultural Rights and the UN High Commissioner for Human Rights, have used these.

**Sexual orientation** refers to "each person's capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different gender or the same gender or more than one gender".<sup>8</sup> Sexual orientation refers to identity (being), conduct (behaviour) and relating to other persons (relationships). It is generally assumed that persons are heterosexual (orientation towards persons of a different gender), homosexual (gay, or lesbian, orientation towards persons of the same gender) or bisexual (oriented towards both genders).

**Gender identity** refers to "each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms".<sup>9</sup> Those whose gender identity does not correspond with the sex assigned at birth are commonly referred to as transgender persons. This group includes persons who wish at some point in their life to undergo gender reassignment treatments (usually referred to as transsexual persons), as well as persons who 'cross-dress' or persons who do not, or do not want to, consider themselves as being 'men' or 'women'. Some of them refer to themselves as 'gender variant'.

**Gender expression** refers, then, to a person's manifestation of their gender identity, for example through 'masculine', 'feminine' or 'gender variant' behaviour, clothing, haircut, voice or body characteristics. Since experiences of homophobia, transphobia and discrimination on the grounds of sexual orientation and gender identity often find their roots in social perceptions of gender roles, this survey has also included this element.

## Legal and policy context

The principle of equal treatment is a fundamental value of the European Union, clearly expressed in Article 3 of the Treaty on the European Union (TEU). It is brought together in the Preamble of the Charter of Fundamental Rights of the European Union (EU Charter), which constitutes the compass for the protection of individual fundamental rights under EU law. The Charter's preamble specifies that "the Union is founded on the indivisible, universal values of human dignity, freedom, equality and solidarity". Article 21 of the EU Charter prohibits "any discrimination based on any ground such as sex ... and sexual orientation". This provision addresses discrimination by the institutions and bodies of the Union themselves, as well as by EU Member States when they are implementing Union law.

<sup>7</sup> International Commission of Jurists (ICJ) (2007).

<sup>8</sup> *Ibid.*, p. 6.

<sup>9</sup> *Ibid.*, p. 6.

## Current legal situation

The right of all persons to equality before the law and protection against discrimination, recognised in various international legal sources, as well as at the EU and national levels, is the legal tool used to ensure both respect for human dignity and full participation on an equal footing in economic, cultural and social life. Recent legal developments at both European and national level, together with the case law of the European Court of Human Rights (ECtHR) and that of other international jurisdictions, reinforce the conclusion that sexual orientation is to be considered a prohibited ground of discrimination.<sup>10</sup> Specific case law of both the ECtHR and the Court of Justice of the European Union (CJEU), together with the recognition of gender identity and

<sup>10</sup> ECtHR, *B.B. v. The United Kingdom*, No. 53760/00, 10 February 2004; ECtHR, *Schalk and Kopf v. Austria*, No. 30141/04, 24 June 2010; UN Human Rights Committee, *Young v. Australia*, Communication No. 941/2000, 18 September 2003.



gender expression as a protected characteristic in a number of EU and national legislative acts, has also increasingly contributed to the advancement of the legal protection of the rights of transgender persons.<sup>11</sup>

Within the EU, the Treaty on the functioning of the European Union (TFEU) confers on the Council of the EU the power to take specific action to combat discrimination on the grounds of, among other things, sex and sexual orientation (Article 19). In addition, the TFEU makes it imperative for the EU to combat discrimination on the grounds of sexual orientation (Article 10) and sex (Article 8) in defining and implementing its policies and activities. However, the principle of equal treatment and the right to non-discrimination with respect to LGBT persons has been articulated with varying degrees of specificity in relation to the different economic, cultural and social areas of life.

EU-wide protection of LGBT people against discrimination is well established in the area of employment and occupation, which have been recognised as “key elements in guaranteeing equal opportunities for all” (Recital No. 9 of the Employment Equality Directive (Directive 2000/78/EC)). Thanks to the Employment Equality Directive and the Gender Equality Directive (recast) (Directive 2006/54/EC) concerning equal treatment between women and men, LGBT people enjoy an explicit protection under the law against discrimination on the grounds of sexual orientation and gender, both in access to employment and at the workplace. In addition, according to established CJEU case law, existing Union law in the field of equal treatment between women and men also applies to instances of unequal treatment on the grounds of gender reassignment. Legislation and case law concerning discrimination on the grounds of sex are, therefore, relevant to the position of transgender persons under EU law.

Furthermore, discrimination on the grounds of gender is also explicitly prohibited in the area of access to goods and services (Directive 2004/113/EC). This could include discrimination on the grounds of gender reassignment; however, EU law at present does not prohibit discrimination on the grounds of sexual orientation in this field, or in any other field beyond employment. Nevertheless, in many areas beyond employment, individuals still enjoy a substantial fundamental right explicitly recognised by both EU and international law instruments. This is the case, for instance, with the right to education or the right to health (see Articles 14 and 35 of the EU Charter, or Article 2 of Protocol No. 1 to the European

Convention on Human Rights (ECHR)). In addition, the Recommendation of the Committee of Ministers of the Council of Europe to Member States on measures to combat discrimination on the grounds of sexual orientation or gender identity (Rec(2010)5) also covers these and other areas.

The principle of non-discrimination is also relevant to the protection of the right to life (Article 2 of EU Charter), the integrity of the person and protection from violence (Article 3 of the EU Charter). As FRA studies show, violence and crimes motivated, among other reasons, by a person’s sexual orientation or gender identity – often referred to as homophobic and transphobic ‘hate crime’ – not only harm the victim, but are also generally prejudicial to fundamental rights, namely to human dignity (Article 1 of the EU Charter) and with respect to non-discrimination.<sup>12</sup>

The effective enjoyment by LGBT persons of the right to security and protection from hatred and violence is likely to be particularly affected by the fact that they may be targeted by violence and crime committed with a motive of bias relating to the victims’ perceived sexual orientation or gender identity. Over the past decade, the ECtHR has consistently held that hate crime victims have the right to be acknowledged not only as victims of crime generally, but also as having suffered victimisation specifically because of the biased attitudes of offenders. At present, EU law requires Member States to take measures to combat certain forms and expressions of racism and xenophobia by means of criminal law (Framework Decision 2008/913/JHA). Although this Framework Decision is restricted to race, colour, religion, descent or national or ethnic origin, a majority of EU Member States have opted to include other grounds, such as sexual orientation or gender identity, in criminal definitions protecting against discrimination.

In its report *Making hate crime visible in the European Union: acknowledging victims’ rights*, FRA illustrates that, in the spirit of non-discrimination, it is preferable to widen criminal law provisions to include on an equal basis all grounds of discrimination covered by Article 14 of the ECHR, as interpreted by ECtHR case law or Article 21 of the EU Charter.<sup>13</sup> Although FRA’s 2011 report on *Homophobia, transphobia and discrimination on grounds of sexual orientation and gender identity in the EU Member States – Summary of findings, trends, challenges and promising practices* shows a trend towards increased protection from bias-motivated crimes against the person through criminal law throughout the EU, this remains limited to around half of the EU Member States.<sup>14</sup>

<sup>11</sup> CJEU, Case C-13/94, *P. v. S. and Cornwall County Council*, 30 April 1996; CJEU, Case C-117/01, *K.B. v. National Health Service Pensions Agency and Secretary of State for Health*, 7 January 2004; and CJEU, Case C-423/04, *Sarah Margaret Richards v. Secretary of State for Work and Pensions*, 27 April 2006.

<sup>12</sup> FRA (2012b).

<sup>13</sup> FRA (2012c).

<sup>14</sup> FRA (2011a).



The EU and its Member States can combat hate crime and address related fundamental rights violations by making them more visible and by holding perpetrators accountable. The Recommendation Rec(2010)5 encourages Council of Europe member states to “ensure effective, prompt and impartial investigations into alleged cases of crimes and other incidents, where the sexual orientation or gender identity of the victim is reasonably suspected to have constituted a motive for the perpetrator”.<sup>15</sup> It also calls upon them to “ensure that [...] those responsible for such acts are effectively brought to justice and, where appropriate, punished in order to avoid impunity”.<sup>16</sup>

Addressing fundamental rights violations also entails encouraging victims and witnesses to report crimes and incidents, while increasing their confidence in the ability of the criminal justice system to deal with this type of criminality decisively and effectively. An important contribution in harmonising victims’ protection across the EU has been the adoption of the Victims’ Rights Directive (Directive 2012/29/EU), establishing minimum standards on the rights, support and protection of victims of crime. In its Recital No. 9, the directive stipulates that victims of crime should be recognised and treated in a respectful, sensitive and professional manner without discrimination on the grounds of, among others, gender identity and sexual orientation. Furthermore, Recital No. 56 draws attention to the importance of individual assessments, which should take into account the personal characteristics of the victims, including gender and gender identity or expression, and sexual orientation, amongst others. Effective protection of and full respect for fundamental rights, and the ability of victims of crime to seek redress, can work only if criminal justice systems and law enforcement agencies acknowledge victims and hold perpetrators to account.

These legal developments advance and contribute to the creation of an area of freedom, security and justice which offers a high level of protection to all citizens. However, EU policies advancing this goal that specifically promote the rights of LGBT people are not always reflected at national level. A concrete example of a fundamental right recognised for all EU citizens by the treaties and the EU Charter is the right to free movement across Member States, established by Articles 20(2) and 21 of the TFEU and reaffirmed by Article 45 of the EU Charter. The Free Movement Directive (Directive 2004/38/EC) further specifies the conditions, under which EU citizens and their family members can exercise this right. The notion of ‘family member’ depends to a certain extent on the legislation of the EU Member State of destination, and several Member States limit the possibility for foreign same-sex partners to take

up residence in conformity with their national laws. This may hinder LGBT persons in fully exercising the rights conferred upon them by EU provisions on free movement and in accessing benefits and services in the Member State of destination.

Against this background, it is worth recalling that in many EU Member States, legal developments went hand in hand with an increasingly accepting and inclusive social environment, which fosters the willingness and ability of LGBT persons to live openly and freely. The existence of a pluralistic and inclusive social environment has a crucial impact on the effective enjoyment by LGBT persons of their right to live and express themselves openly and freely. From a legal perspective, the importance of this element in contributing to the effective enjoyment of fundamental rights has also been recognised, for example by the UN Human Rights Committee, which affirmed that expressing one’s sexual identity and seeking understanding for it falls under the scope of Article 19(2) of the International Covenant on Civil and Political Rights (freedom of expression).<sup>17</sup> In a similar vein, the ECtHR, referring to pluralism, tolerance and broadmindedness as hallmarks of a democratic society, has firmly stated in its case law that the banning of a pride march by authorities constitutes an interference with the freedom of assembly under Article 11 of the ECHR.<sup>18</sup>

## Non-legislative developments

Sustainable and inclusive growth in a high-employment economy delivering economic, social and territorial cohesion is a core priority of the Europe 2020 growth strategy. In order to contribute to these objectives, LGBT persons should not be discriminated against when looking for a job or at work, when going to school and accessing healthcare, and should be able to openly express themselves without fear of attack or harassment. Discrimination and unequal treatment have negative consequences on economic growth, as well as on social cohesion and inclusion.

Developments are ongoing at international, European and national levels. A major 2012 study by the UN Office of the High Commissioner for Human Rights<sup>19</sup> led to a debate in the UN Human Rights Council on the situation of LGBT persons worldwide and to a series of regional roundtables. The FRA EU LGBT survey results, which cover a large part of the European region, will be useful in these discussions.

<sup>17</sup> UN Human Rights Committee, *Fedotova v. Russian Federation*, CCPR/C/106/D/1932/2010, Communication No. 1932/2010, 30 November 2012, para. 10.7.

<sup>18</sup> ECtHR, *Bączkowski and Others v. Poland*, No. 1543/06, 3 May 2007 and ECtHR, *Alekseyev v. Russia*, Nos 4916/07, 25924/08 and 14599/09, 21 October 2010.

<sup>19</sup> UN OHCHR (2012).

<sup>15</sup> Council of Europe, Committee of Ministers (2010), Part I(A)(1).

<sup>16</sup> Council of Europe, Committee of Ministers (2010), Part I(A)(1).

At the Council of Europe level, a 2011 report by the Commissioner for Human Rights<sup>20</sup> has been instrumental in facilitating discussions on LGBT rights in Council of Europe member states. Moreover, the Council of Europe has set up an LGBT unit, working with six member states, of which three are also EU Member States, on implementing Recommendation Rec(2010)5. This 'Assistance and Cooperation project' aims to aid member states to reach the standards set out in the recommendation.<sup>21</sup>

At national level, many EU Member States have set up national policies or action plans to improve the fundamental rights of LGBT persons.<sup>22</sup> Some of these initiatives are based on national research into the human rights situation of LGBT persons. Equality bodies, national human rights institutions and ombudspersons' offices have also been engaged on this issue. The LGBT survey asked respondents about their views on the efforts by Member States to combat discrimination based on sexual orientation and gender identity.

A growing number of EU Member States have strengthened European coordination and consultation mechanisms in the area of LGBT rights. The EU's Governmental Expert Group on discrimination (GEG) has also discussed issues related to sexual orientation and gender identity discrimination in its meetings. The European Network of Governmental LGBT Focal Points includes representatives of over 23 EU Member States. In addition, on 17 May 2013 ministers of 11 EU Member States (Austria, Belgium, Croatia, Denmark, Finland, France, Luxembourg, Malta, the Netherlands and Sweden) signed a joint statement calling on the European Commission to step up efforts for EU-wide action to combat discrimination on the grounds of sexual orientation and gender identity. The joint statement urges "[committing] to developing and adopting a comprehensive policy approach which builds upon the recommendations of the Fundamental Rights Agency Survey".<sup>23</sup>

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<sup>20</sup> Council of Europe, Commissioner for Human Rights (2011).

<sup>21</sup> Council of Europe, Combating discrimination on grounds of sexual orientation and gender identity (LGBT Project), Legal and Human Rights Capacity Building Department (LHRCB) Justice and Legal Co-operation Department, Council of Europe 2011-2013.

<sup>22</sup> FRA (2011b).

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<sup>23</sup> Written statement signed by ministers from 11 EU Member States.





# The survey in a nutshell

The EU LGBT Survey was conducted online in the 27 EU Member States and Croatia between April and July 2012. It collected information from 93,079 persons aged 18 or over who identified as lesbian, gay, bisexual or transgender (LGBT) about their experiences of discrimination, hate-motivated violence and harassment, and other key issues.

This survey is the largest of its kind to date and represents the most wide-ranging and comprehensive picture available of the lived experience of LGBT people residing in the EU and Croatia. Nevertheless, the data are not representative of all LGBT people living in the 28 countries covered by the survey; the results presented in this report reflect only the collective experiences of the very large number of individuals who completed the questionnaire. These respondents tended to be men, gay, young and highly educated.

## Who took part in the survey?

The survey targeted adults aged 18 years and over living in the EU or in the then acceding country Croatia who identified as gay, lesbian, bisexual and/or transgender. The respondents comprise a great diversity of individuals, encompassing those who live openly as gay, lesbian, bisexual and/or transgender and those who do not, cannot or will not do so, from a range of socio-demographic backgrounds. It is not known how much the sample reflects the characteristics of the total population of LGBT persons living in the EU and Croatia because the size and composition of this population is not known. A breakdown of the sample is available in the Annex, but the table below offers a basic overview.

The majority (62 %) of respondents identify themselves as gay men. Lesbian women form 16 % of the sample, bisexual men and women 8 % and 7 %, respectively, and transgender persons 7 %. In the transgender group (6,771 respondents), the largest subgroups are persons who are transsexual or have a transsexual past (1,813), those who are transgender (1,066), those who are queer (1,016) and 'other' (1,683). Almost two thirds (62 %) of transgender respondents say that they were assigned a male sex at birth, whereas 38 % were assigned a female sex.

Almost three quarters of respondents are aged under 40 (30 % are in the age group 18–24 years and 43 % in the age group 25–39 years), while just 5 % of participants are 55 years old or over. Bisexual women respondents are the youngest, with 52 % of participants in this group aged between 18 and 24 years. More than a fifth of the total number of respondents (20,271) live in Germany and around one in seven (13,255) live in Italy.

Some groups are possibly overrepresented in the sample. As the true distribution in the LGBT population is not known, it is impossible to estimate accurately how much the final sample reflects or deviates from it. To avoid the influence of the under- or overrepresentation of any particular subgroup or nationality in the sample, the data were weighted according to respondents' LGBT group and country of residence for the purpose of calculating the EU LGBT average. The weighting assumed that the relative size of the LGBT population over the age of 18 and the size of lesbian, gay, bisexual and transgender groups within the overall LGBT population were similar in all countries.

**Table 1: Overview of survey respondents' LGBT subgroup, by age group (total numbers and percentage)**

	Total	%	Lesbian women	%	Gay men	%	Bisexual women	%	Bisexual men	%	Transgender	%
<b>Age</b>												
18–24	28,110	30	5,625	37	14,782	26	3,359	52	2,270	32	2,074	31
25–39	39,939	43	6,759	44	25,260	44	2,547	40	2,790	39	2,583	38
40–54	20,236	22	2,399	16	14,224	25	447	7	1,597	22	1,569	23
55+	4,794	5	453	3	3,182	6	71	1	543	8	545	8
<b>Total</b>	<b>93,079</b>		<b>15,236</b>	<b>16</b>	<b>57,448</b>	<b>62</b>	<b>6,424</b>	<b>7</b>	<b>7,200</b>	<b>8</b>	<b>6,771</b>	<b>7</b>

Source: FRA, EU LGBT survey, 2012

## How was the survey conducted and how representative is it?

FRA designed the research in close cooperation with the contracted consortium: Gallup Europe and ILGA Europe. Key online media and publications were used to promote the survey among the target audience. To participate in the survey, respondents filled in an anonymous online questionnaire. The questionnaire began with a number of screening questions to establish respondents' eligibility: the 11,391 respondents who did not identify as lesbian, gay, bisexual or transgender, who said they did not live in an EU Member State or Croatia, or who stated that they were under the age of 18 were unable to continue with the survey. This included a number of respondents who identified their sexual orientation as 'other'. Only the responses of those participants who completed the entire survey, with the exception of the final open-ended question, are included in the analysis. Each question gave respondents a range of possible answers and asked them to select that or those which most applied to them. At the end of the survey respondents were invited to write a short piece of free text giving further information about their experiences. This report includes a small selection of the 21,944 individual responses collected at the end of the survey.

Online surveys are effective in that they can reach populations that cannot be practicably sampled through other means, such as door to door or over the telephone, and because they do not require respondents to reveal their identity to interviewers or telephone callers. This choice of methodology allowed the survey to access very large numbers of potential respondents, including those who are less open about their sexual orientation or gender identity, as well as people who may feel uncomfortable revealing these aspects of private life and providing information about sensitive issues, such as their experiences of violence.

Online surveys do, however, have a number of limitations. As an open survey may be completed by all individuals who self-identify as members of the target group, the sample is not random and therefore is open to bias. Moreover, full anonymity means that

respondents can theoretically fill out the survey multiple times. In addition, unequal access to the internet may reduce the number of respondents in geographical and social contexts with lower levels of internet access. The careful steps, however, that were taken throughout the development and implementation of the EU LGBT survey, combined with the large sample size and the length of the questionnaire, help to ensure the quality of the data. The survey therefore gives a comparable picture of the situation across the EU and Croatia, based on the survey participants' responses. The report's annex outlines the choice of methodology and its limitations in more detail.

The survey was carried out, under contract to FRA, by a consortium of Gallup Europe and ILGA-Europe, selected through an open call for tender. The work was closely monitored by FRA, which also developed the present report. National-level experts supported the consortium with translations, conducting background research and organising awareness-raising activities at the national level. The survey was publicised through a targeted awareness-raising campaign, which included social and news media, online LGBT media, LGBT organisations and LGBT online dating websites. Communication releases were published in the 27 languages in which the survey could be completed: 22 official languages of the EU (with the exception of Irish), as well as Catalan, Croatian, Luxembourgish, Russian and Turkish.

## What did the survey ask?

Respondents were asked questions about their experiences of enjoying their fundamental rights across a wide range of areas of life, notably employment, education, healthcare, social services and when accessing a number of goods and services available to the public such as cafés and restaurants, banks and shops. There was a particular focus on their experiences of discrimination, violence and harassment on the basis of being LGBT. These questions were developed in an effort to understand the situation in practice concerning the international fundamental rights standards as set out in the introduction. More detail on the questions asked is given at the start of each chapter of the report.



# 1

## Discrimination: experiences, awareness, reporting and perceptions

*Under EU law, the principle of equal treatment constitutes a fundamental value of the European Union which ensures both respect for human dignity and full participation on an equal footing in economic, cultural and social life. Article 21 of the Charter of Fundamental Rights of the European Union (EU Charter) prohibits “any discrimination based on any ground such as [...] sexual orientation”.*

Before answering the questions concerning discrimination, respondents were provided with the following explanation: “By discrimination we mean when somebody is treated less favourably than others because of a specific personal feature such as their age, gender, gender identity, sexual orientation, minority background or for any other reason. For example, discrimination can occur when a woman is not given an equal opportunity to be promoted in her job in comparison with a man, although she is equally suitable and experienced.”

Respondents were first asked about whether they thought discrimination based on various grounds – among them sexual orientation and gender – was rare or widespread in their country of residence, and whether they have felt personally discriminated against or harassed on the basis of one or more of these grounds in the past year.

The survey then focused specifically on their perceptions of discrimination because of being LGBT: respondents were asked if they have experienced discrimination because of being LGBT in the areas of social life covered by the survey – namely employment, education, healthcare, social services and when accessing goods and services available to the general public – in the year before the survey, as well as whether or not

they reported the most recent incident. Further specific questions were asked about such experiences at work (in the last five years), at school (before the age of 18) and when accessing healthcare, to gather more details about these particular areas of life. It should be noted that the instances recalled in the survey are those experienced and identified as discrimination by respondents, and were not necessarily judged as such by an administrative or judicial process.

To complement the data on perceptions and experiences of discrimination, the next section of the survey asked respondents if they knew of laws forbidding discrimination against persons because of their sexual orientation or gender identity when applying for a job. Participants were also asked if they have seen programmes or awareness campaigns by the government or non-governmental organisations that address discrimination against various groups, including against lesbian, gay and bisexual persons and against transgender persons.

Drawing on these data, this chapter starts by examining respondents’ experiences of discrimination and harassment on the grounds of sexual orientation. It analyses the results by age, LGBT group, income, openness and country of residence. It then presents data on discrimination in several areas of social life, namely employment, education, healthcare and social services, and in goods and services available to the public. Following on from this, the chapter analyses findings regarding respondents’ awareness of non-discrimination legislation in the area of employment, and whether they have reported incidents of discrimination against them. Finally, data on respondents’ perceptions of discrimination are presented.

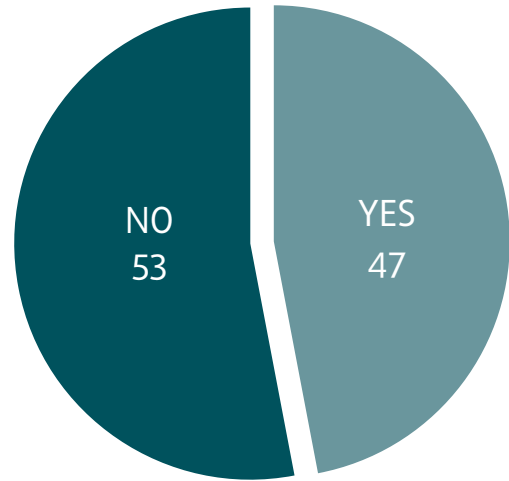
## 1.1. Discrimination and harassment on the grounds of sexual orientation

Half of all respondents (47 %) say that they have felt personally discriminated against or harassed because of their sexual orientation in the year preceding the survey. Lesbian women and respondents in the youngest age group (18–24 years old) are most likely to say they have felt discriminated against or harassed on the grounds of sexual orientation in the last 12 months (Figure 1).

Looking at the results by country shows important differences in the percentages of respondents that said they have felt personally discriminated against or harassed in the last 12 months on the grounds of sexual orientation, ranging from around 30 % in Denmark and the Netherlands to around 60 % in Croatia and Lithuania. In 10 EU Member States and Croatia, more than half of respondents have felt discriminated against or harassed in the past year on the basis of their sexual orientation (Figure 2).

A breakdown of the data by LGBT group indicates that respondents' experience of discrimination or harassment on the grounds of sexual orientation varies according to their gender. A majority of all lesbian women respondents (55 %) say that they have felt personally discriminated against or harassed on the grounds of

Figure 1: Respondents who felt discriminated against or harassed on the grounds of sexual orientation in the last 12 months (%)



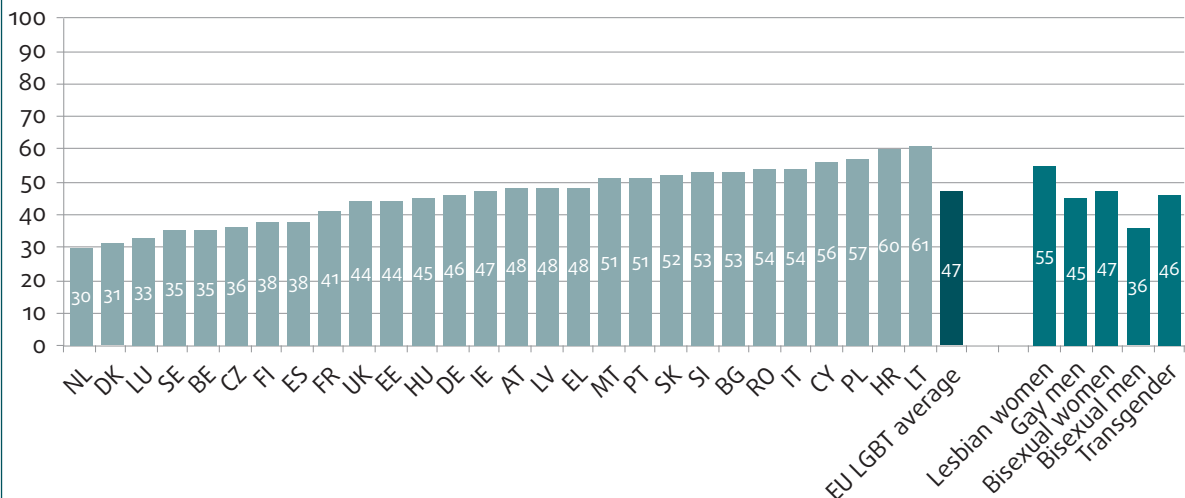
Question: C2. In the last 12 months, in the country where you live, have you personally felt discriminated against or harassed on the basis of one or more of the following grounds? – Answer: C. Sexual orientation.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

sexual orientation in the 12 months before the survey, compared with 45 % of all gay men. Similarly, more bisexual women (47 %) than bisexual men (36 %) have felt discriminated against or harassed on the basis of sexual orientation in the past year (Figure 2).

Figure 2: Respondents who felt discriminated against or harassed on the grounds of sexual orientation in the last 12 months, by country and by LGBT group (%)



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 or more of the following grounds? – Answer: C. Sexual orientation.

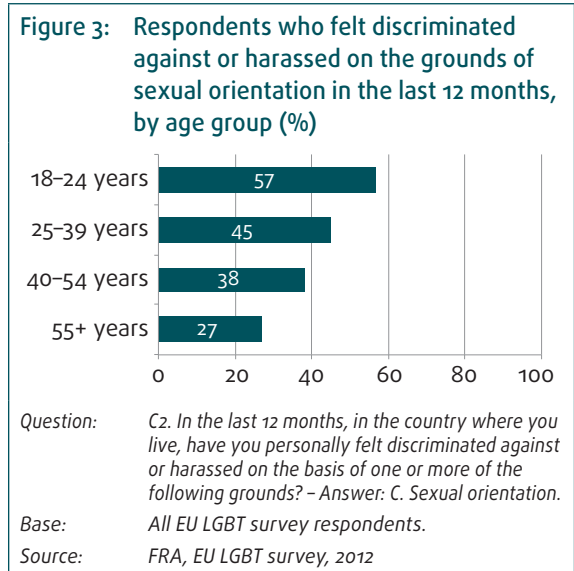
Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

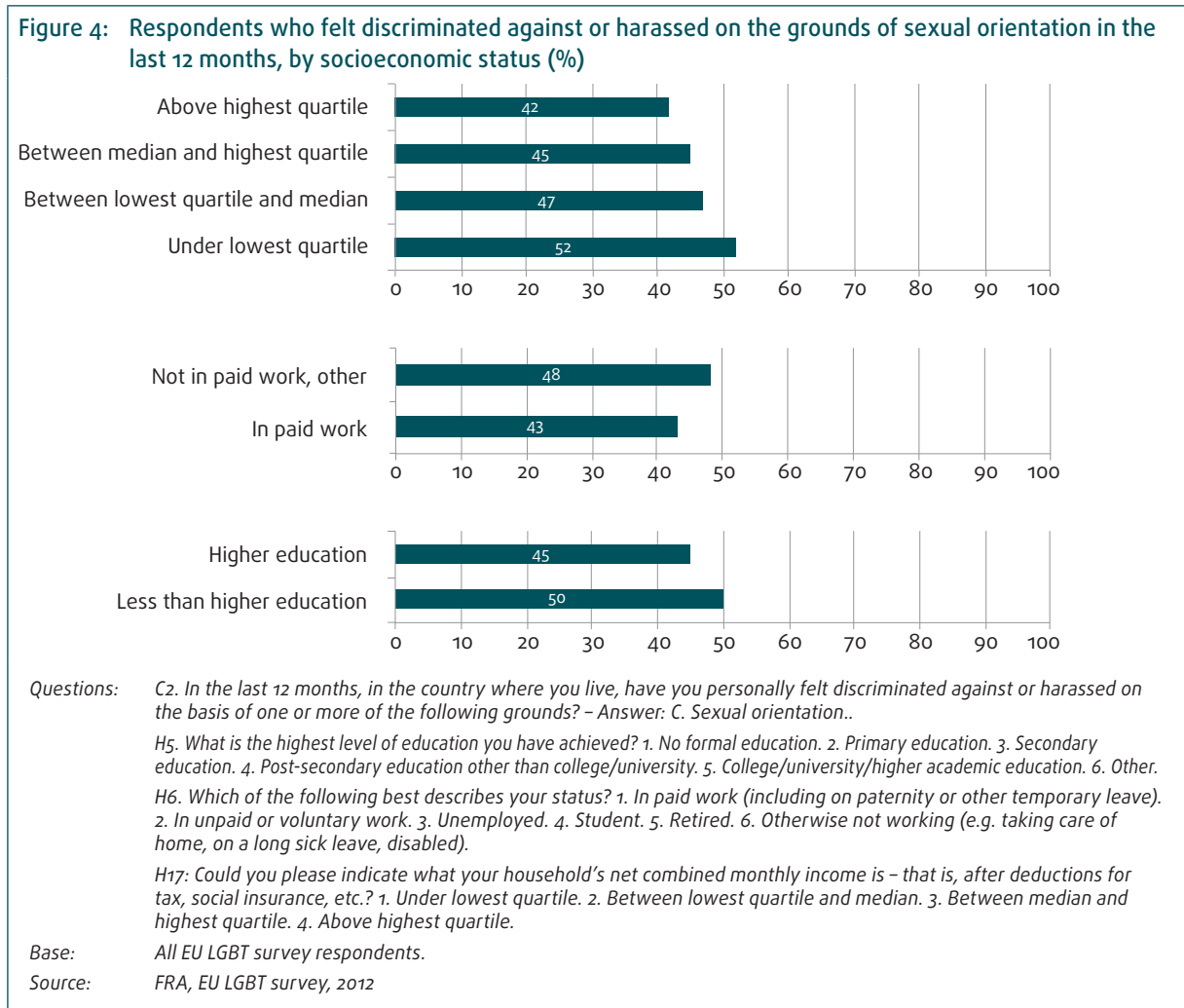
*"I came out as lesbian when I was 18. Negative comments and jokes were the rules of communication, and anyone who expressed a comment in favour of LGBT rights (or just respect) was marginalised and harassed. Discrimination for me has never meant violent physical attack, but gossiping, exclusion, jokes, psychological violence, inadequacy feeling, fear for myself and the people around me: partner, family, friends."* (Italy, lesbian, 30)

The results also vary substantially by age. Many more respondents aged 18–24 (57 % of all respondents in this age group) and 25–39 (45 % of all respondents of this age) have felt discriminated against or harassed on the grounds of sexual orientation in the previous year than their older peers. Nevertheless, over a quarter (27 %) of all respondents aged over 55 report having felt such discrimination and harassment in the past year (Figure 3).

The survey findings show a link between feeling discriminated against or harassed on the basis of sexual orientation and respondents' socioeconomic status. More respondents with lower incomes have felt discriminated against or harassed on the grounds of sexual orientation in the previous 12 months than those with higher incomes. The same can be observed regarding



employment status: those not in paid work are more likely to have felt discriminated against or harassed on the grounds of sexual orientation in the year before the survey than those in paid employment (Figure 4).



Overall, the percentage of all respondents who have felt discriminated against or harassed on the grounds of sexual orientation in the previous year does not vary considerably depending on how open respondents are about being LGBT.

*“If you remain in the closet, I don’t think there will be a concrete risk of being discriminated against or assaulted or harassed, even if you act a little effeminate.” (Italy, gay, 25)*

Respondents have also felt personally discriminated against or harassed on other grounds in the 12 months before the survey, including gender (17 % of all respondents), age (16 %), religion or belief (11 %), ethnic origin (7 %) and disability (4 %). Respondents often say that they have felt discriminated against or harassed on more than one ground.

*“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 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)*

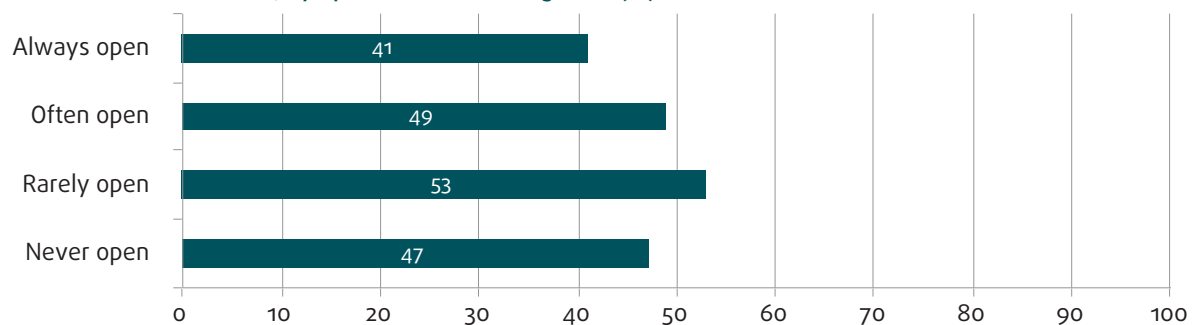
*“I was threatened with physical violence by a Dutch person because I am Turkish, Muslim and gay.” (Netherlands, gay, 39)*

## 1.2. Discrimination because of being LGBT in employment

*EU-wide protection of LGBT people against discrimination is well established in the area of employment and occupation: discrimination on grounds of sexual orientation is prohibited by the Employment Equality Directive (Directive 2000/78/EC) and the Gender Equality Directive (recast) (Directive 2006/54/EC), as interpreted in light of the CJEU case law. It covers discrimination on the grounds of gender identity with respect to transgender persons who underwent, are undergoing or intend to undergo gender reassignment. EU Member States have a legal obligation to set up structures to combat discrimination and to promote equal treatment in employment, by transposing this legislation.*

The survey asked first about the situation in employment. Respondents were asked if they have felt personally discriminated against when looking for work or at work in the past year because of being LGBT. To develop a broader understanding of LGBT persons’ experiences at the workplace, respondents were also asked if they have been open about being LGBT at work, and if they have heard or seen negative comments or conduct towards LGBT people, or experienced general negative attitudes regarding LGBT at work, during the past five years.

**Figure 5: Respondents who felt discriminated against or harassed on the grounds of sexual orientation in the last 12 months, by openness about being LGBT (%)**



**Questions:** 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 or more of the following grounds?

G3. To how many people among the following groups are you open about yourself being LGBT: to none, a few, most, all. A. Family members (other than your partner(s)). B. Friends. C. Neighbours. D. Work colleagues/schoolmates. E. Immediate superior/head of department. F. Customers, clients, etc. at work G. Medical staff/health care providers.

The answers to the seven different contexts were calculated and averaged to divide respondents in the categories: very open, fairly open, rarely open, never open.

**Base:** All EU LGBT survey respondents.

**Source:** FRA, EU LGBT survey, 2012



Respondents are more likely to say they have felt personally discriminated against because of being LGBT in employment in the year preceding the survey than in any other area of social life covered by the survey. One in five (19 %) of those respondents who was employed in the year preceding the survey said that they felt discriminated against at the workplace in the past year because of being LGBT. One in eight (13 %) of those who looked for a job in the 12 months leading up to the survey had felt discriminated against when looking for work in the last year because of being LGBT.

*“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)

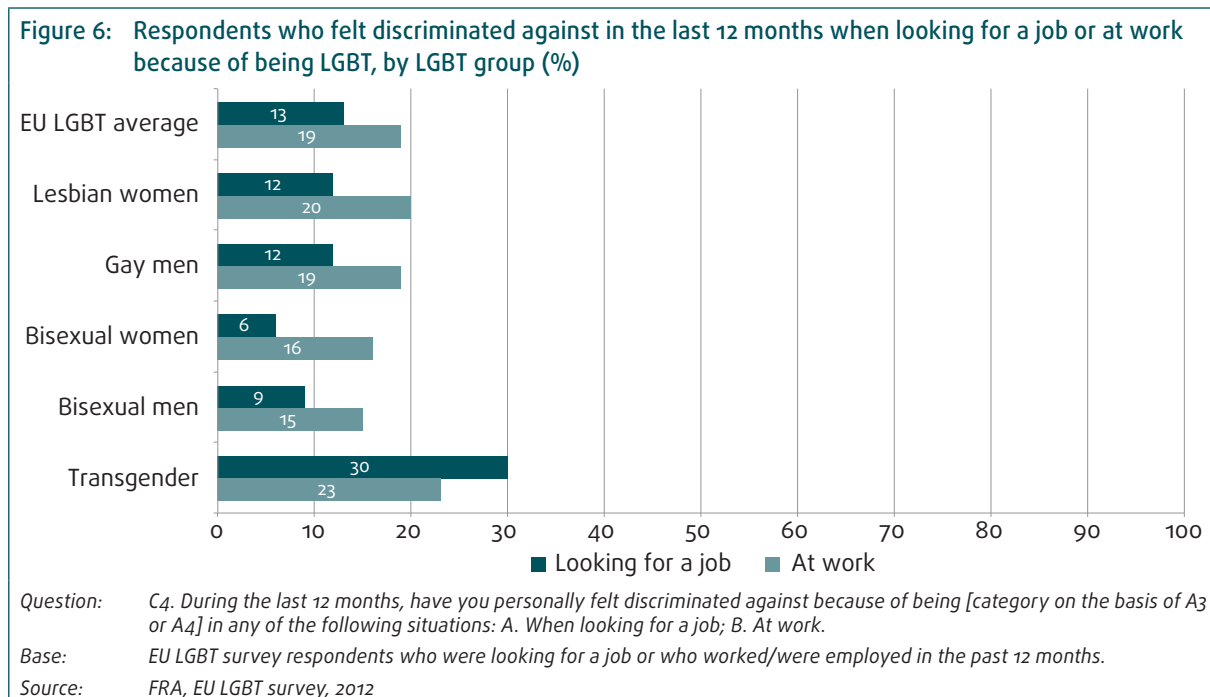
The percentage of respondents that has felt personally discriminated against at work or when looking for work in the past 12 months because of being LGBT varies markedly by LGBT group. Transgender respondents felt discriminated against in employment in the past year because of being LGBT more often than other respondents, particularly when looking for a job. Almost one in three (30 %) of the transgender respondents who looked for a job in the year before the survey say they faced discrimination when looking for a job, more than twice the equivalent percentage of lesbian, gay and bisexual respondents. The more open they are about being transgender, the more likely they are to have experienced such discrimination in the year preceding the survey (Figure 6).

*“Being openly gay, especially during the job-search process, greatly risks not getting a job or being considered for a job solely on grounds of sexual orientation. I often look for ‘sexual orientation’ in the non-discrimination statements of companies I am interested in working at.”* (Finland, gay, 40)

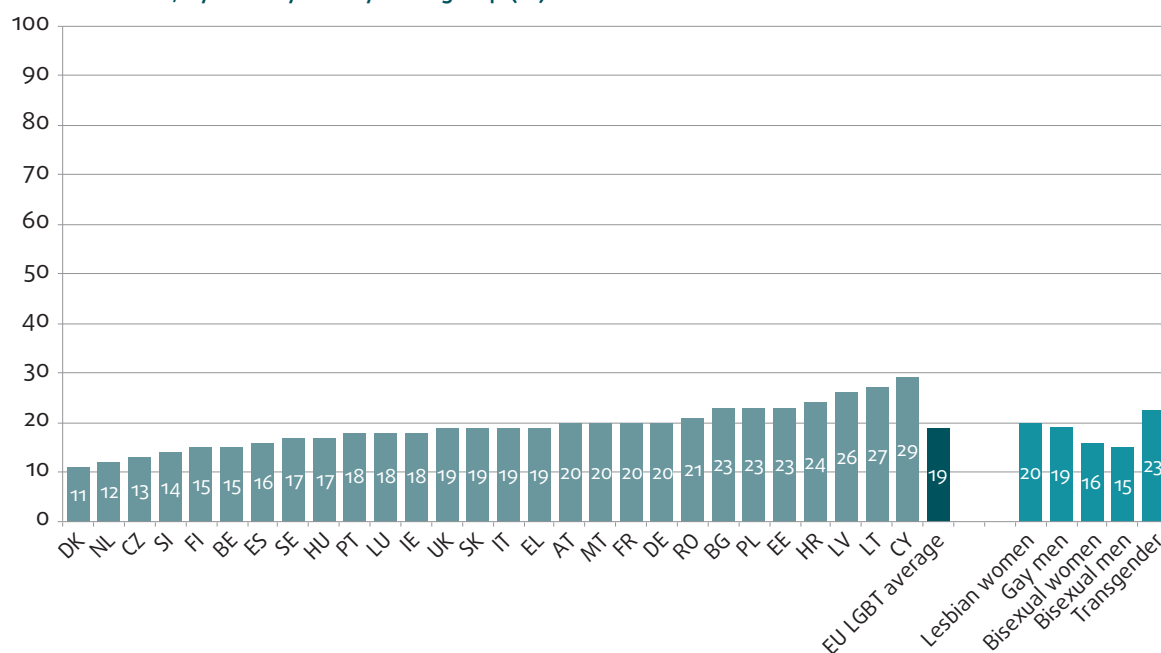
In addition, gay men and lesbian women respondents are slightly more likely than bisexual respondents to have felt discriminated against. Of those respondents who were employed in the past 12 months, one in five lesbian (20 %) and gay (19 %) respondents has felt discriminated against at work in the past year, compared with one in seven bisexual women (16 %) and men (15 %) (Figure 7). Similarly, among respondents who looked for a job in the year preceding the survey, lesbian women (12 %) were twice as likely as bisexual women (6 %) to have felt discriminated against in the last year because of being LGBT (Figure 6).

Country-level data also show a wide variety of experience in different EU Member States and Croatia. The percentage of those respondents who were employed in the last 12 months that felt personally discriminated against at work in the last year because of being LGBT ranges from 29 % in Cyprus to 11 % in Denmark (Figure 7).

*“The job where I transitioned I was fully out as transgender. I was dismissed from my job one week before I had a hysterectomy. I successfully sued them on the basis of gender discrimination. In subsequent jobs, I have not been out at work because of this experience.”* (United Kingdom, transgender (transsexual), gay, 56)



**Figure 7: Respondents who felt discriminated against in the last 12 months when at work because of being LGBT, by country and by LGBT group (%)**



**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: B. At work.

**Base:** EU LGBT survey respondents who were employed in the past 12 months.

**Source:** FRA, EU LGBT survey, 2012

### 1.2.1. Openness about being LGBT at work

Previous research indicates that being open about or hiding one’s sexual orientation or gender identity may be closely linked to experiences and expectations of discrimination. Those who hide or disguise at work the fact that they are LGBT may avoid experiencing discrimination on this basis. Moreover, perceiving a workplace environment as intolerant towards LGBT people may prompt respondents to hide their sexual orientation or gender identity while at work.

On average, almost a quarter (23 %) of those respondents who have had a paid job in the five years before the survey indicate they are always open about being LGBT at work. However, a third (33 %) of respondents who were employed in the previous five years were never open about being LGBT.

The results show that the extent to which respondents are open about or hide being LGBT at work varies markedly by LGBT group. Of those respondents who had a paid job in the past five years, lesbian women (50 %) and gay men (48 %) respondents are most likely to be

**Table 2: Being open about being LGBT at work in the last five years, by LGBT group (%)**

	Total numbers	Never	Rarely	Often	Always
<b>EU LGBT average</b>	<b>77,146</b>	<b>33</b>	<b>23</b>	<b>20</b>	<b>23</b>
Lesbian women	12,708	25	25	26	24
Gay men	49,492	30	22	21	27
Bisexual women	4,925	41	31	18	9
Bisexual men	5,949	64	21	8	6
Transgender	4,072	49	21	13	17

**Question:** C8A. During your employment in the last 5 years, have you ... - Answer A: Been open about you being [specific LGBT group] at work?

**Base:** EU LGBT survey respondents who had a paid job in the last five years and did not answer “does not apply”.

**Source:** FRA, EU LGBT survey, 2012



often and always open about being LGBT at work. Just 30 % of transgender respondents who were employed in the past five years say they were often or always open about being LGBT at work during this period. An even smaller percentage of bisexual women (27 %) and bisexual men (14 %) say they are often or always open.

*“I am pretty open about my orientation among friends (not only the closest ones); however, I am EXTREMELY careful about disclosing this to any work or college colleagues (I need to really, really trust them in order to confide). The reason is this: I work as a freelance artist and in this line of work the most frequent way of getting a gig or contract is by word of mouth.”* (Croatia, gay, 31)

Besides being open about being LGBT in the workplace, the survey also asked about the opposite tendency, namely whether respondents have specifically hidden or disguised being LGBT at work. Three in 10 (28 %) of all respondents who were employed in the past five years say that they always hid or disguised being LGBT at work in this period, 20 % say that they often hide or disguise being LGBT, 24 % do this rarely and 29 % never hide that they are LGBT at work. These results demonstrate that, in general, the two indicators are fairly complementary – for example, of those respondents who were employed in the last five years, 33 % are never open about being LGBT and 28 % always disguise or hide being LGBT.

### 1.2.2. Experience of negative comments, conduct or attitudes at work because of being LGBT

Prevailing attitudes and conduct at the workplace are also an indicator of how inclusive the environment is for LGBT people, and whether or not they are likely to experience discrimination on the basis of being LGBT. To gain further information about the workplaces at which respondents were employed, the survey asked if they have experienced negative comments or conduct towards themselves or a colleague perceived as being LGBT, or general negative attitudes against

people because they are LGBT. Respondents were also asked if they have experienced unequal treatment with respect to employment conditions or benefits because they have a same-sex partner.

The attitudes and conduct of work colleagues can also be linked to openness: a workplace that displays signs of hostility towards LGBT people, for example work-mates making negative comments on the basis of a person’s sexual orientation to other colleagues or clients, may prompt LGBT persons to hide or disguise their LGBT identity.

*“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)

Among those respondents who had a paid job during the past five years, almost half (44 %) have experienced negative comments or conduct at work because of being LGBT. Of these respondents, those identifying as transgender are most likely to have experienced negative comments or conduct at work because of being LGBT: 55 % have experienced such hostility and almost a fifth (19 %) say this behaviour happens often or always. In addition, two thirds of the respondents who were employed in the last five years saw or heard negative comments or conduct because a colleague was perceived to be LGBT (69 %) and experienced a general negative attitude towards LGBT people at work (68 %) during their employment (Figure 8).

*“Although I have been together with my partner for over 16 years, and in a registered partnership in Austria for over two years, we are still not recognised by my employer because my country of origin (Malta) does not recognise gay unions. This results in constant discrimination: no benefits whatsoever (allowances, pension or other benefits), and not even access to the office etc.”* (Austria, gay, 49)

Table 3: Hiding or disguising being LGBT at work in the last five years, by LGBT group (%)

	Total numbers	Never	Rarely	Often	Always
<b>EU LGBT average</b>	<b>76,971</b>	<b>29</b>	<b>24</b>	<b>20</b>	<b>28</b>
Lesbian women	12,702	27	29	24	20
Gay men	49,421	32	25	18	25
Bisexual women	4,872	22	22	27	29
Bisexual men	5,971	13	12	17	58
Transgender	4,005	21	15	19	45

Question: C8A. During your employment in the last 5 years, have you ... – Answer: B: Hidden or disguised that you are [specific LGBT group] at work?

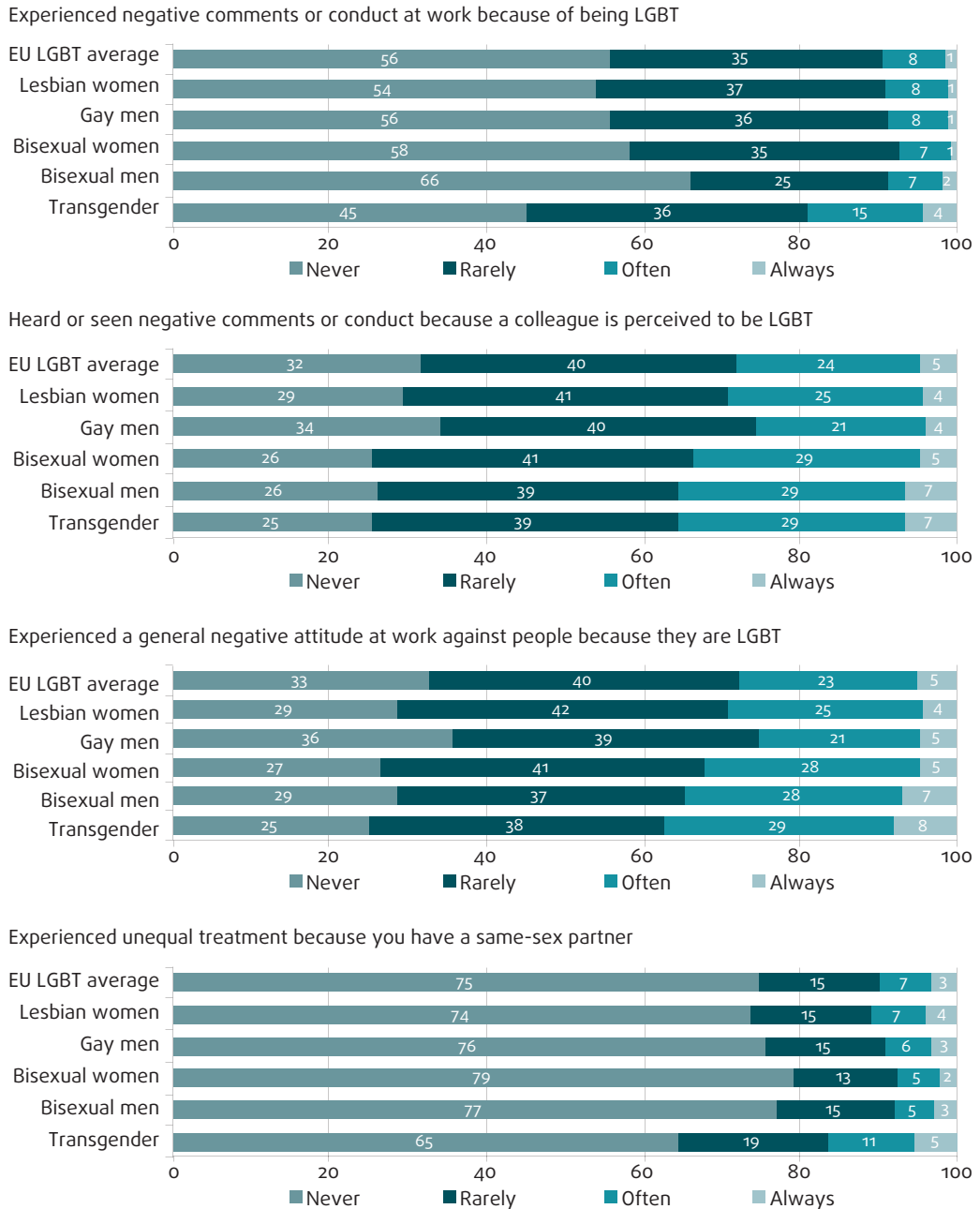
Base: EU LGBT survey respondents who had a paid job in the last five years and did not answer “does not apply”.

Source: FRA, EU LGBT survey, 2012

Far fewer (25 %) of the respondents who had a paid job during the past five years say they have experienced unequal treatment with respect to employment conditions or benefits in this period because they have a same-sex partner. In this respect, the experience of transgender respondents is notably different from that of lesbian, gay and bisexual respondents. Of those transgender

respondents who have been employed in the past five years, around a third (35 %) have experienced this type of unequal treatment at work during this period, compared with nearer one in four lesbian (26 %), gay (24 %) and bisexual (20 % of bisexual women and 23 % of bisexual men) respondents (Figure 8).

**Figure 8: Respondents who said they had experienced negative comments, attitudes or unequal treatment at work in the preceding five years because of being LGBT, by LGBT group (%)**



Question: C8A. During your employment in the last 5 years, have you ...  
 C. Experienced negative comments or conduct at work because of you being LGBT? D. Heard or seen negative comments or conduct because a colleague is perceived to be lesbian, gay, bisexual and/or transgender? E. Experienced a general negative attitude at work against people because they are lesbian, gay, bisexual and/or transgender? F. Experienced unequal treatment with respect to employment conditions or benefits (for example leave, pension, etc.) because you have a same-sex partner? Never; rarely; often; always.

Base: EU LGBT survey respondents who felt the question applied to them and were not students.

Source: FRA, EU LGBT survey, 2012

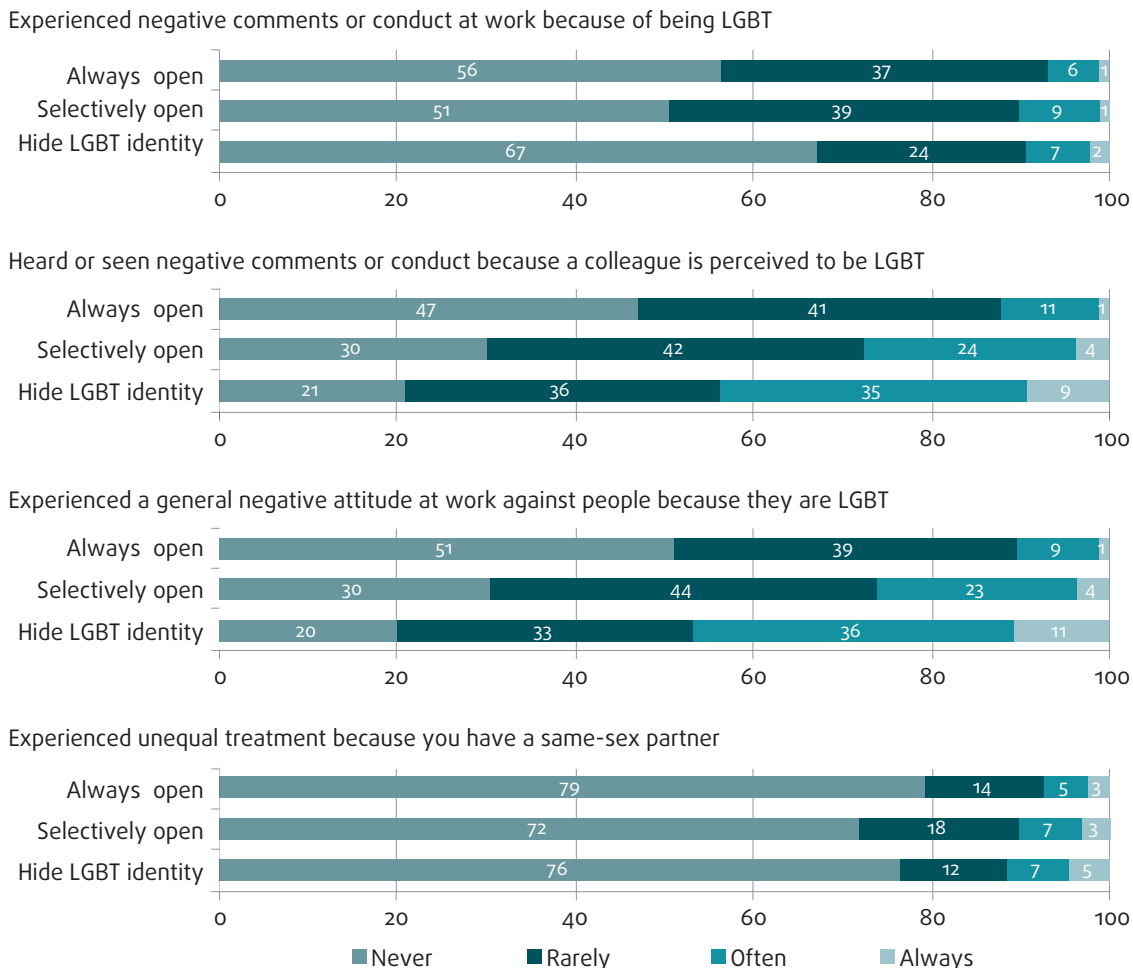
*"I worked in a bank for 24 years and I was constantly discriminated against by directors who felt that, being honest about my sexuality, I should not be promoted, because I could not command respect. Once a new employee asked to have his desk placed at 'a reasonable distance' from mine, because he feared that I might assault him sexually. His request was considered reasonable and my desk was moved. When I was finally promoted, I was ordered to be secretive about my sexuality."* (Greece, gay, 53)

Respondents' openness about being LGBT at work is related to the negative comments, conduct and attitudes towards LGBT people they have experienced, although this relationship is not consistent. Of those respondents who have been employed in the last five years, those who are open about being LGBT at work are more likely to have experienced negative comments at work

because of being LGBT during the last five years (44 %) than those who hide being LGBT (33 %) (Figure 9).

Conversely, those hiding their LGBT identity at work are considerably more likely than the respondents who are most open at work to have heard or seen negative comments or conduct because a colleague is perceived to be LGBT, or to have experienced a general negative attitude towards LGBT people at work during the past five years. For example, of the respondents who have been employed in the previous five years, around three quarters (80 %) of those who hide being LGBT at work have heard or seen, during the previous five years, negative comments or conduct because a colleague was perceived to be LGBT, compared with more than half (53 %) of the most open respondents (Figure 9).

**Figure 9: Respondents who said they had experienced negative comments, attitudes or unequal treatment at work in the preceding five years because of being LGBT, by openness at work (%)**



**Question:** C8A. During your employment in the last 5 years, have you: A. Been open about you being [category on the basis of A3 or A4] at work; B. Hidden or disguised that you are [category on the basis of A3 or A4] at work? (Computed variable)  
C8A. During your employment in the last 5 years, have you ... 'C; D; E; F'?

**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** EU LGBT survey respondents who felt the question applied to them and were not students.

**Source:** FRA, EU LGBT survey, 2012

### 1.3. Discrimination because of being LGBT in areas of life outside employment

*EU protection for LGBT people against discrimination beyond the employment sector in areas such as education, access to healthcare, housing and other services available to the public is limited. Although existing law implementing the principle of equal treatment between women and men is to a certain extent relevant to discrimination on grounds of gender identity, there is no legal framework when it comes to discrimination on grounds of sexual orientation in any area outside employment.*

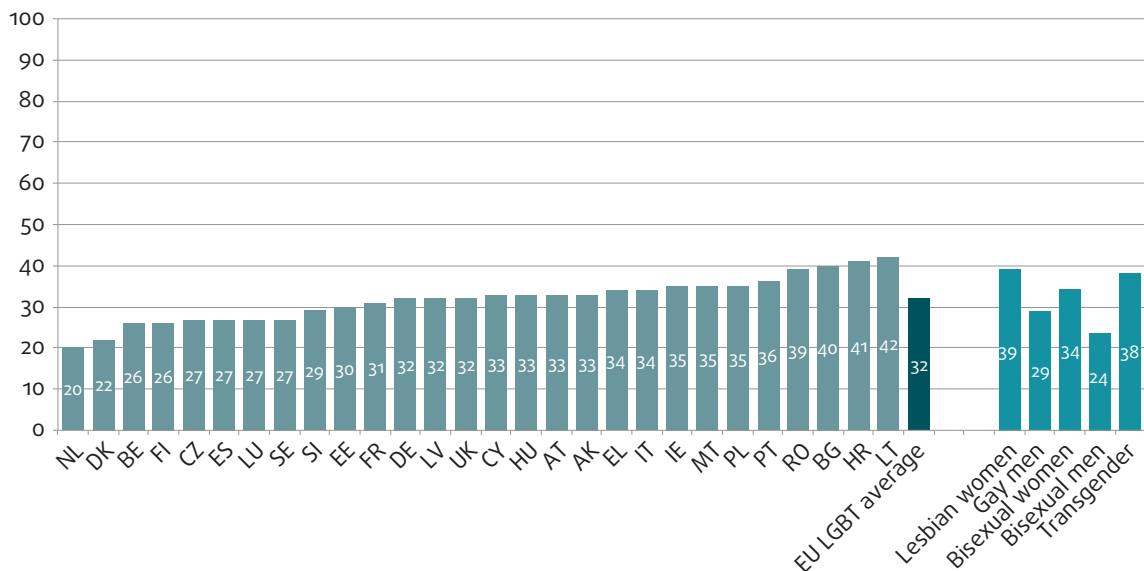
This survey measures LGBT persons' experiences of discrimination in some of these areas – namely education, healthcare and social services, and when accessing goods and services available to the public, specifically when looking for a house or apartment, at a café, restaurant, bar or club, at a shop, in a bank or insurance company, and at a sports or fitness club. Such discrimination forms the object of a European Commission proposal for a directive on implementing the principle of equal treatment beyond employment ('the Horizontal Directive').

Among those respondents who have looked for a house or apartment and/or accessed healthcare services and/or attended school or university themselves or are the parent of a child at school or university and/or visited a café, restaurant bar or nightclub and/or visited a shop and/or visited a bank or insurance company and/or exercised at a sport or fitness club, a third (32 %) have felt personally discriminated against in at least one of these situations in the last year because of being LGBT.

Experiences of discrimination in these situations are linked to gender: of those respondents who have been employed, in education or have accessed these goods and services in the year before the survey, lesbian women and bisexual women have felt personally discriminated against in one of these situations in the last year because of being LGBT in higher frequency than gay men or bisexual men.

Furthermore, there are marked variations by country. Respondents who have been employed or in education, or who have accessed one of the mentioned goods and services, in the last year are most likely to say they have felt discriminated against in one or more of these situations in the past 12 months because of being LGBT in Lithuania (42 %), Croatia (41 %), Bulgaria (40 %) and Romania (39 %). The fewest respondents say that they have felt discriminated against in these situations in

**Figure 10: Respondents who had felt discriminated against in the previous 12 months in areas other than employment because of being LGBT, by country and by LGBT group (%)**



**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: C. When looking for a house or apartment to rent or buy; D. By healthcare personnel; E. By social service personnel; F. By school/university personnel; G. At a café, restaurant, bar or nightclub; H. At a shop; I. In a bank or insurance company; J. At a sport or fitness club?

**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** EU LGBT survey respondents who accessed at least one of services listed in the past 12 months.

**Source:** FRA, EU LGBT survey, 2012

the last year because of being LGBT in the Netherlands (20 %) and Denmark (22 %) (Figure 10).

The following sections present data on discrimination in these various areas of life in the year preceding the survey because of being LGBT. Each accompanying figure summarises the findings regarding the proportion of respondents, who have used each service in the past 12 months, who have felt personally discriminated against in each situation in the last year because of being LGBT.

### 1.3.1. Education

The school environment is an important social space where perceptions and attitudes are created and behaviours are learnt, adopted and consolidated. As such, it is a determining setting for deciding whether to be open about or to disguise being LGBT. Respondents who were in education themselves or who were the parents of children at school or university at the time of the survey were asked about whether they have felt personally discriminated against in the past year because of being LGBT by school or university personnel.

*“I am a teacher in France, where homosexuality prevails as a big taboo in the field of education. Nobody ever, or hardly ever, talks about it, either in the staffroom or with the students (especially in the suburbs), although I’ve had the opportunity to see that in this environment, as elsewhere, there are gay teachers!” (Germany, lesbian, 44)*

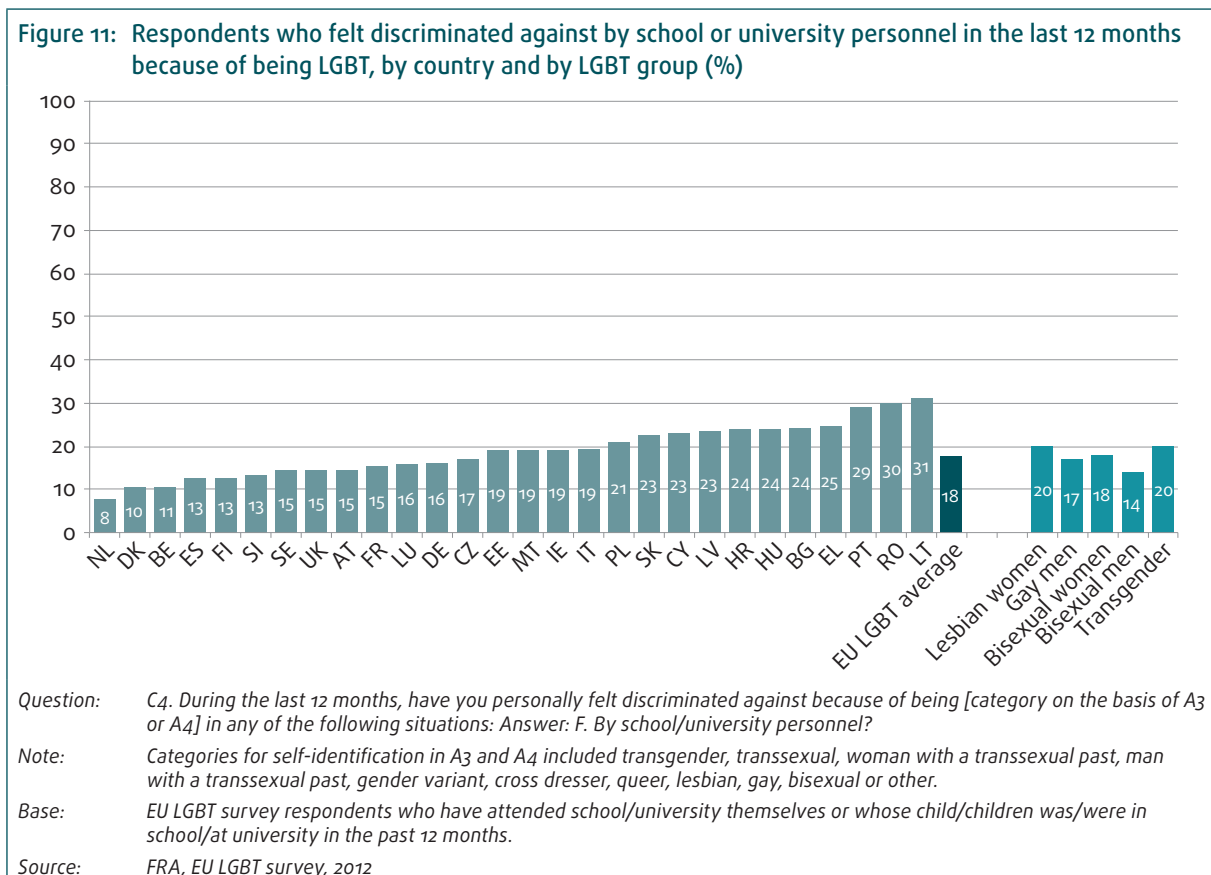
Of those respondents who have attended school or university or are the parents of a child at school or university, almost a fifth (18 %) have felt personally discriminated against by school or university personnel in the past 12 months because of being LGBT (Figure 11).

Although the results by LGBT group are broadly consistent, the country-level data are marked by variation in how many respondents have felt personally discriminated against by school or university personnel in the previous year because of being LGBT. Respondents in Lithuania (31 %), Romania (30 %) and Portugal (29 %) are around three times more likely to say they have felt discriminated against in this way in the last year than those living in the Netherlands (8 %), Denmark (10 %) and Belgium (11 %) (Figure 11).

*“My [university] colleagues hate people with different sexual orientation [...]. In a lecture discussing the demographic collapse in Bulgaria the teacher said that ‘the cause for the demographic collapse is [same-sex relationships]: birth-rates decline as people do not have children and there are not enough heterosexual marriages’. This made me realise that I had better be silent.” (Bulgaria, lesbian, 24)*

### Openness about being LGBT at school

As most respondents were no longer in education at the time they participated in the survey, they could not provide information regarding current experiences of discrimination. To paint a fuller picture of being LGBT



at school, survey participants were asked if they were open about being LGBT when they were at school before the age of 18.

The overwhelming majority of all respondents – two out of three (67 %) – say they often or always hid their LGBT identity at school (Figure 12). Only 4 % of respondents were consistently open about being LGBT when they were at school.

*“I still remember being absolutely horrified by the possibility of people in my elementary and secondary school thinking I was ‘a fag’. I still experience consequences of those years of nervous tension caused by constant self-control and self-censorship.”* (Poland, gay, 29)

The frequency with which respondents hid their LGBT identity varies by gender: gay and bisexual men are much less likely to be open about being LGBT than lesbian and bisexual women respondents.

*“My fear of prejudice stems mainly from having been bullied at school for being perceived as gay before puberty. This has led me to draw a line between my private and my professional life. As a result, my behaviour at work involves a lot of self-censorship and a certain guarded manner. I believe that secondary school is the crucible in which attitudes to diversity and sexual orientation are moulded. If we want to ingrain acceptance and tolerance in our societies, we should start with fostering positive attitudes in schools.”*

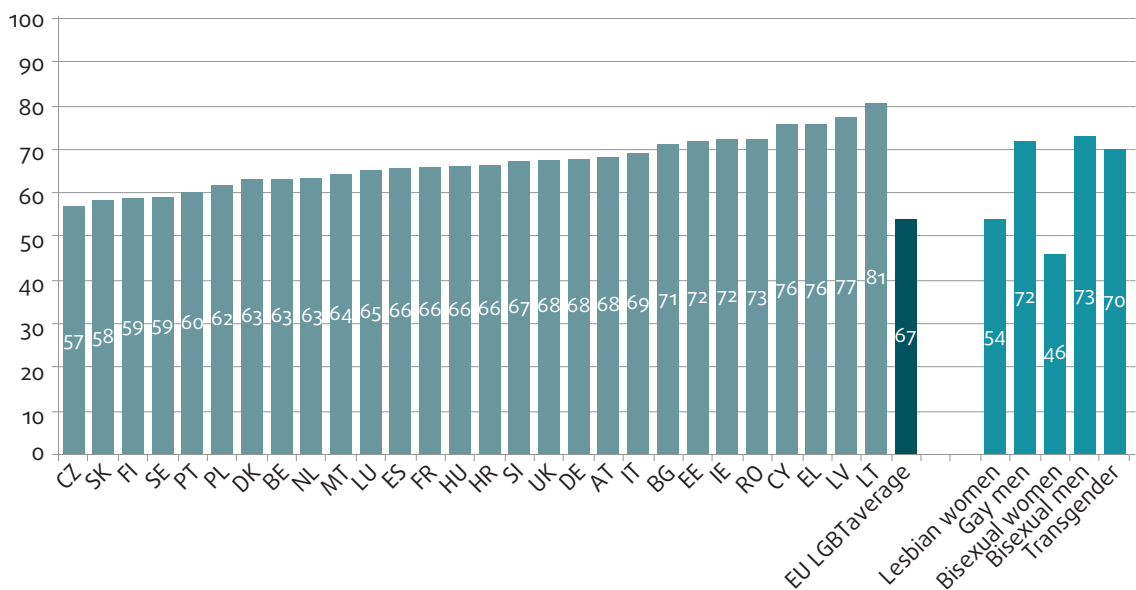
(Germany, gay, 31)

Notably, however, there is little difference in the proportion of respondents from each EU Member State and Croatia who say they always or often disguised the fact that they were LGBT during their schooling before the age of 18: this was true for a large majority (between six and eight out of 10 respondents) in each country covered by the survey. Furthermore, the data show that in Finland and Spain, where comparatively few respondents have felt personally discriminated against by school or university personnel in the previous year because of being LGBT, an average proportion of respondents always or often hid or disguised being LGBT when at school before the age of 18.

### Experience of negative comments, conduct or attitudes at school because of being LGBT

The experience of LGBT persons at school is also shaped by whether or not they are themselves or witness others being targets of hostility because they are, or are perceived to be, LGBT. Seeing or hearing such comments can also have an impact on openness: children who witness such hostility frequently may be less likely to be open about being LGBT at school, for example. To paint a fuller picture of respondents’ experiences at school, the questionnaire asked if, during their schooling before the age of 18, participants had experienced negative comments or conduct at school because they were LGBT, and if they had heard or seen negative

**Figure 12: Respondents ‘always’ or ‘often’ hiding or disguising being LGBT during schooling before the age of 18, by country and by LGBT group (%)**



**Question:** C9. During your schooling before the age of 18, did you: A. Openly talk about you being [category on the basis of A3 or A4] at school; B. Hide or disguise that you were [category on the basis of A3 or A4] at school?

**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** All EU LGBT survey respondents.

**Source:** FRA, EU LGBT survey, 2012



comments or conduct because a schoolmate or teacher was perceived to be LGBT.

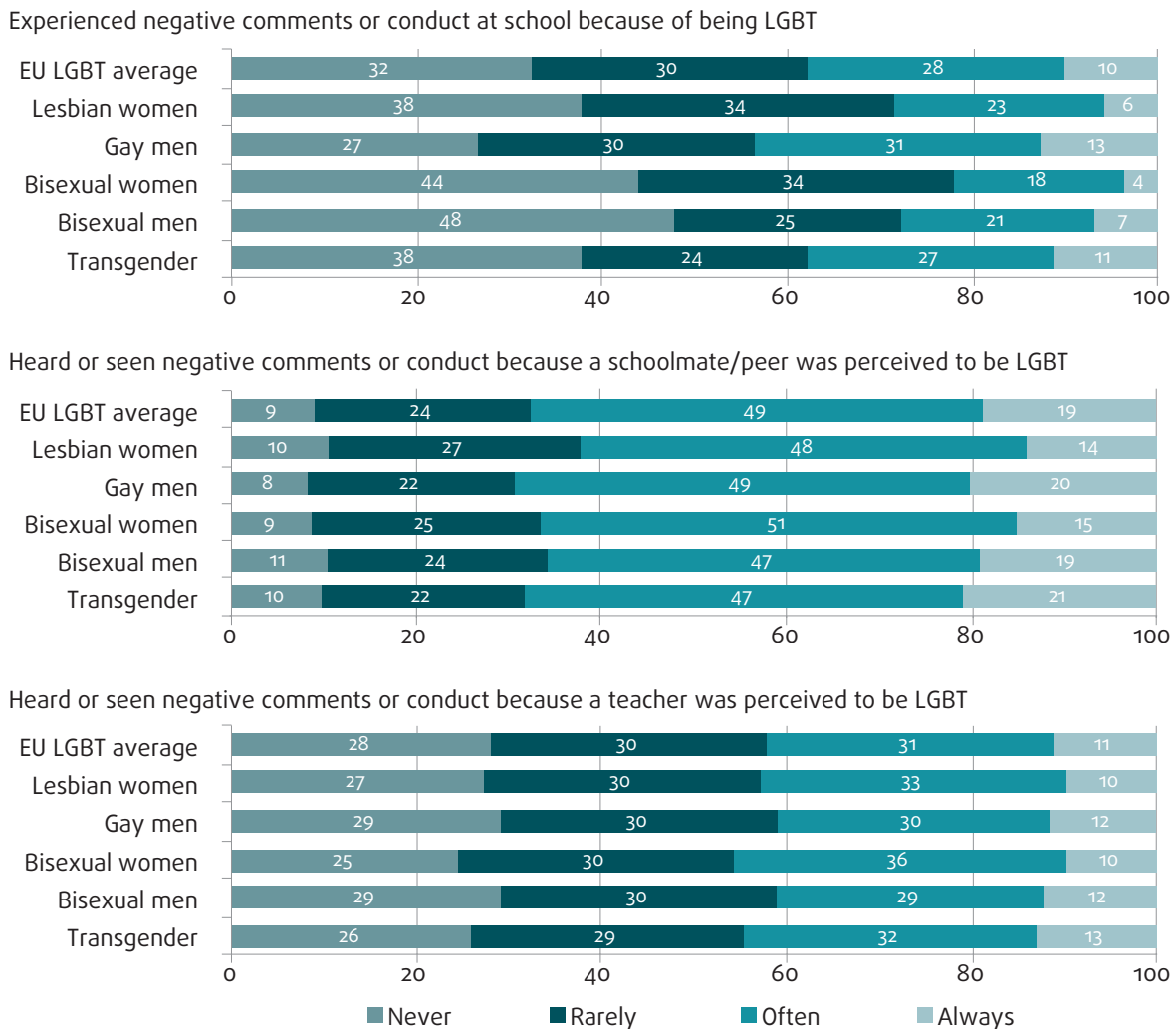
Experience of such hostility at school is consistently high across both the LGBT groups and the countries covered by the survey.

Across all LGBT groups, at least six in 10 of all respondents have, during their schooling before the age of 18, always, often or rarely experienced negative comments or conduct at school because they are LGBT. Gay men, in particular, recall being the victims of such negative comments or conduct because they are LGBT: three

quarters (74 %) of all gay men respondents say they always, often or rarely experienced this type of hostility when at school (Figure 13).

Moreover, nine in 10 of all respondents in each LGBT group have, at least rarely, experienced negative comments or conduct because a schoolmate was perceived to be LGBT when at school. Two thirds of all respondents say such behaviour occurred often or always at their school. In addition, around three quarters of respondents (72 %) recall hearing or seeing negative comments or conduct during their schooling before the age of 18 because a teacher was perceived to be LGBT (Figure 14).

**Figure 13: Respondents who had rarely, often or always experienced, heard or seen negative comments or conduct at school because they were, or a schoolmate or teacher was, perceived to be LGBT, by LGBT group (%)**



Question: C9. During your schooling before the age of 18, did you:  
 C. Experience negative comments or conduct at school because of you being LGBT?  
 D. Hear or see negative comments or conduct because a schoolmate/peer was perceived to be LGBT?  
 E. Hear or see negative comments or conduct because a teacher was perceived to be LGBT?

Base: EU LGBT survey respondents who felt the question applied to them.

Source: FRA, EU LGBT survey, 2012

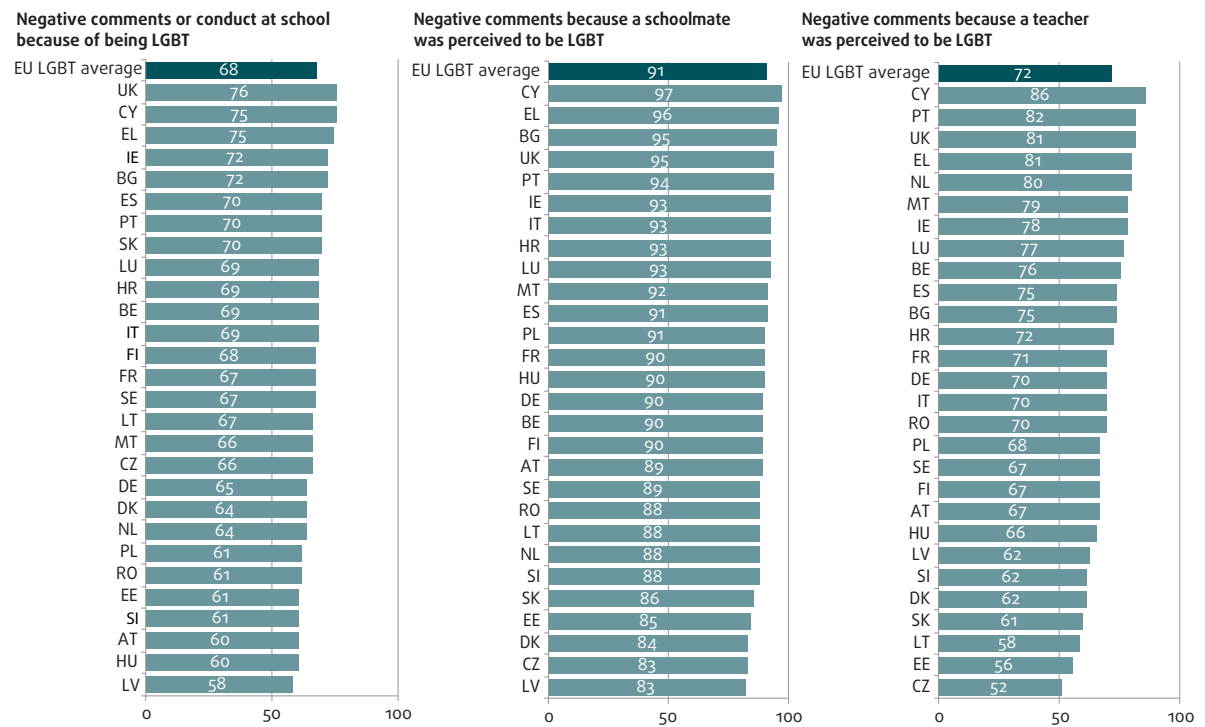
In contrast to most other findings, the survey results show consistent patterns of experience of negative comments or conduct at school across all EU Member States and Croatia. In all countries, significant majorities of respondents experienced, or heard or saw, such hostility always, often or rarely when at school before the age of 18. For example, even in those countries where comparatively few respondents heard or saw negative comments or conduct at school because a schoolmate was perceived to be LGBT, at least eight in 10 respondents encountered such behaviour always, often or rarely while at school.

Furthermore, data for those countries – such as Denmark, Luxembourg and the Netherlands – in which comparatively few respondents say they have felt personally discriminated against or harassed on the

grounds of sexual orientation in the previous year show average or above average results for levels of hostility at school.

In addition, the results indicate a link between experiences of negative comments or conduct at school and openness at school. Overall, those who hid or disguised being LGBT during their schooling before the age of 18 were less likely than those who were open to experience negative comments or conduct at school because of being LGBT. Moreover, those who hid or disguised being LGBT at school were much more likely than those who openly talked about being LGBT at school to hear or see negative comments or conduct because a schoolmate was perceived to be LGBT. Hiding one’s LGBT identity at school therefore appears to be reinforced

**Figure 14: Respondents who had rarely, often or always experienced, heard or seen negative comments or conduct at school because they were, or a schoolmate or teacher was, perceived to be LGBT, by country (%)**



**Question:** C9. During your schooling before the age of 18, did you:  
 C. Experience negative comments or conduct at school because of you being LGBT?  
 D. Hear or see negative comments or conduct because a schoolmate/peer was perceived to be LGBT?  
 E. Hear or see negative comments or conduct because a teacher was perceived to be LGBT?

**Base:** EU LGBT survey respondents who felt the question applied to them.

**Source:** FRA, EU LGBT survey, 2012



as a strategy for avoiding negative comments or conduct in a school environment perceived as hostile and intolerant.

### 1.3.2. Discrimination because of being LGBT in healthcare and social services

Access to healthcare is necessary to guarantee an adequate quality of life, not only to alleviate present suffering, but also to ensure good health in the long run. Prejudicial attitudes among health professionals and inherent heteronormativity in health services can deter LGBT persons from accessing medical care. This is especially worrying where it leads to higher incidences of ill-health. To collect reliable and comparable information on the situation of discrimination in healthcare and social services, respondents who accessed healthcare or social services in the year prior to the survey were asked if they felt personally discriminated against by healthcare or social service personnel in the previous 12 months because of being LGBT.

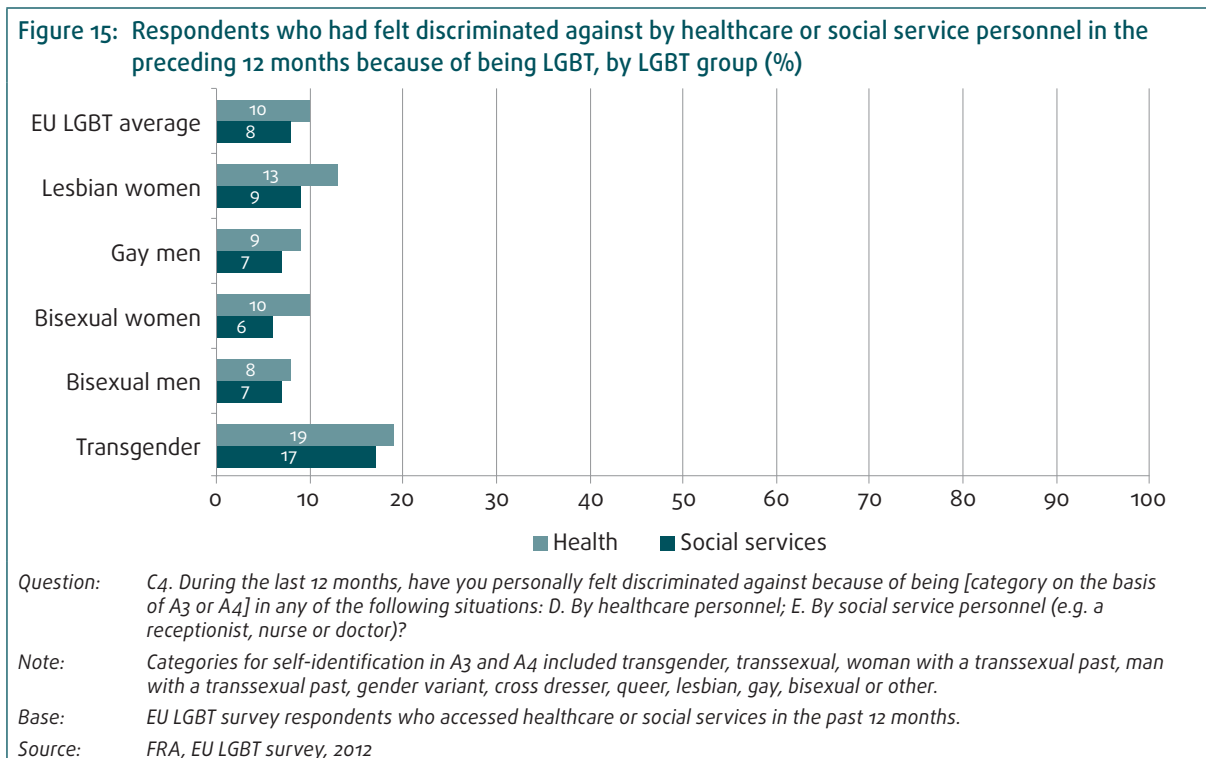
One in 10 respondents (10 %) who accessed healthcare services and one in 12 (8 %) who accessed social services in the 12 months before the survey felt personally discriminated against by healthcare personnel or by social services personnel respectively in the previous year because of being LGBT. Among transgender respondents who accessed healthcare or social services in the last 12 months, the level of discrimination was twice as high: almost one in five say they were

discriminated against by healthcare (19 %) or social services (17 %) personnel in the year before the survey (Figure 15).

There was considerable country-level variation. Whereas a fifth of lesbian respondents in Sweden and the United Kingdom who accessed healthcare services in the past year felt personally discriminated against because of being LGBT in the last 12 months, the same was true of only 5 % of equivalent respondents in Bulgaria, Cyprus, Luxembourg, the Netherlands and Slovenia.

*“The most alarming discrimination experienced is in health. [...] It is alarming that medical staff have absolutely no awareness about LGBT needs, not even gynecologists. My example is nothing unusual I think; only that people are too embarrassed to reveal their experience. Homophobic comments by doctors during minor procedures, jokes, comments. Most of my lesbian friends who are in their 30s and 40s do not go to preventive mammogram screenings at all, regardless of all the campaigns in the media, not to have to reveal their orientation.”* (Czech Republic, lesbian, 30)

To gather further information about experiences of accessing healthcare more generally, and over a longer time period, respondents were asked if they had ever experienced any of the following situations when using or trying to access healthcare services: difficulty in gaining access to healthcare; having to change general practitioner or other specialist on account of their negative reaction; receiving unequal treatment when dealing with medical staff; forgoing treatment for fear



of discrimination or intolerant reactions; specific needs ignored (not taken into account); inappropriate curiosity; pressure or being forced to undergo any medical or psychological test.

*"I am a general practitioner in Paris. I see too many lesbians who have no gynecological follow-up! [...] My story took place in Paris in 2005. I consulted a gynecologist for my annual checkup, and told him that I was a lesbian. His answer was: 'We always wonder who plays the man and who plays the woman!' I NEVER returned to his medical practice!"*

(France, lesbian, 45)

One in seven (14 %) of all respondents say they have experienced inappropriate curiosity and 8 % that they have had their specific needs ignored. The equivalent figures rise respectively to 21 % and 17 % among all transgender participants (Figure 16). In addition, lesbian women respondents are more likely than other LGBT groups to say that have experienced one or more of these situations.

The survey results bear out a link between openness and negative experiences when using or trying to access healthcare services as an LGBT person. Respondents who are open to medical staff and healthcare providers about being LGBT are more likely than those who hide their LGBT identity to say they have experienced one of these situations when using or trying to access

healthcare. In particular, bisexual men and women and transgender respondents who are open to medical staff and healthcare providers are at least 50 % more likely to have experienced such problems than those who are not open.

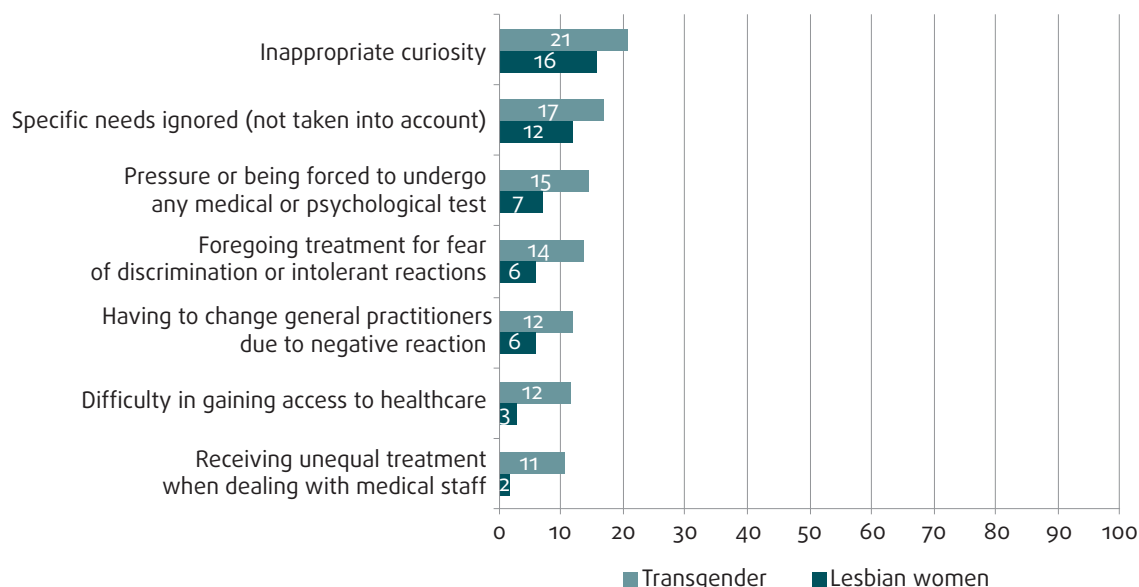
*"I mostly suffer from the fact that my rights are not equal to those of heterosexual women, in particular in the healthcare system. In particular, a prerequisite for applying for support from the 'In-vitro' fund is to be in a heterosexual relationship. Why?"* (Bulgaria, lesbian, 32)

### 1.3.3. Discrimination because of being LGBT in other goods and services available to the public

To get a broader picture of the discrimination LGBT people may face in their daily lives, the survey considered discrimination because of being LGBT in accessing various goods and services available to the public, namely when looking for a house or apartment to rent or buy; visiting a café, restaurant, bar or nightclub; visiting a shop; visiting a bank or insurance company; or exercising at a sport or fitness club.

As in other areas of life, openness and avoidance behaviour may be closely linked to discrimination. Some LGBT people could, for example, hide their sexual orientation or gender identity when using particular services: the

**Figure 16: Transgender persons and lesbian women respondents who have ever experienced any of the following situations when using or trying to access healthcare services as an LGBT person, by situation (%)**



**Question:** C10. Have you ever experienced any of the following situations when using or trying to access healthcare services as a [category on the basis of A3 or A4] person?

**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** EU LGBT survey lesbian women and transgender respondents.

**Source:** FRA, EU LGBT survey, 2012

relative ‘invisibility’ of this group when using these services may result in lower rates of discrimination than if they were more open about being LGBT. Others may use avoidance strategies to mitigate the risk of experiencing hostility. For instance, LGBT people may not go to shops where they expect that they may face discrimination.

The survey results show that transgender respondents face markedly more discrimination because of being LGBT than other LGBT groups when using these services. Of those who accessed these services in the 12 months leading up to the survey, around one in six personally discriminated against in shops, cafés, restaurants, bars and nightclubs, at sports or fitness centres and when looking for a house in the last 12 months because of being LGBT.

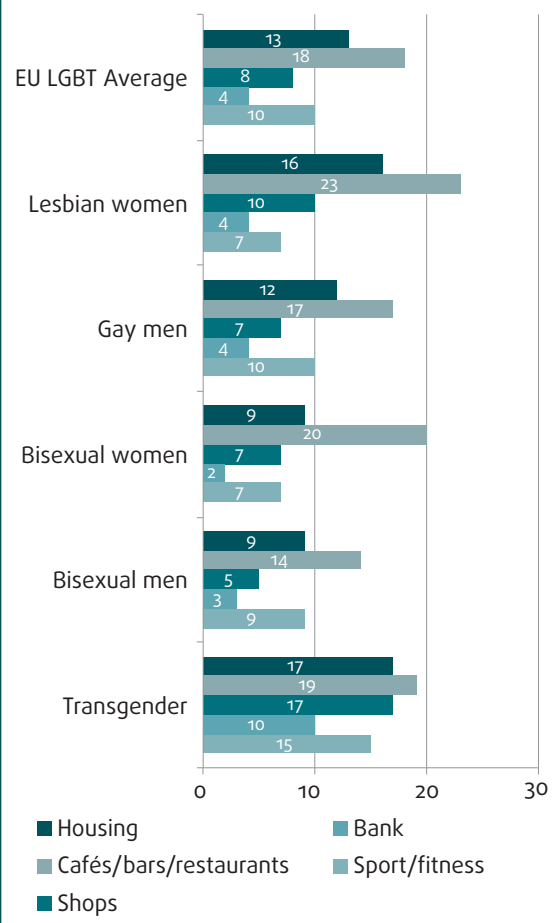
Moreover, such experiences of discrimination are linked to gender. Lesbian women who used these services in the past year report being discriminated against because of being LGBT more frequently than gay men, and bisexual women more often than bisexual men (Figure 17).

Of those respondents who visited a café, restaurant, bar or nightclub in the last year, about one in five (18 %) felt personally discriminated against because of being LGBT in these places in the year before the survey. Lesbian women (23 %), bisexual women (20 %) and transgender (19 %) respondents are more likely than men respondents to say they felt discriminated against at these locations during the last year because of being LGBT (Figure 17). In Bulgaria and Croatia, about three out of 10 respondents felt personally discriminated against because of being LGBT when at a restaurant, bar, café or nightclub in the last year, and in a further 14 EU Member States at least a fifth of survey participants have felt discriminated against in this situation in the last 12 months because of being LGBT. Respondents living in the Netherlands (12 %), Denmark and Sweden (both 13 %), the Czech Republic (14 %) and Belgium (15 %) are the least likely to say they have felt personally discriminated against when at a restaurant, bar, café or nightclub in the last year because of being LGBT.

*“[My female partner and I] do not visit night clubs, mostly because it feels too dangerous if they are not LGBT friendly, especially if the two of us are alone. We do not share our relationship openly with our landlord or people living nearby.” (Slovenia, lesbian, 28)*

One in eight (13 %) respondents who looked for a house or apartment to rent or buy in the year preceding the survey say they felt personally discriminated against because of being LGBT. Lesbian women and transgender respondents are around twice as likely as bisexual respondents to say they felt discriminated against in this way. About one in five respondents living in Croatia (19 %), Lithuania (18 %), Poland (18 %) and

**Figure 17: Respondents who felt discriminated against because of being LGBT in services available to the public in the last 12 months, by LGBT group (%)**



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:

- C. When looking for a house or apartment to rent or buy (by people working in a public or private housing agency, by a landlord)?
- G. At a café, restaurant, bar or nightclub?
- H. At a shop?
- I. In a bank or insurance company (by bank or company personnel)?
- J. At a sport or fitness club?

Base: All EU LGBT survey respondents.  
Source: FRA, EU LGBT survey, 2012

Romania (18 %), say they felt personally discriminated against when looking for a house or apartment to rent or buy in the last year because of being LGBT, compared with one in 20 in Denmark, the Netherlands and Sweden.

Of those who visited a shop in the year before the survey, one in six (17 %) transgender respondents say they felt personally discriminated against at a shop in the previous year because of being LGBT. This a considerably higher proportion than among the other

LGBT groups: fewer than one in 10 gay, lesbian and bisexual respondents say they felt discriminated against at a shop in the previous year because of being LGBT (Figure 17). The highest percentages of respondents saying they have felt personally discriminated against because of being LGBT at a shop in the last year are found in Bulgaria, Malta, Greece, Lithuania, Poland and Romania.

Just 4 % of respondents who visited a bank or insurance company in the previous year felt discriminated against because of being LGBT by bank or company personnel in that time. This figure, however, rises to 10 % among transgender respondents (Figure 17). At the country level, the percentage of respondents who have felt personally discriminated against because of being LGBT by bank or insurance company personnel in the previous year ranged from 1 % in Estonia to 9 % in Malta.

*“I have had a beautiful relationship for three years with my partner but it is not officially recognised and we were confronted with many situations in which we are treated badly. For instance, at the bank when we tried to get a mortgage. There, the heterosexual partnerships are accepted but the homosexual ones are not and this is discrimination.”*

(Romania, male, gay, 27)

One in 10 (19 %) of respondents who exercised at a sport and fitness club in the year before the survey said that they felt personally discriminated against because of being LGBT in this situation during the previous 12 months. Broken down by LGBT group, the percentages are highest among transgender (15 %) and gay men (10 %) respondents (Figure 17).

## 1.4. Rights awareness and reporting of discrimination

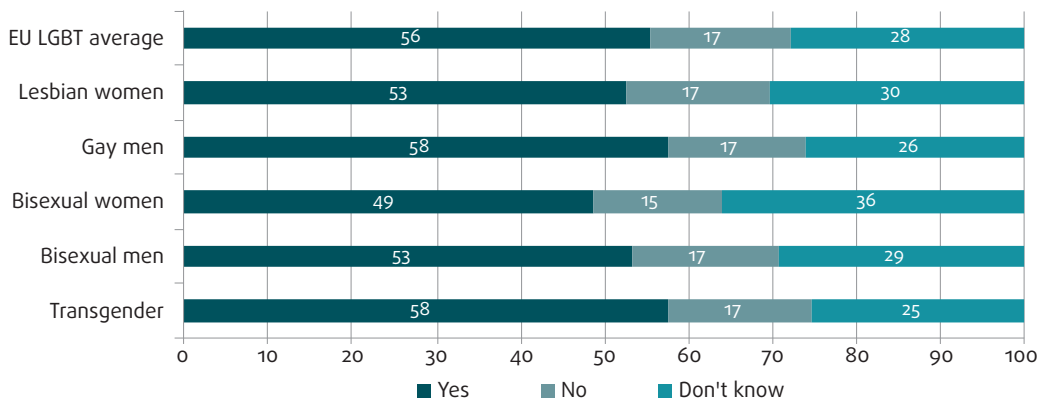
*Article 21 of the EU Charter of Fundamental Rights prohibits discrimination and Article 47 guarantees the right to an effective remedy and to a fair trial. Awareness of EU and national anti-discrimination legislation is crucial for ensuring that incidents of discrimination are reported. EU equality legislation consistently regards awareness raising and the existence of available and effective remedies to report discrimination cases as key obligations of Member States for a successful and effective implementation of anti-discrimination provisions.*

One of the main objectives of the survey is to collect information on the level of awareness about the legal prohibition of discrimination and about levels of reporting discrimination incidents which respondents think have occurred because they are LGBT.

### 1.4.1 Legislation forbidding discrimination on the grounds of sexual orientation when applying for a job

More than half (56 %) of all respondents state that in the country where they live there is a law forbidding discrimination against persons because of their sexual orientation when applying for a job. A sixth (17 %) of all respondents, however, say that such a law does not exist in their country of residence, and three in 10 (28 %) do not know whether or not non-discrimination legislation of this type is in place (Figure 18).

**Figure 18: Awareness of law that forbids discrimination against persons because of their sexual orientation when applying for a job, by LGBT group (%)**



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.

Source: FRA, EU LGBT survey, 2012

The percentage of respondents who state that there is a law in the country where they live forbidding discrimination against persons because of their sexual orientation when applying for a job does not differ much across the various LGBT groups. Transgender and gay men respondents (58 %) are the most likely to say that such a law is in place in their country of residence.

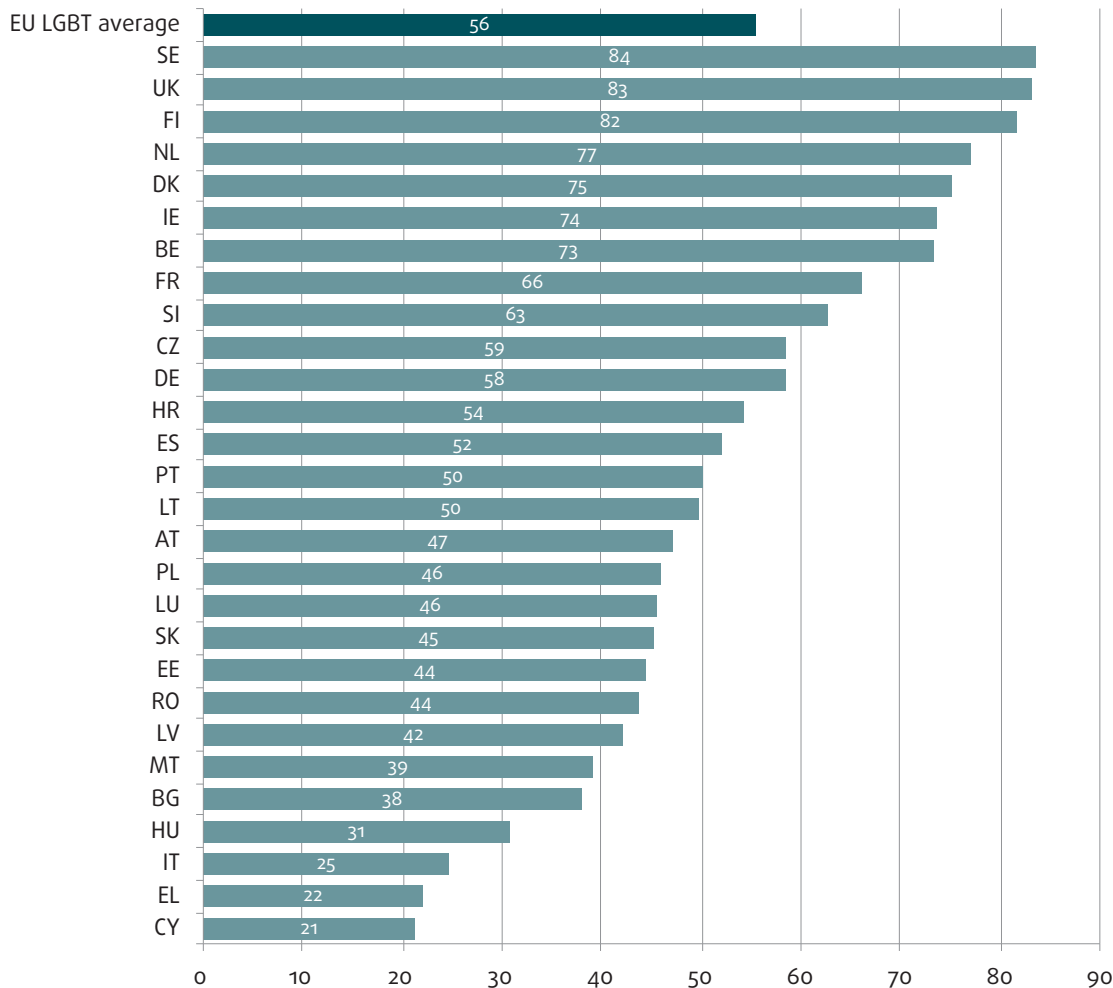
*“Most of the more serious instances of discrimination and harassment experienced by me have occurred when I worked in Ireland, where, despite the existence of employment legislation outlawing discrimination, discrimination and harassment are still relatively common in the workplace, in my experience. Part of the reason is that such legislation in Ireland is part of the civil law, so you cannot go to the police about it. You can only complain to the Equality Tribunal or other such bodies. Complaints take ages to process and also the law has several exemptions, which serve to weaken its effectiveness.”* (Germany, gay, 50)

Conversely, there is a marked variation across the EU Member States and Croatia in the proportion of respondents who say that there is a law that forbids discrimination against persons because of their sexual orientation when applying for a job. Respondents in Sweden (84 %), the United Kingdom (83 %) and Finland (82 %) are four times more likely to say that such legislation is in place than those living in Cyprus (21 %) and Greece (22 %) (Figure 19).

### 1.4.2. Legislation forbidding discrimination on the grounds of gender identity when applying for a job

Fewer respondents say that, in the country where they live, there is a law that forbids discrimination against persons because of their gender identity when applying for a job than say that such a law is in place concerning

Figure 19: 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.

Source: FRA, EU LGBT survey, 2012.

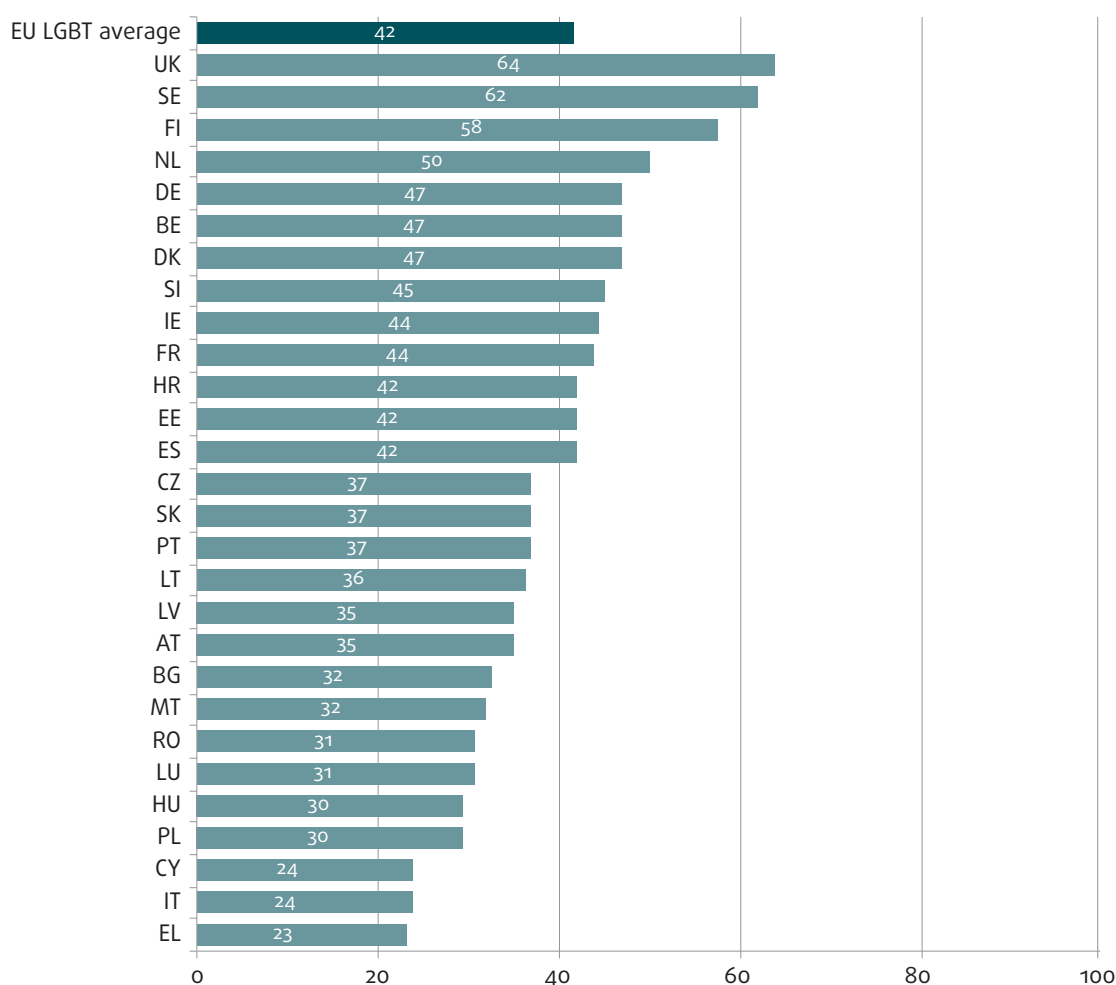
discrimination against persons because of their sexual orientation. Four in 10 of all respondents (42 %) say that there is a law forbidding discrimination against persons because of their gender identity when applying for a job (Figure 20). An almost equal number (41 %) indicate that they do not know about the existence of such a law.

Mirroring the data on a law forbidding discrimination against persons because of their sexual orientation, broadly similar percentages of respondents across the different LGBT groups state that legislation in their country of residence forbids discrimination against persons because of their gender identity when applying for a job. Men are again slightly more aware of such legislation than women: 45 % of all bisexual men and 44 % of all gay men state that there is a law forbidding discrimination against persons because of their gender

identity when applying for a job, compared with 37 % of all bisexual women and 38 % of all lesbian women (Figure 20).

At country level, the number of people who are aware of a law forbidding discrimination against persons because of their gender identity when applying for a job generally matches that of those who are aware of a law regarding discrimination against persons because of their sexual orientation. For example, respondents in the United Kingdom (64 %), Sweden (62 %) and Finland (58 %) are almost three times more likely to be aware of such legislation than those in Greece (23 %), Italy (24 %) and Cyprus (24 %) (Figure 20).

**Figure 20: Awareness of a law that forbids discrimination against persons because of their gender identity when applying for a job, by LGBT group and 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.

**Source:** FRA, EU LGBT survey, 2012

### 1.4.3. Programmes and campaigns addressing discrimination

To build up a fuller picture of respondents' awareness of measures and efforts to combat discrimination, participants were also asked if they have ever seen programmes or awareness-raising campaigns by either the government or non-governmental organisations addressing discrimination (Figure 21).

Two thirds (65 %) of all survey respondents have seen programmes or campaigns addressing discrimination against lesbian, gay and bisexual (LGB) persons. This ranges from more than eight in 10 respondents in Ireland (86 %), Poland (86%) and the United Kingdom (81 %) to around half of all respondents in Italy (48 %) and Cyprus (47 %) (Figure 22).

In contrast, fewer than one in three (30 %) of all respondents have seen any programme or awareness-raising campaign that addresses discrimination against transgender persons. The countries with the highest percentages of respondents who have seen such campaigns are Ireland (55 %), Poland (51 %) and the United

Kingdom (47 %), whereas only 19 % of respondents have seen such campaigns in Italy and Cyprus.

Overall, in Member States where a high percentage of respondents has seen programmes or awareness campaigns addressing discrimination against gay, lesbian and bisexual people, relatively high proportions of respondents have also seen campaigns targeting discrimination against transgender people. There are a number of exceptions to this trend, however. Respondents in the Netherlands are among the most likely to say that they have seen a campaign addressing discrimination against gay, lesbian and bisexual people, but show average levels of awareness of programmes targeting transgender people.

*“The problems in Bulgaria are more related to society than to the official authorities. Official institutions are trying to take care of people with different sexual orientation despite public pressure. [...] I want to say I am pleased with the work of the Commission for Protection against Discrimination, which really cares about the rights of people with different sexual orientation despite public perceptions.”*

(Bulgaria, gay, 22)

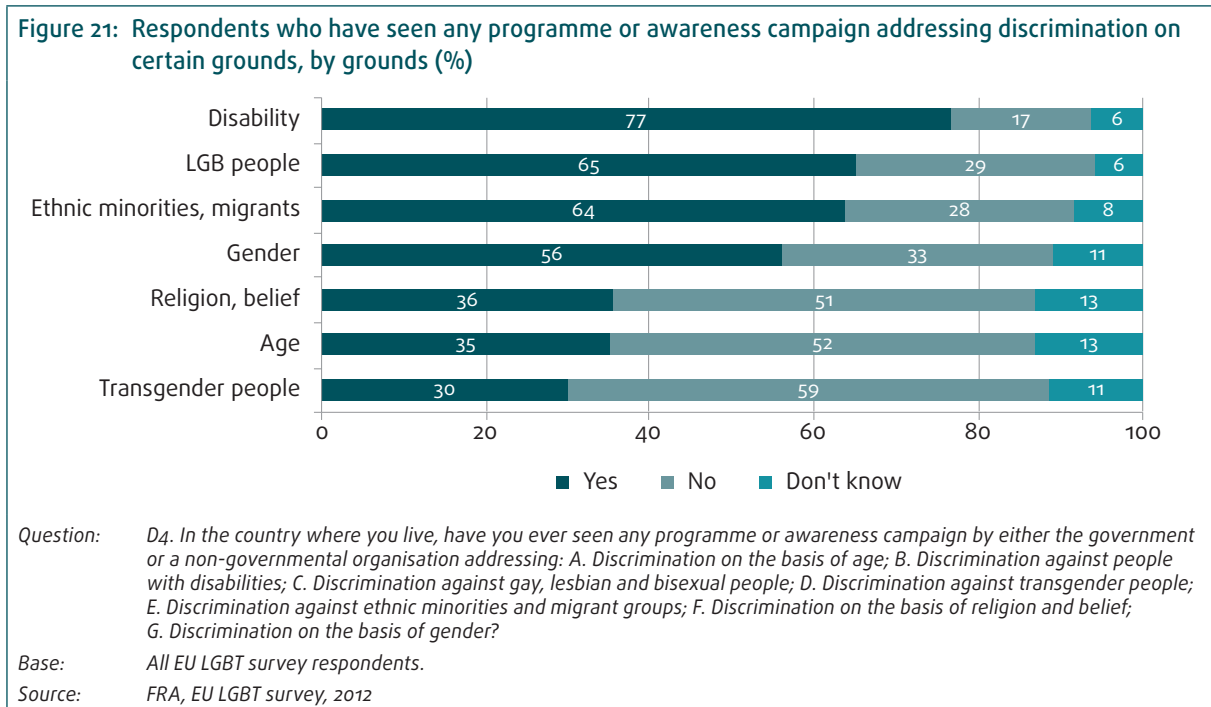
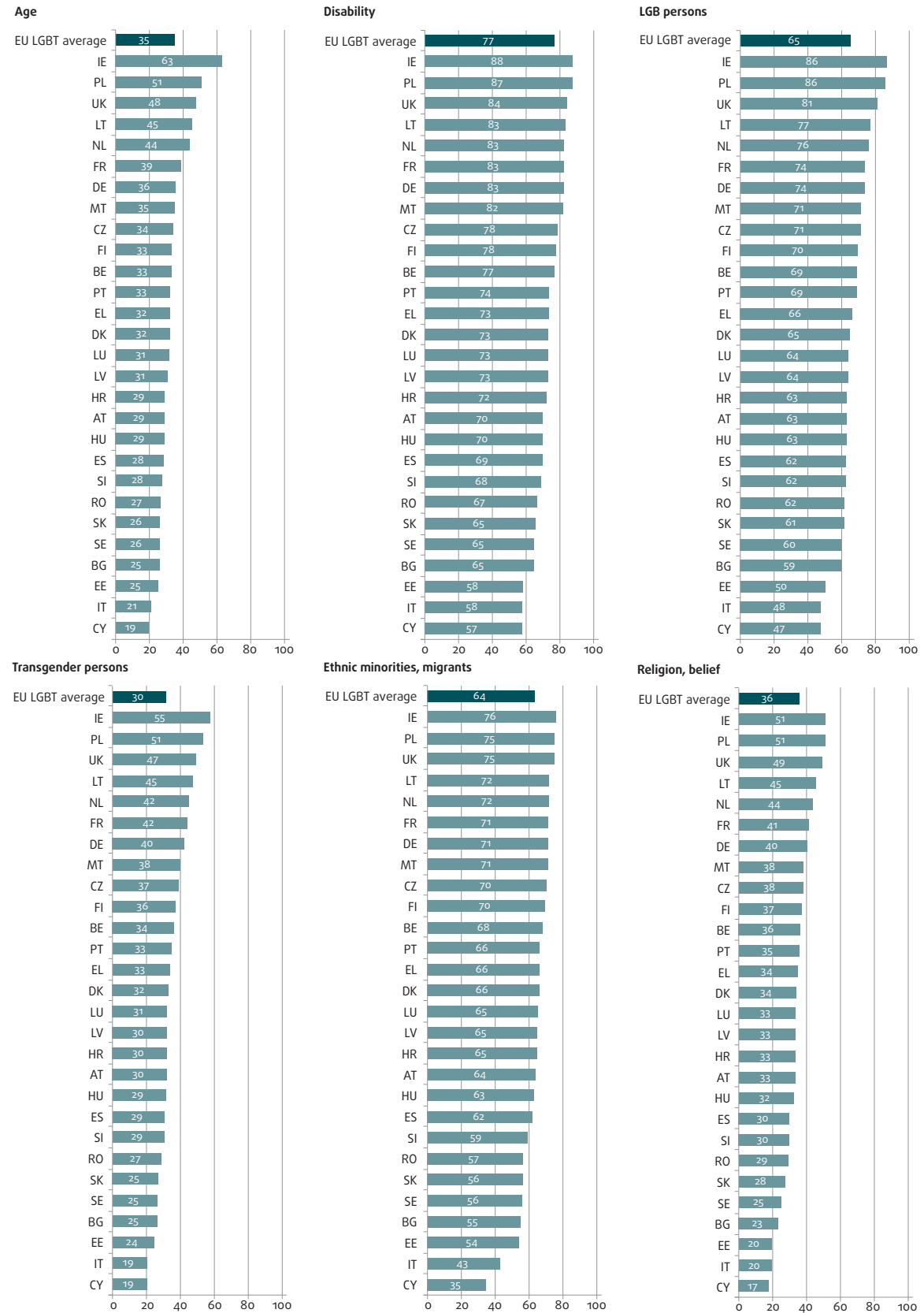




Figure 22: Respondents who have seen any programme or awareness campaign addressing discrimination against certain groups, by country and by group (%)

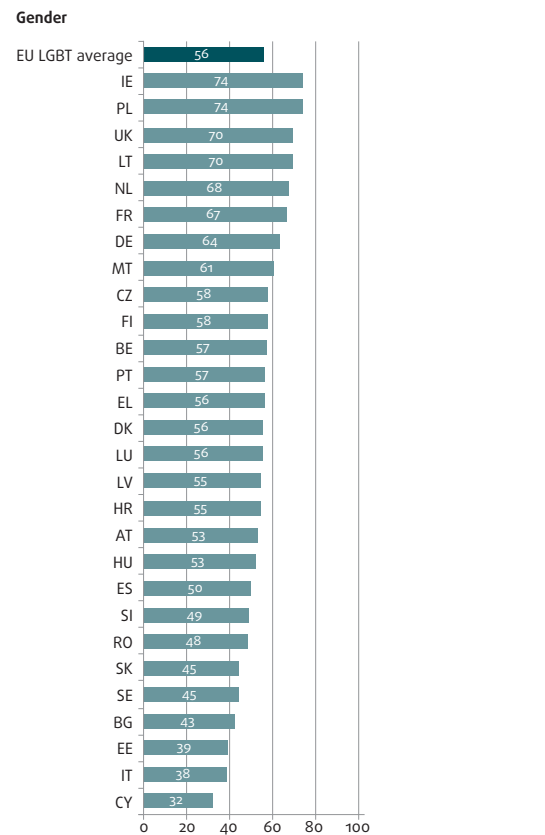


Question: D4. In the country where you live, have you ever seen any programme or awareness campaign by either the government or a non-governmental organisation addressing: C. Discrimination against gay, lesbian and bisexual people; D. Discrimination against transgender people?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 22: Respondents who have seen any programme or awareness campaign addressing discrimination against certain groups, by country and by group (%)**



**Question:** D4. In the country where you live, have you ever seen any programme or awareness campaign by either the government or a non-governmental organisation addressing: C. Discrimination against gay, lesbian and bisexual people; D. Discrimination against transgender people?

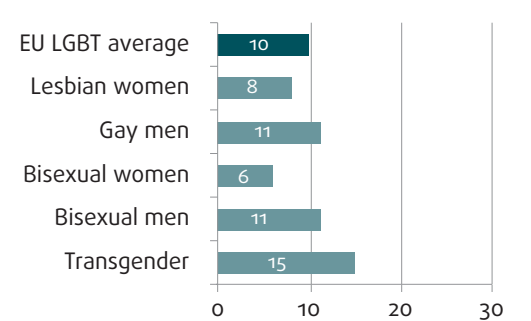
**Base:** All EU LGBT survey respondents.  
**Source:** FRA, EU LGBT survey, 2012

### 1.4.4. Reporting discrimination incidents

Of those respondents who have felt personally discriminated against in the last year because of being LGBT at work or when looking for a job, in education, healthcare or social services or when accessing any of the goods and services covered by the survey, just one in 10 (10 %) reported the most recent incident of discrimination that happened to them to the authorities (Figure 23).

This rate of reporting is lower than the rate identified by the European Union minorities and discrimination survey (EU-MIDIS), according to which only 18 % of those who were discriminated against in the previous 12 months reported their most recent experience of discrimination anywhere.<sup>24</sup>

**Figure 23: Reporting discrimination incidents, by LGBT groups (%)**



**Questions:** C1. For each of the following types of discrimination, could you please specify whether, in your opinion, it is very rare, fairly rare, fairly widespread or very widespread in the country where you live?

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

**Base:** EU LGBT survey respondents who felt discriminated against when looking for a job or at work.

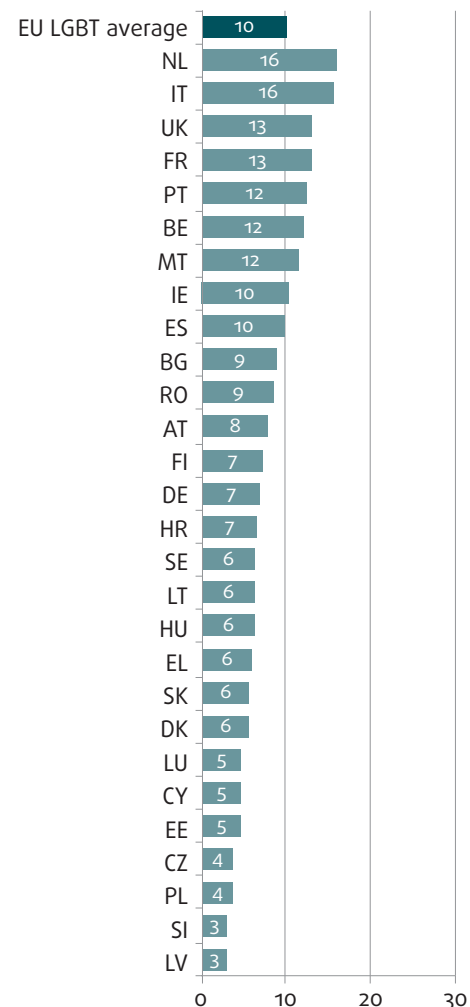
**Source:** FRA, EU LGBT survey, 2012

Reporting rates are consistently low across LGBT groups and EU Member States and Croatia: among all those respondents who have felt personally discriminated against in the previous 12 months because of being LGBT. The highest percentage who reported the most recent incident to the authorities was 16 % in the Netherlands and Italy (Figure 24).

There is, nevertheless, some variation. For example, transgender persons who have felt personally discriminated against in the previous year because of being LGBT are slightly more likely (15 %) to have reported the most recent incident of discrimination to the authorities than lesbian women, gay men or bisexual persons. In addition, respondents in Belgium, France, Italy, Malta, the Netherlands, Portugal and the United Kingdom are five times as likely to have reported the most recent incident of discrimination against them because of being LGBT as those in Latvia or Slovenia.

24 FRA (2010b and 2012b).

**Figure 24: Reporting discrimination incidents, by country (%)**



**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.

**Source:** FRA, EU LGBT survey, 2012

## Reasons for not reporting discrimination

To gather further information regarding reporting, respondents who say that they did not report the most recent incident of discrimination against them because of being LGBT were asked why they did not do so. The results regarding the main reasons for not reporting discrimination are generally consistent with those reported in FRA's EU-MIDIS,<sup>25</sup> which collected data from immigrant and ethnic minority groups about their experiences of discrimination and criminal victimisation in everyday life.<sup>26</sup>

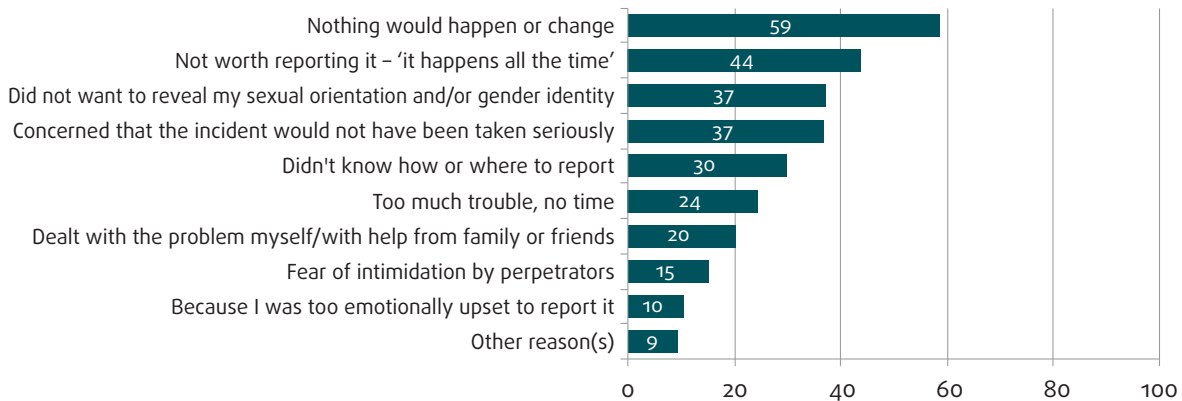
Respondents who felt personally discriminated against in the past 12 months because of being LGBT in any of these situations, and did not report the most recent incident of discrimination, most often say that they did not report it because they thought nothing would happen or change as a result (59 %). In addition, four in 10 respondents say reasons for not reporting the most recent incident of discrimination were that such incidents 'happen all the time' and therefore are not worth reporting (44 %); because they did not want to reveal their sexual orientation or gender identity (37 %); or because they were concerned that the incident would not be taken seriously (37 %). Three in 10 respondents did not know how or where to report discrimination (Figure 25).

Considerable variation by LGBT group may be seen by looking in more detail at those respondents who say that not wanting to reveal their sexual orientation or gender identity was a factor in their decision not to report the most recent incident of discrimination because of being LGBT that had taken place in the previous 12 months. Bisexual men are twice as likely (56 %) as lesbian women (28 %), for example, to say that a reason for their non-reporting was that they did not want to reveal their sexual orientation.

<sup>25</sup> For further information on FRA's EU-MIDIS survey, see <http://fra.europa.eu/en/survey/2012/eu-midis-european-union-minorities-and-discrimination-survey>.

<sup>26</sup> FRA (2010b).

**Figure 25: 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 (%)**

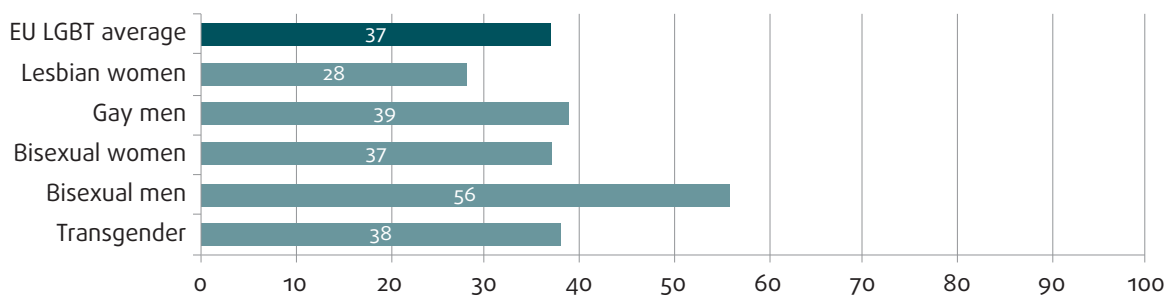


Question: C7. Why was it not reported?

Base: EU LGBT survey respondents who had felt personally discriminated against in one of the situations listed in C4 (looking for a house or apartment to rent or buy; visiting a café, restaurant, bar or nightclub; visiting a shop; visiting a bank or insurance company; or exercising at a sport or fitness club) in the last 12 months.

Source: FRA, EU LGBT survey, 2012

**Figure 26: Respondents indicating that they did not report the most recent incident of discrimination in the past 12 months which happened partly or entirely because they were perceived to be LGBT, because they did not want to reveal their sexual orientation or gender identity, by LGBT group (%)**



Question: C6. Thinking about the most recent incident, did you or anyone else report it anywhere? Answer: No.

Base: EU LGBT survey respondents who had felt personally discriminated against in one of the situations listed in C4 (looking for a house or apartment to rent or buy; visiting a café, restaurant, bar or nightclub; visiting a shop; visiting a bank or insurance company; or exercising at a sport or fitness club) in the previous 12 months.

Source: FRA, EU LGBT survey, 2012

## 1.5. Perceptions of discrimination

Respondents' perception of the general prevalence of discrimination in society is important, as it can affect how they behave in different social settings. For example, some LGBT persons who perceive discrimination against themselves to be widespread may choose to alter their behaviour or hide their sexual orientation or gender identity. Accordingly, these findings should be read in conjunction with those on daily life in section 3.2.3.<sup>27</sup>

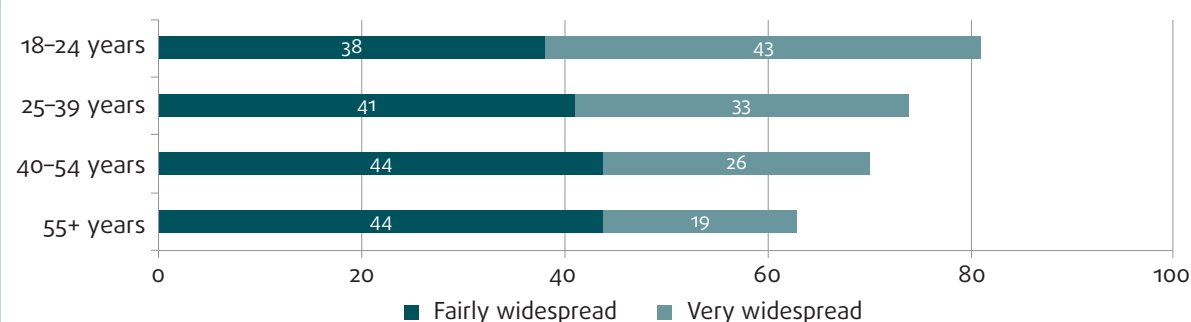
*“My own experience with homophobia in Poland is mostly limited to the general feeling of social acceptance for discrimination based on sexual orientation.” (Poland, gay, 29)*

Three quarters of all respondents say that discrimination based on a person's sexual orientation is widespread in their country of residence. Younger LGBT respondents are most likely to perceive discrimination on the basis of sexual orientation to be widespread: 81 % of all respondents aged 18–24 years say that such discrimination is widespread in their country of residence, compared with 63 % of those over 55 years (Figure 27). Conversely, the oldest respondents, those aged over 55, are twice as likely as the youngest respondents, those aged 18–24, to say that discrimination based on a person's sexual orientation is fairly rare.

It is also possible to analyse the data on perceptions of discrimination in conjunction with the data on openness about being LGBT. These are interrelated variables: hiding one's sexual orientation may be encouraged or reinforced by perceptions of widespread discrimination based on a person's sexual orientation. Conversely, the degree of an individual's openness about being LGBT may influence the frequency with which they face such discrimination; for example, those who hide their sexual orientation may experience less discrimination.

The data also show a relationship between respondents' perception of the extent of discrimination based on a person's sexual orientation in their country of residence, and their openness about being LGBT. Although it is not possible to determine from the data the direction of this relationship, the less open respondents are about being lesbian, gay, bisexual or transgender, the more likely they are to say that discrimination based on a person's sexual orientation is widespread in the country where they live. Of those respondents who say that they are not open about being LGBT with anyone, eight in 10 (81 %) say that discrimination on the basis of sexual orientation is widespread in their country, compared with six in 10 (62 %) of those respondents who are open to everyone (Figure 28).

Figure 27: Perceived level of discrimination on the grounds of sexual orientation, by age group (%)

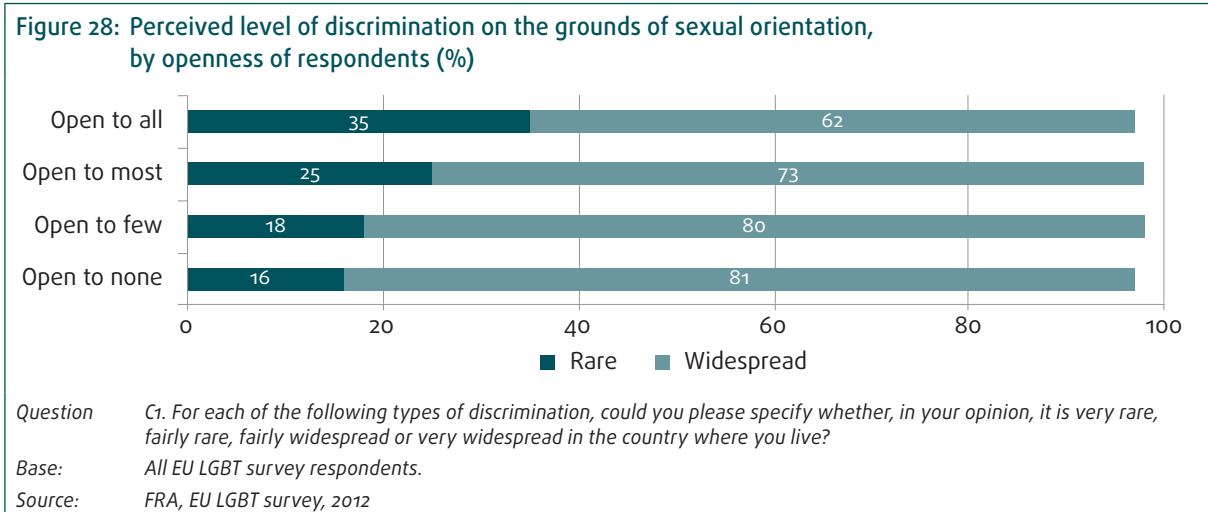


Question: C1. For each of the following types of discrimination, could you please specify whether, in your opinion its very rare, fairly rare, fairly widespread or very widespread in the country you live? – Answer: C. Sexual orientation.

Base: All EU LGBT survey respondents.

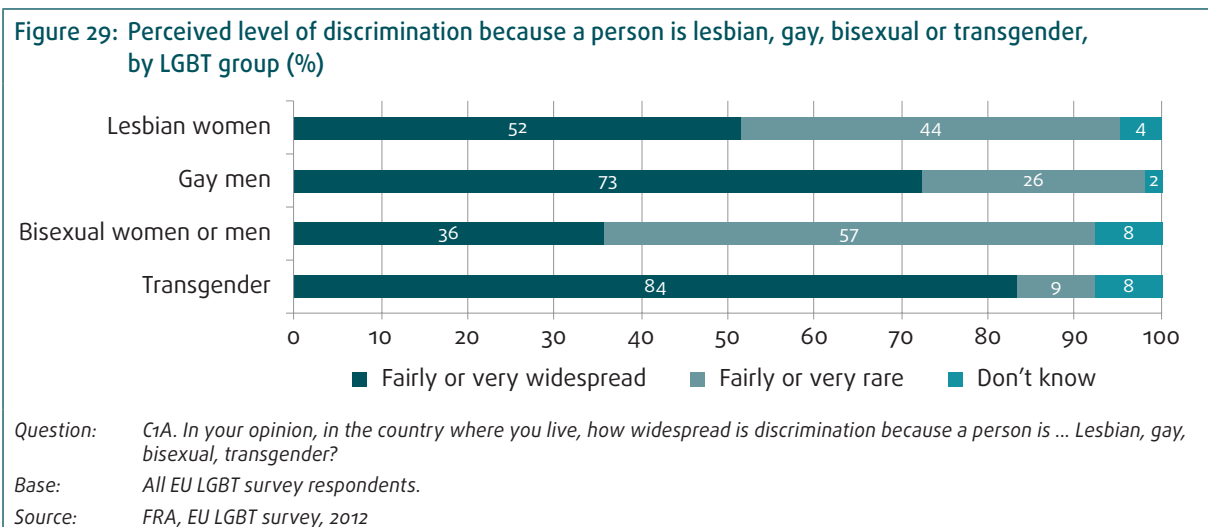
Source: FRA, EU LGBT survey, 2012

<sup>27</sup> It should be noted that personal experience – or experiences communicated by friends, colleagues or acquaintances – often generates or reinforces perceptions. The responses presented here may reflect respondents' personal experience of discrimination rather than the imagined situation of the population as a whole.



To gain further insight into respondents’ perceptions of discrimination against different LGBT groups, the questionnaire asked participants how widespread they consider discrimination because a person is lesbian, gay, bisexual or transgender to be in their country of residence. Discrimination because a person is transgender is viewed as more widespread than that against other LGBT groups: 84 % of all respondents say discrimination because a person is transgender is widespread, whereas for discrimination because a person is gay, lesbian or bisexual the figures are smaller (73 %, 52 % and 36 %, respectively) (Figure 29).

*“In Ireland I find that there is little overt discrimination against gays and lesbians except for the lack of same sex marriage (which the government is addressing). I have seen that there is widespread discrimination against those who are transgender. Many of my heterosexual friends who are in no way homophobic would feel uncomfortable and sometimes scared of those who are transgender. The government offers little or no protection to those who are transgender, in contrast there is a lot of protection provided to those who are gay, lesbian, bisexual, disabled and from an ethnic minority.” (Ireland, gay, 18)*



### 1.5.1. Perception of discrimination based on a person's sexual orientation: comparison of EU LGBT survey and Eurobarometer data

To assess how LGBT respondents' perceptions of discrimination on the grounds of sexual orientation compare with those of the general population, data from the EU LGBT survey are presented alongside those from the Special Eurobarometer 393.<sup>28</sup> Both the EU LGBT survey and the Eurobarometer survey asked respondents how widespread, in their opinion, discrimination based on a person's sexual orientation is in their country of residence. The two surveys, however, employed different methodologies for reaching respondents. The EU LGBT survey was an online survey for respondents self-identifying as LGBT, whereas the Eurobarometer survey approached the general population through a random sample.<sup>29</sup> The results are not directly comparable but are presented together in this section to identify major discrepancies and trends.

Respondents to the EU LGBT survey, with the exception of those in the Netherlands, are more likely than

respondents to the Eurobarometer survey to say that discrimination based on a person's sexual orientation is widespread in their country of residence. It should be noted that, as they are LGBT, respondents to the EU LGBT survey are more likely to be directly affected by discrimination based on a person's sexual orientation than the random sample of the Eurobarometer survey.

Looking at overall differences in findings between the two surveys, in EU Member States where a higher percentage of EU LGBT survey respondents say that discrimination based on a person's sexual orientation is widespread, the general population tends to view such discrimination as much less widespread. Whereas 90 % of respondents to the EU LGBT survey in Bulgaria say, for example, that discrimination based on a person's sexual orientation is widespread, the equivalent figure among respondents to the Eurobarometer survey is 20 %. Conversely, in Member States where relatively fewer respondents to the EU LGBT survey say that discrimination on the basis of a person's sexual orientation is widespread, the general public tends to agree with their perception. In Denmark, for instance, 42 % of EU LGBT survey respondents say that discrimination based on a person's sexual orientation is widespread, compared with 37 % of Eurobarometer participants (Figure 30).

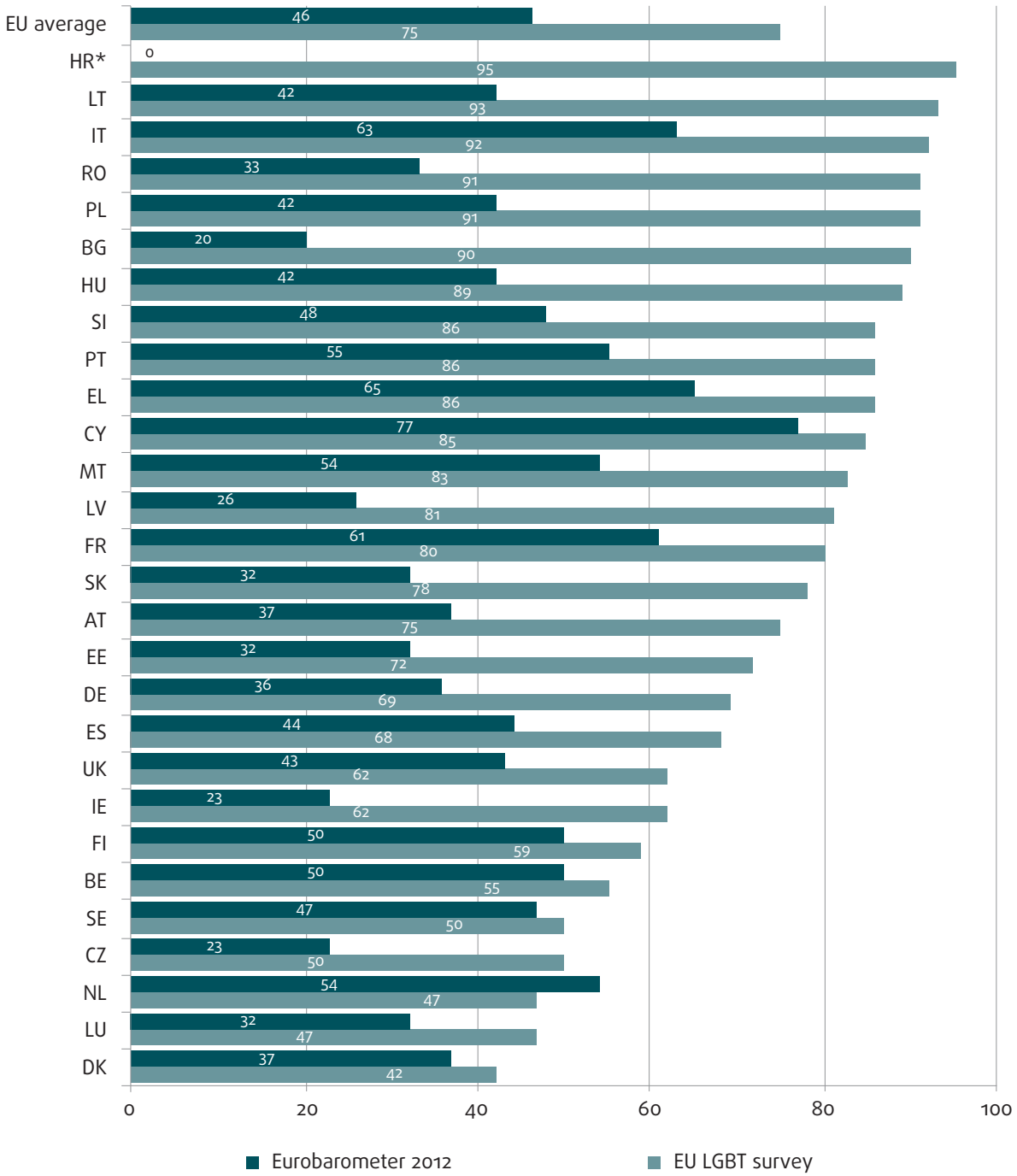
<sup>28</sup> European Commission (2012).

<sup>29</sup> Fieldwork for the Eurobarometer survey was conducted in June 2012 – therefore overlapping in part with the European LGBT survey – in the 27 EU Member States, and consisted of face-to-face interviews with 26,622 respondents from different social and demographic groups. The Eurobarometer also included, for the first time, a question on discrimination on grounds of gender identity. For more on the Eurobarometer methodology see European Commission (2012).





Figure 30: Perceived level of discrimination on the grounds of sexual orientation as very and fairly widespread, by respondents to the Eurobarometer 2012 and the EU LGBT survey 2012 (%)



Note: \* The special Eurobarometer 363 did not include Croatia.  
 Question: C1. For each of the following types of discrimination, could you please specify whether, in your opinion it is very rare, fairly rare, fairly widespread or very widespread in the country you live? - Answer: C. Sexual orientation.  
 Base: All EU LGBT survey respondents; all special Eurobarometer 363 respondents.  
 Source: FRA, EU LGBT survey, 2012; Special Eurobarometer 363



# 2

## Violence and harassment

*Violence and crime committed with a motive of bias relating to the victims' perceived sexual orientation or gender identity affects the enjoyment by LGBT persons of the right to human dignity (Article 1 of the EU Charter), the right to life (Article 2 of the EU Charter) and the integrity of the person and protection from violence (Article 3 of the EU Charter).*

The EU LGBT survey asked respondents about their experience of violence and harassment over two time periods – the preceding five years and the preceding 12 months – employing a technique frequently used in victimisation surveys.<sup>30</sup> The data capture information about incidents experienced and identified as violence or harassment by respondents; these instances were not necessarily judged as such by administrative or judicial processes.

In the case of violence, respondents were first asked about any physical or sexual attacks or threats of violence they experienced at home or elsewhere in the five years preceding the survey. This is a way of getting respondents to think about such experiences before moving on to more recent events. Those who say that they have been attacked or threatened with violence during the preceding five years were then asked if they have been victims of an attack or threat of violence in the 12 months preceding the survey. The percentage of respondents who answers 'yes' indicates the one-year prevalence rate of violence.

<sup>30</sup> Acknowledging that recollecting memories and answering questions about the details of past incidences of violence could cause significant psychological discomfort for some respondents, the questionnaire offered direct links to LGBT and victim support organisations and national helplines for distressed respondents.

Respondents who say they have been victims of an attack or threat of violence in either the preceding five years or the preceding year were asked a series of supplementary questions. These questions collected more data about the last incident – in the previous 12 months – and the most serious incident – in the previous five years – to assess the characteristics of violence, including, for example, where the violence took place, who the perpetrators were and whether or not the incident was reported to the police. Respondents were also asked if they think that the last or most serious attack or threat of violence happened partly or entirely because they were perceived to be LGBT. This process was then repeated for experiences of harassment.

To assist respondents, questions on harassment were preceded by the following explanation: "By harassment we mean unwanted and disturbing behaviour towards you such as name calling, or ridiculing that did not involve actual violence or the threat of violence". In addition, the opening question on harassment provided further guidance, asking respondents whether they have been "personally harassed by someone or a group in a way that really annoyed, offended or upset you – either at work, home, on the street, on public transport, in a shop, in an office or on the internet – or anywhere?" The survey also clarified that, when it asked about the "most serious" incidents of violence or harassment, respondents should reply with the incident that had the biggest impact on them "physically or psychologically" in the case of violence, and "psychologically or emotionally" in the case of harassment.

This chapter begins by presenting the data on the prevalence of violence and hate-motivated violence, analysing the results by openness about being LGBT and gender expression. It then examines the data on the type, perpetrators and place of hate-motivated violence. Next, the chapter analyses participants'

responses regarding reporting incidents of hate-motivated violence. The chapter then turns to harassment and hate-motivated harassment, using the same structure to present and analyse respondents' experiences.

Throughout this chapter, the term 'violence' is used to describe both physical or sexual attacks, and threats of violence. In addition, 'hate-motivated violence' and 'hate-motivated harassment' are used to describe incidents which respondents think happened partly or entirely because they were perceived to be LGBT.

## 2.1. Prevalence of violence and hate-motivated violence

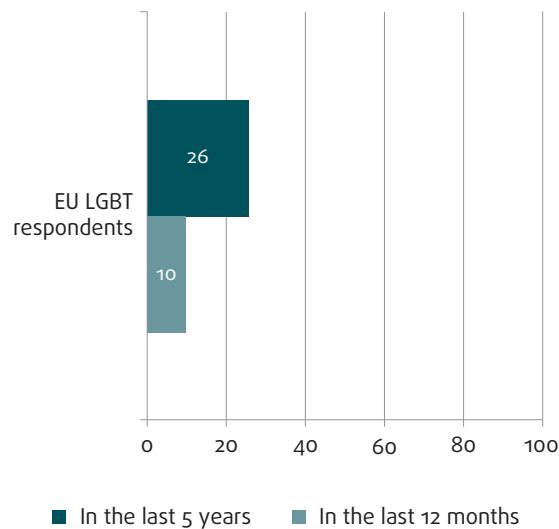
A quarter (26 %) of all respondents indicate that they were physically or sexually attacked or threatened with violence for any reason at home or elsewhere in the previous five years. In addition, one in 10 (10 %) of all respondents say that they were attacked or threatened

with violence for any reason in the 12 months before the survey (Figure 31).

Looking at the data by LGBT group, transgender respondents are the most likely to say they were attacked or threatened with violence in both the five-year and one-year time periods. A third (34 %) of all transgender respondents say they were physically or sexually attacked or threatened with violence in the five years preceding the survey, compared with, for example, around a quarter of all lesbian, gay and bisexual respondents (Figure 32).

Of those respondents who say they experienced violence in the 12 months preceding the survey, the majority (59 %) think that the last such incident happened partly or entirely because they were perceived to be LGBT (Figure 34). Combined with the data on the prevalence of violence, this indicates that, in the 12-month period preceding the survey, 6 % of all respondents were physically or sexually attacked or threatened with violence which they think happened partly or entirely because they were perceived to be LGBT. Transgender

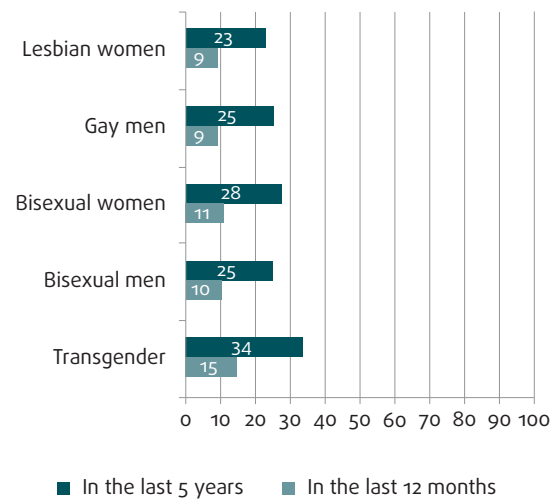
**Figure 31: Prevalence of violence in the preceding five years and in the preceding 12 months (%)**



**Questions:** F1\_A. This next question looks at any incident of violence you may have experienced in the last 5 years. This could happen for any reason, in any EU Member State or Croatia.  
In the last 5 years, have you been: physically/sexually attacked or threatened with violence at home or elsewhere (street, on public transport, at your workplace, etc.) for any reason? Yes.  
FA1\_2. When did the LAST physical/sexual attack or threat of violence happen? In the last 12 months.

**Base:** All EU LGBT survey respondents.  
**Source:** FRA, EU LGBT survey, 2012

**Figure 32: Prevalence of violence in the preceding five years and in the preceding 12 months, by LGBT group (%)**



**Questions:** F1\_A. This next question looks at any incident of violence you may have experienced in the last 5 years. This could happen for any reason, in any EU Member State or Croatia.  
In the last 5 years, have you been: physically/sexually attacked or threatened with violence at home or elsewhere (street, on public transport, at your workplace, etc.) for any reason? Yes.  
FA1\_2. When did the LAST physical/sexual attack or threat of violence happen? In the last 12 months.

**Base:** All EU LGBT survey respondents.  
**Source:** FRA, EU LGBT survey, 2012

(8 %) and gay men (6 %) respondents are slightly more likely to have been the victims of hate-motivated violence in the year before the survey than bisexual and lesbian women respondents (Figure 33).

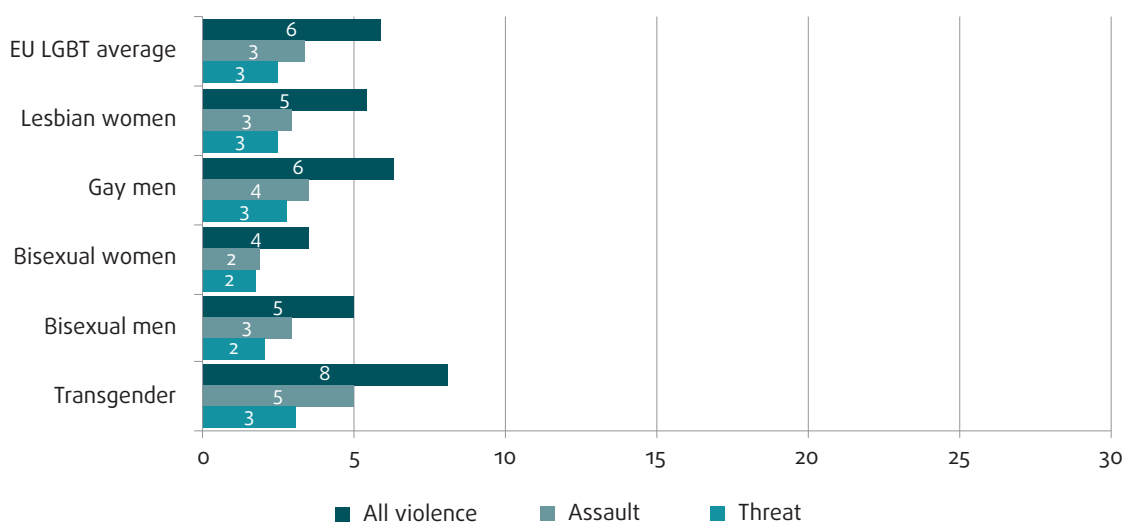
*“I have nearly always been attacked because I am perceived as being a gay man, and because I was seen as transgender only on one occasion. I ‘pass’ quite easily, but am seen as being a gay man in most people’s eyes. I have often witnessed transphobic violence and attacks, but not so much against me. However, homophobic attacks have been perpetrated against me and others on a regular basis.”*  
 (United Kingdom, transgender, 36)

When breaking down the data for respondents who experienced violence in the past year by LGBT group, gay men respondents are the most likely to say that the last attack or threat of violence in the past year happened partly or entirely because they were perceived to be LGBT: two thirds (68 %) of gay men attribute a hate motive to the incident. In contrast, just three out of 10 (31 %) bisexual women feel that the last attack or threat of violence in the year before the survey happened partly or entirely because they were perceived to be LGBT (Figure 34).

Breaking down the data by country indicates that, in all EU Member States and Croatia, at least four out of 10 of those respondents who experienced violence in the past year say that the last attack or threat of violence happened partly or entirely because they were perceived to be LGBT. This ranged from fewer than half of the respondents in Sweden (46 %), Finland (48 %) and Denmark (49 %) to almost seven out of 10 in Croatia (69 %), Malta and Bulgaria (both 68 %) (Figure 34).

The data show that the findings on the prevalence of hate-motivated violence are not generally linked to how open respondents were about being LGBT. The exceptions are bisexual men and transgender respondents: the more open these respondents are about being LGBT, the more likely they are to say that they have been attacked or threatened with violence which they think happened partly or entirely because they were perceived to be LGBT.

**Figure 33: Prevalence of hate-motivated violence in the previous 12 months, by type of violence and LGBT group (%)**



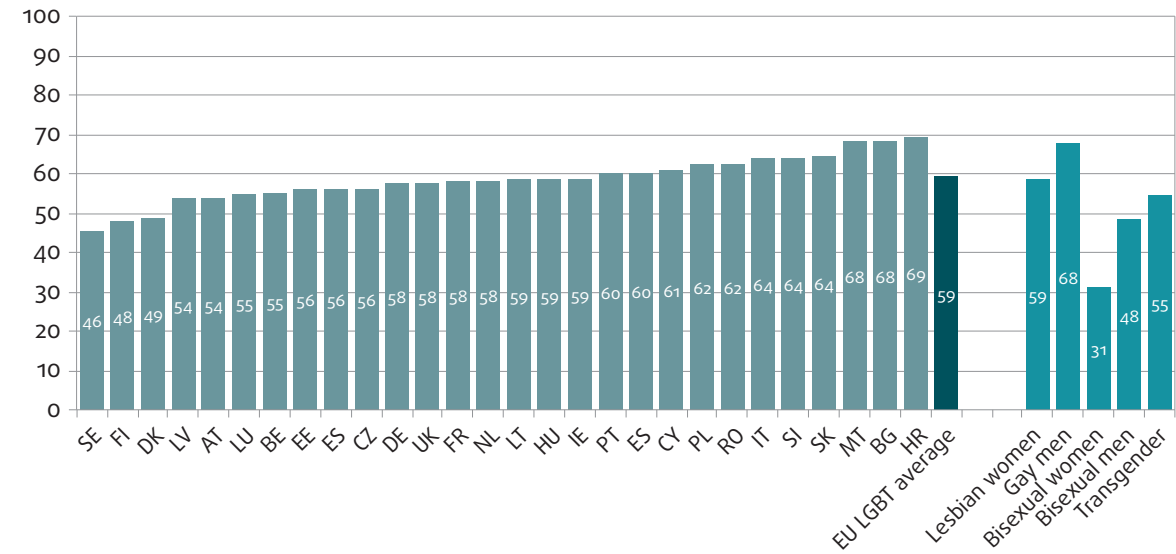
Questions: FA1\_2. When did the LAST physical/sexual attack or threat of violence happen?  
 FA2\_2. When did the MOST SERIOUS physical/sexual attack or threat of violence you experienced in the last 5 years happen?  
 FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4 (self-identification)]?  
 FA2\_5. Do you think this physical/sexual attack or threat happened partly or completely because you were perceived to be [category on the basis of A3 or A4]?  
 FA1\_4. Thinking about the LAST physical/sexual attack or threat of violence, what happened to you?  
 FA2\_4. Thinking about the MOST SERIOUS physical/sexual attack or threat of violence, what happened to you? (Computed variable)

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 34: Respondents who say the last incident of violence in the previous 12 months happened partly or entirely because they were perceived to be LGBT, by country and LGBT group (%)**



**Question:** FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4 (self-identification)]? Yes.

**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the last 12 months.

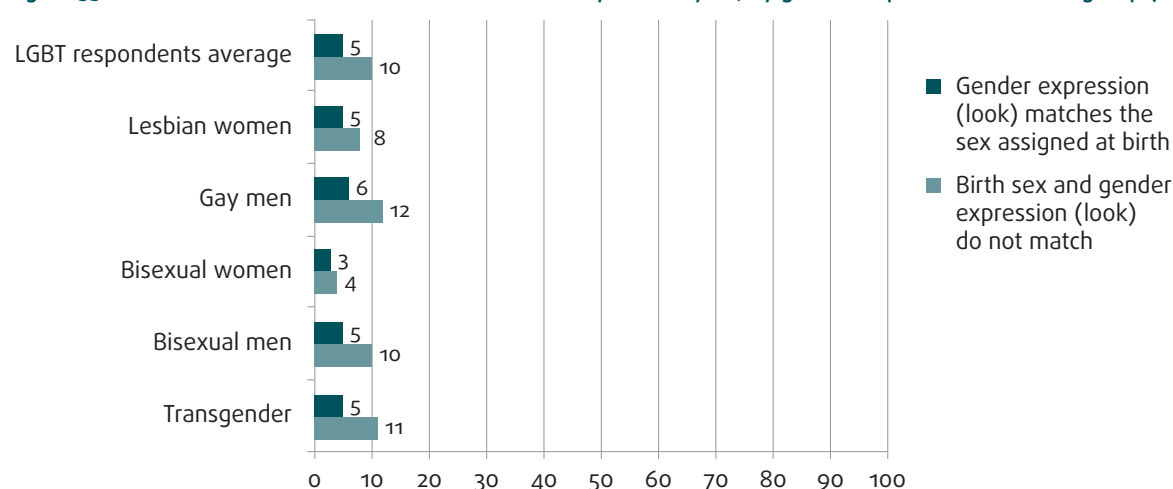
**Source:** FRA, EU LGBT survey, 2012

To explore whether there is a link between gender expression and experiences of hate-motivated violence, it is possible to analyse the data on violence in conjunction with respondents' answers to questions asking whether they look "feminine" or "masculine". Based on participants' responses and the corresponding data on their sex assigned at birth, participants in the survey can be grouped according to whether or not their gender expression 'matches' the societal norms associated with their sex assigned at birth. Respondents who say they were assigned a female sex at birth and who say they look "masculine" are classified as having a 'non-matching' gender expression. Those who were assigned a female sex at birth and who say they look "feminine" are classified as having a 'matching' gender expression.

The data show that respondents whose gender expression does not 'match' their sex assigned at birth are twice as likely as those whose gender expression is in line with societal expectations to say that they experienced hate-motivated violence in the year preceding the survey. For example, 12 % of all gay men who identify as having a "feminine" gender expression were victims of violence which they think happened partly or entirely because they were perceived to be LGBT, compared with 6 % of all gay men with "masculine" gender expression (Figure 35).

*"[Transgender people] have experienced a whole heap of violence, harassment and threats but for myself this has stopped since I seem to look like a straight man. Gender identity and expression discrimination is about whether people perceive you as fitting in; if you manage to look the part you can wiggle through."* (Belgium, transgender (transsexual), bisexual, 42)

Figure 35: Prevalence of hate-motivated violence in the previous year, by gender expression and LGBT group (%)



Questions: FA1\_2. When did the LAST physical/sexual attack or threat of violence happen? In the last 12 months.

A5. Do you agree or disagree with the following statements? C. I look feminine; D. I look masculine. A2. What sex were you assigned at birth? [sex corrected by A3\_1. Are/ were you a transgender person? 3. Woman with transsexual past; 4. Man with transsexual past]. (Computed variable)

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

### 2.1.1. Rates of violent incidents

Understanding how LGBT people experience violence also requires considering whether they are victims of repeated incidents of violence, meaning that they may have been attacked or threatened with violence multiple times within a 12-month period. Respondents who say that they experienced violence in the 12 months before the survey were asked how many times they were attacked or threatened with violence during this period.<sup>31</sup> The average number of violent incidents experienced per respondent per year was then calculated by taking the data on the number of violent incidents per year for the various respondent groups and applying the survey's weighting methodology. Finally, these averages were projected to 1,000 people for ease of understanding.

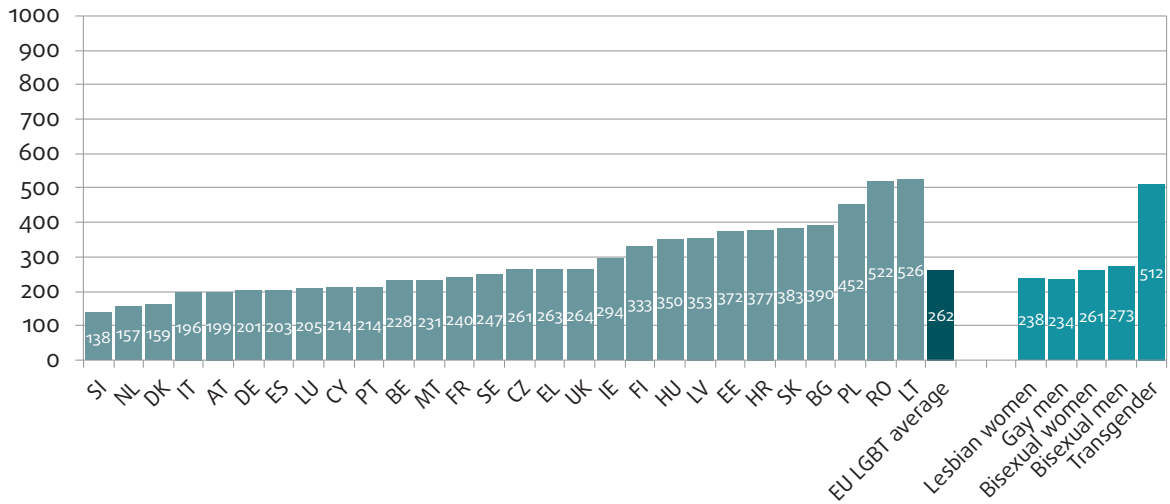
This process gives an annual incidence rate of violence; in other words, of how often survey respondents were victims of attacks or threats of violence in the past 12 months. The results show that the annual incidence rate of violence is around twice as high for transgender respondents as for lesbian, gay and bisexual respondents. There were, on average, 512 violent incidents per 1,000 transgender respondents in the 12 months before the survey, indicating one incident per two transgender respondents. In contrast, there were 234 violent incidents per 1,000 gay men respondents and 273 per 1,000 bisexual men respondents, equating to around one violent incident per four gay and bisexual men respondents per year (Figure 36).

The average number of violent incidents per 1,000 respondents varies markedly across the EU Member States and Croatia. The numbers of violent attacks and threats per 1,000 respondents in Lithuania (525), Romania (522) and Poland (452) are more than three times those found in Slovenia (138), the Netherlands (157) and Denmark (159).

<sup>31</sup> Respondents were asked to specify whether they have been victims of violence once, twice, three times, four times, five times, six to 10 times, or more than 10 times in the year preceding the survey. For this analysis, the "six to 10 times" category was assigned a fixed number of seven incidents and the "more than 10 times" category 11 incidents. Those who did not report any experience of violence in the past year were assigned 0. Note that this included all incidents, regardless of whether they were attributed by respondents to their being LGBT, and could have happened anywhere in the EU and Croatia.



**Figure 36: Average number of violent incidents in the previous 12 months per 1,000 respondents, by country and LGBT group**

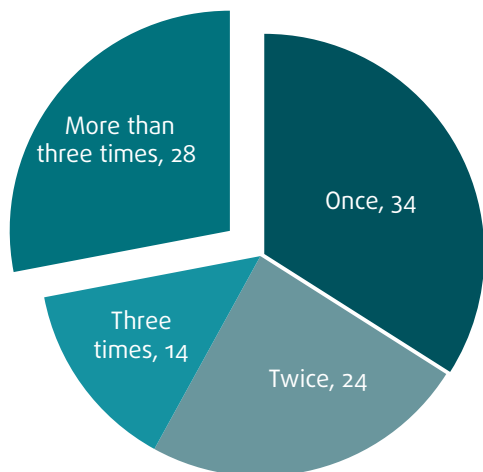


**Question:** FA1\_3. How many times did somebody physically/sexually attack or threaten you with violence in the last 12 months in the European Union/in this country?  
**Base:** All EU LGBT survey respondents.  
**Source:** FRA, EU LGBT survey, 2012

About three in 10 of all transgender respondents say they were victims of violence or threats of violence more than three times in the previous year (Figure 37).

## 2.2. Type, perpetrators and place of hate-motivated violence

**Figure 37: Transgender respondents who were attacked or threatened with violence one or more times in the previous 12 months, by number of incidents**

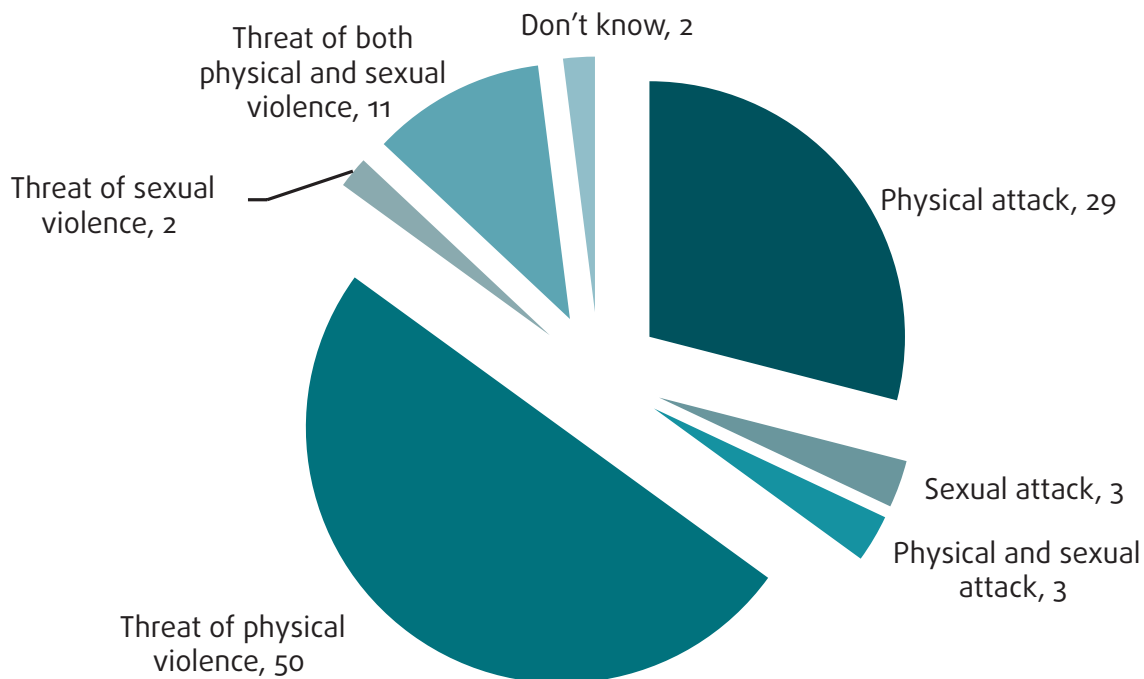


**Question:** FA1\_3. How many times did somebody physically/sexually attack or threaten you with violence in the last 12 months in the European Union/in [the country where the last physical/sexual attack or threat or violence took place]?  
**Base:** EU LGBT survey transgender respondents who were attacked or threatened with violence in the 12 months preceding the survey.  
**Source:** FRA, EU LGBT survey, 2012

Of the hate-motivated violent incidents which happened within the year preceding the survey, the most common recent incident in the 12 months before the survey is that of a threat of violence (63 %), and specifically, almost always, a threat of physical violence (50 %). Threats of sexual violence are considerably less common: only 2 % of respondents say that the most recent incident was such a threat. More than one third (35 %) of respondents who experienced hate-motivated violence in the year before the survey say, nevertheless, that the last incident of violence involved an attack. In these cases, the attack was almost always physical in nature (29 % of total violent incidents in the last year) (Figure 38).

Among those respondents who were attacked or threatened with violence in the year before the survey, the type of hate-motivated violence varies according to LGBT group. Bisexual women are the least likely to say that the last violent incident they experienced in the previous year involved an attack: a quarter of bisexual women respondents (25 %), compared with at least a third of respondents from the other LGBT groups, say that this was the case (Figure 39). Conversely, gay and bisexual men are more likely to say that the most recent incident of hate-motivated violence they experienced in the year before the survey was a physical attack.

Figure 38: Most recent incident of hate-motivated violence, by type of violence (%)

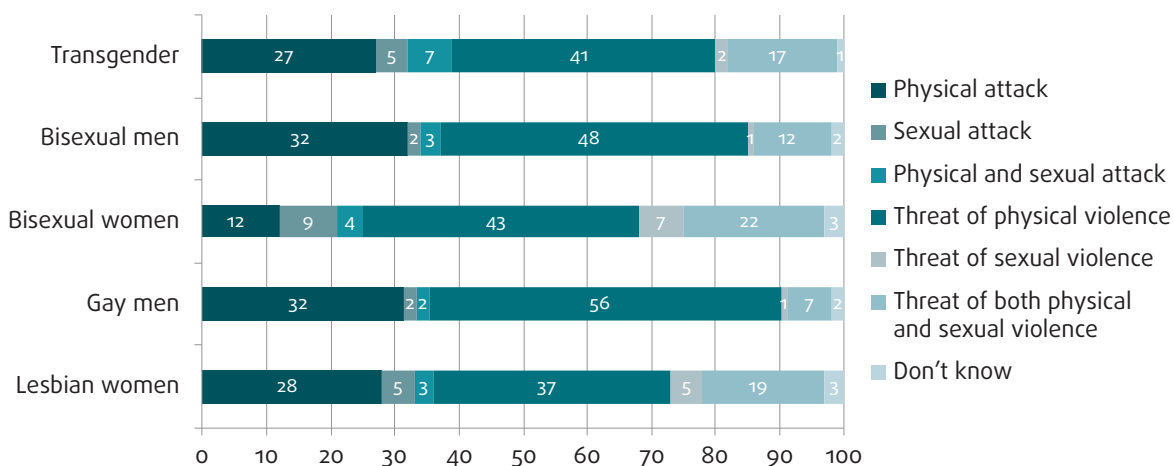


Questions: FA1\_4. Thinking about the LAST physical/sexual attack or threat of violence, what happened to you?  
 FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4]?

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

Figure 39: Type of most recent incident of hate-motivated violence, by LGBT group (%)



Questions: FA1\_4. Thinking about the LAST physical/sexual attack or threat of violence, what happened to you?  
 FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4 (self-identification)]?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

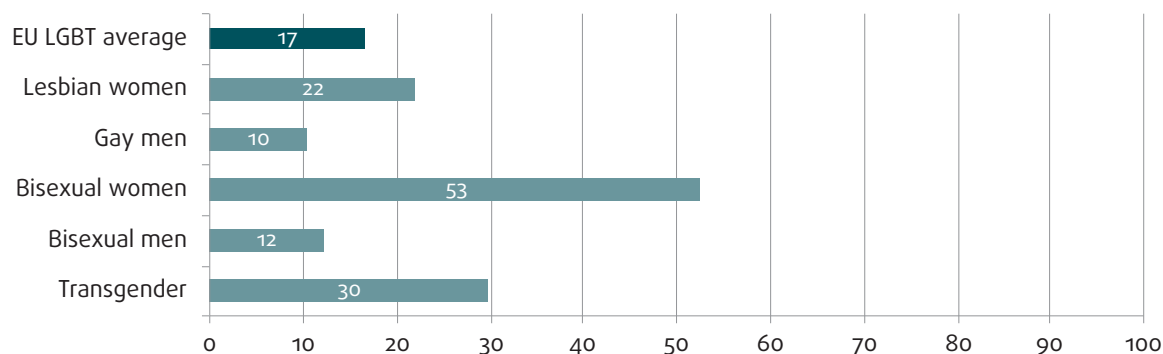
Attacks that include a sexual element, either alone or in conjunction with a physical attack, are much more likely to affect women and transgender respondents. Half of bisexual women (53 %) and one third (30 %) of transgender respondents who in the previous 12 months were the victim of an attack which they think happened partly or entirely because they were perceived to be LGBT say that the last hate-motivated violence they experienced in the 12 months before the survey included a sexual element (Figure 40).

Looking at the results by country, the last incident of hate-motivated violence is most likely to have included an attack in France (48 % of all violent incidents), Latvia, Portugal and Sweden (all 41 %), and least likely to have involved an attack in Malta (17 %) (Figure 41).

*“My [experience of] situations of harassment/discrimination/violence is mainly random acts of verbal aggression, which in some cases turned into physical threats or violence when I reacted to the insults. They were from unknown people on the street, mostly at night, mostly youngsters, mostly of a non-native European ethnic background. The situation is worse now than it was, for example, four years ago.”*  
(Belgium, gay, 37)

Respondents who experienced hate-motivated violence in either the previous year or the five years before the survey were asked to provide further details about the perpetrators of violence and where it took place. In this analysis, data on assaults and threats of violence are combined for clarity. There is little difference in the nature and reporting rates of violent attacks and threats of violence as described by respondents.

**Figure 40: Incidents of hate-motivated attack of a sexual nature as percentage of total incidents of hate-motivated violence, by LGBT group (%)**



**Questions:** FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4]? Yes.  
FA1\_4. Thinking about the LAST physical/sexual attack or threat of violence, what happened to you? 2. Sexual attack; 3. Physical and sexual attack. Computed variable.

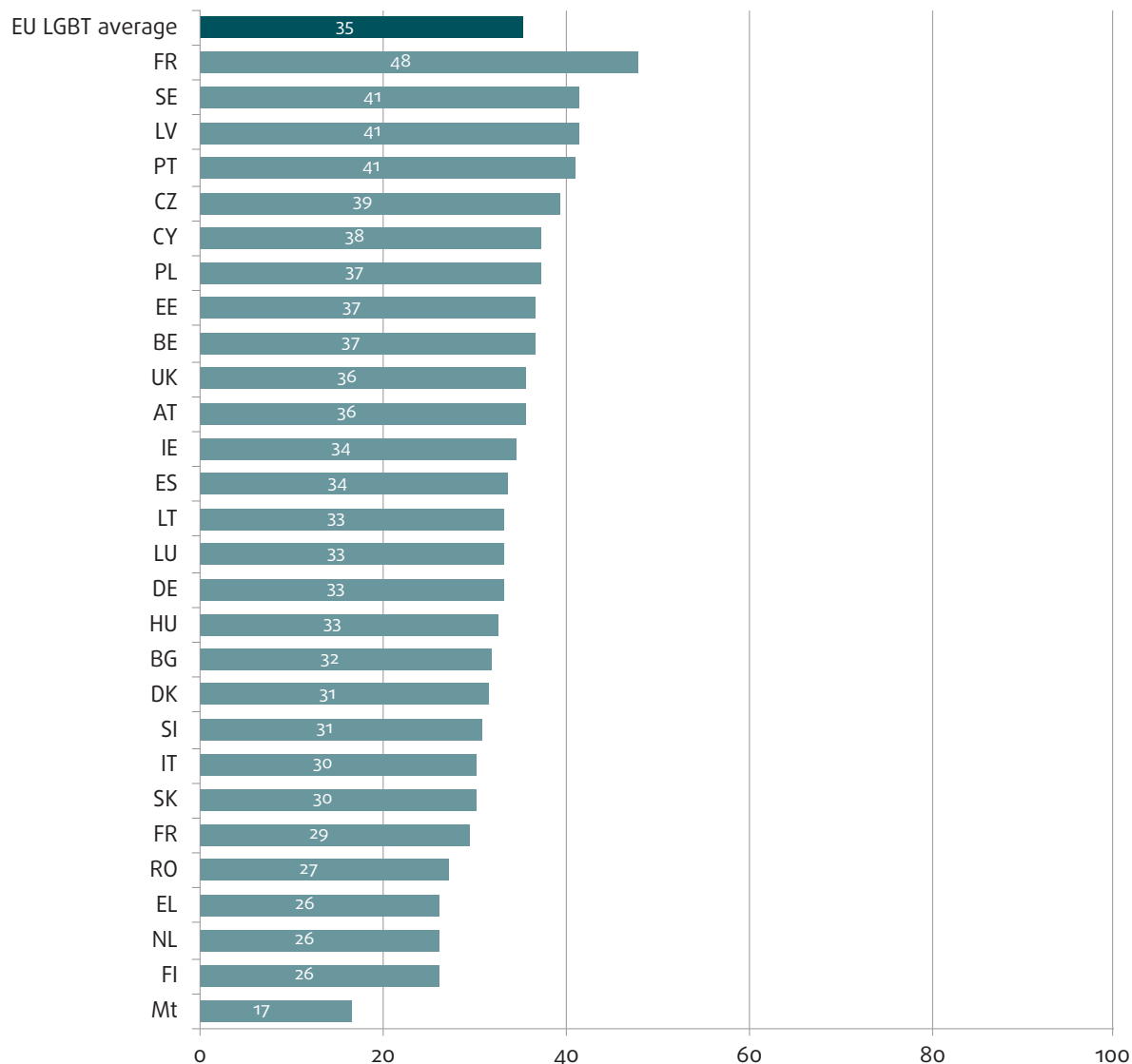
**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months partly or entirely because they were perceived to be LGBT.

**Source:** FRA, EU LGBT survey, 2012



Figure 41: Incidents of hate-motivated attacks as percentage of total incidents of hate-motivated violence, by country (%)



Question: FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4 (self-identification)]? Yes.

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the last 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

Two thirds (64 %) of the incidents of hate-motivated violence encountered by respondents were committed by multiple perpetrators. In more than four fifths of cases (84 % of the most recent and 86 % of the most serious incidents of hate-motivated violence), the perpetrators of hate-motivated violence were male.

Just 4 % of such incidents were committed only by female perpetrators. Moreover, in about seven out of 10 of both the most recent (72 %) and the most serious (69 %) cases of violence, respondents assume that the perpetrators of hate-motivated violence were heterosexual (Table 4).

**Table 4: Perpetrators of incidents of hate-motivated violence (%)**

	Last	Most serious
<b>Was the perpetrator alone?</b>		
Alone	36	36
More perpetrators	64	64
<b>What was the gender of the perpetrator(s)?</b>		
Male	84	86
Female	4	4
Both male and female	12	10
Don't know	0	0
<b>Do you think the perpetrator(s) was/were ... ?</b>		
Gay	3	3
Lesbian	0	1
Bisexual	1	2
Heterosexual/straight	72	69
Mixed sexual orientation	4	4
Don't know	20	21
<b>Who was/were the perpetrator(s)?</b>		
Family/household member	7	7
Neighbour	6	5
Colleague at work	5	4
Someone from school, college or university	12	14
A customer, client or patient	4	3
Someone else you know	12	11
Member of an extremist/racist group	15	14
Teenager or group of teenagers	36	33
Police officer	4	3
Security officer/bouncer	4	3
Other public official (e.g. border guard, civil servant)	3	2
Someone else you didn't know	45	42
Other person(s)	3	3

Questions: FA1\_6.; FA2\_6. Was the perpetrator alone, or was there more than one perpetrator?

FA1\_8.; FA2\_8. What was the gender of the perpetrator(s)?

FA1\_9.; FA2\_9. Do you think the perpetrator(s) was ...?

FA1\_7. Thinking only about the LAST incident – who was the perpetrator(s)?

FA2\_7. Do you think the perpetrator(s) was ...?

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months (last incident) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012



As shown in Table 4, respondents indicate that the perpetrators of violence were most often people they did not know: 45 % of the most recent and 42 % of the most serious hate-motivated violence suffered by the respondents were committed by 'someone else they did not know'. In a third of violent incidents (36 % of most recent and 33 % of most serious violent incidents), the perpetrators were a teenager or a group of teenagers – a result that may reflect the high percentage of younger respondents in the EU LGBT survey. Of the violent incidents committed by someone the respondent knew, the perpetrator was most often someone at school, college or university (12 % of most recent and 14 % of most serious violent incidents).

*"Because I'm a lesbian and he was drunk, [my best friend's husband] wanted to show me what a 'real man' is. He threw me to the ground, tried to rape me, he beat me, but I managed to run away. My best friend did not believe me. But she left her husband. I have now no contact with her. I did not complain; it's no use; I've already experienced three attempted rapes."* (France, lesbian, 24)

In addition, 7 % of both the most recent and most serious hate-motivated violent incidents could be classified as domestic violence, committed by someone in the respondent's family or household (Table 4). Women respondents are particularly likely to say that the last or most serious hate-motivated violent incident they experienced was committed by a family member or

someone in their household. Concerning the most serious incident of hate-motivated violence, for example, 11 % of lesbian and 16 % of bisexual women respondents indicate that the perpetrator was, or the perpetrators included, someone from their family or household. In contrast, 5 % of gay and bisexual men victims of violence say the perpetrator was a family or household member.

Turning to the location of hate-motivated violent incidents, more than half of violent incidents took place outdoors, most frequently on the street or in a square, car park or other open public space (Table 5). Of those incidents which occurred inside, public places were again the most common locations: one in 10 incidents took place in a café, restaurant, pub or club, whereas one in 13 occurred on public transport, according to respondents. Respondents' own homes are reported relatively frequently as the scene of violence: one in 12 (8 %) of both the most recent and the most serious violent incidents took place at home.

The characteristics of the most recent and the most serious hate-motivated violent incidents do not differ significantly in terms of the location of the incidents encountered. In addition, the location of incidents does not substantially differ by the type of violence – the distribution of the locations of hate-motivated attacks and threats of violence are fairly similar.

**Table 5: Location of incidents of hate-motivated violence (%)**

	Last	Most serious
At my home	8	8
In some other residential building, apartment	2	2
At school, university	5	7
At the workplace	4	3
In a café, restaurant, pub, club	11	9
In a car	1	1
In public transport	8	7
In a sports club	1	0
Elsewhere indoors	3	2
In a street, square, car park or other public place	44	43
In a park, forest	4	6
At an LGBT-specific venue (e.g. club, bar) or event (e.g. pride march)	3	4
Elsewhere outdoors	5	6
Other	2	2

Question: FA1\_10.; FA2\_10. Where did it happen?

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months (last incident) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

### 2.3. Reporting hate-motivated violence

*Violent incidents, including those of the type described by respondents to the EU LGBT survey, are typically considered criminal acts in the EU and Croatia and, as such, should or could be reported to the police. To gather information on this issue, the questionnaire asked respondents if they or anyone else reported either the last or the most serious incident of hate-motivated crime they experienced to the police, or, if not, to indicate why they had not done so. These findings are important because they offer an insight into the proportion of incidents of hate-motivated violence that are reported to the police, as well as the reasons why victims may choose not to bring the incident to the attention of the police. To build up a broader picture of reporting, the survey also asked respondents if they reported the last or most serious incident of hate-motivated violence to another organisation.*

Fewer than one in five of the most recent incidents of hate-motivated violence which respondents experienced in the previous 12 months (17 %) were brought to the attention of the police (Figure 43). The incident of hate-motivated violence identified by respondents as the most serious in the preceding five years was more often reported to the police, although even in these cases fewer than a quarter of such incidents (22 %) were reported (Figure 42). Respondents in all LGBT groups are more likely to have reported the most serious than the most recent incident of hate-motivated violence they experienced to the police. In all groups

and across both the most recent and the most serious violent incidents, respondents nevertheless reported fewer than a quarter of such incidents to the police (Figure 42).

*“When I was sexually assaulted I managed to call the police for help while still being kept away by the man. The police on the phone laughed at me and started making jokes. [The police] hung up. [I]t was clearly a discrimination against gay and male rape cases in general. [The police] are extremely discriminating against LGBT people in general.” (France, gay, 25)*

Overall, threats of violence are much less likely to be reported than attacks: for example, 11 % of the most recent threats of physical violence were brought to the attention of the police, compared with 29 % of the most recent physical attacks (Figure 43).

Of those respondents who were victims of hate-motivated violence in either the year or the five years before the survey, lesbian and, especially, bisexual women respondents are considerably less likely than gay or bisexual men or transgender victims to report incidents of hate-motivated violence to the police, as regards both the last and the most serious incidents. This may be linked to the finding that women respondents are more often affected than men respondents by hate-motivated violence of a sexual nature (see Section 2.2., Figure 39), since sexual violence is much less frequently reported than physical violence. Fewer than one in five (17 %) of the most serious sexual attacks experienced by participants in the last five years were reported to the police, compared with a third (32 %) of the most serious physical attacks .

**Figure 42: Most serious incident of hate-motivated violence reported to the police, by LGBT group (%)**

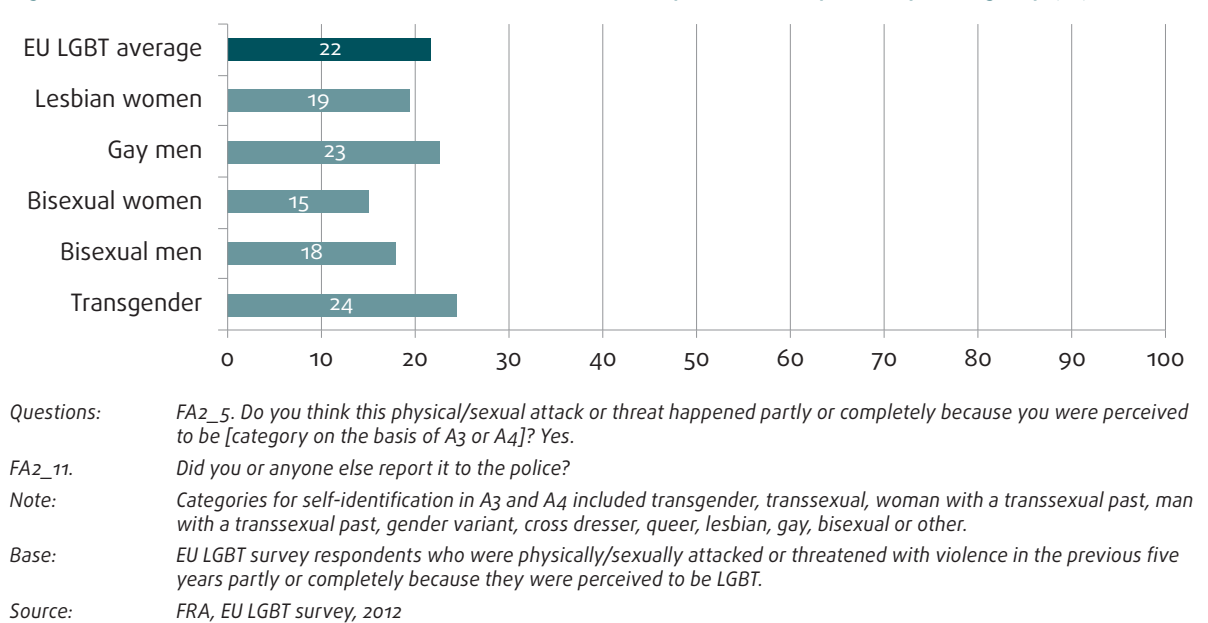
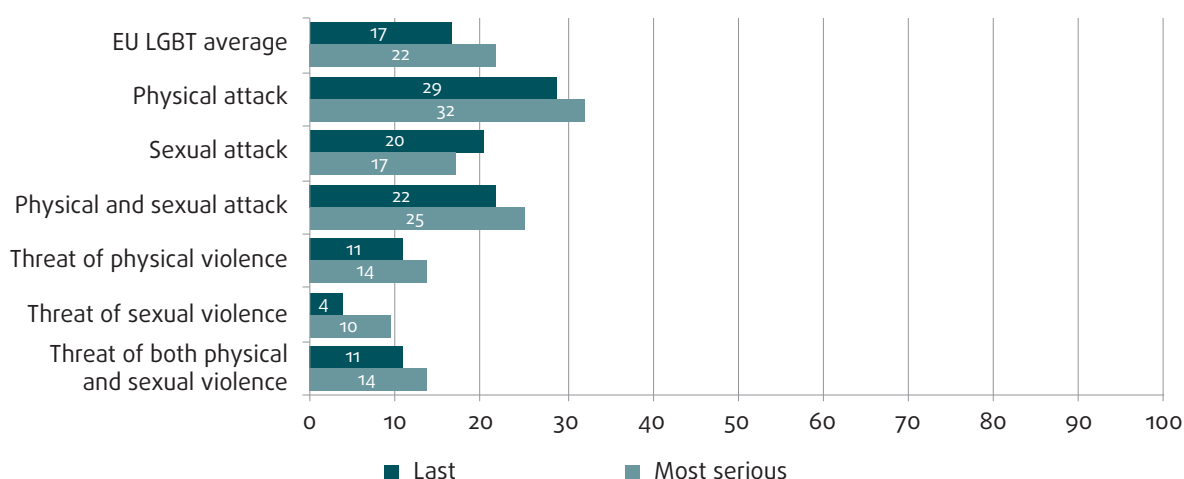




Figure 43: Incidents of hate-motivated violence reported to the police, by type of violence (%)



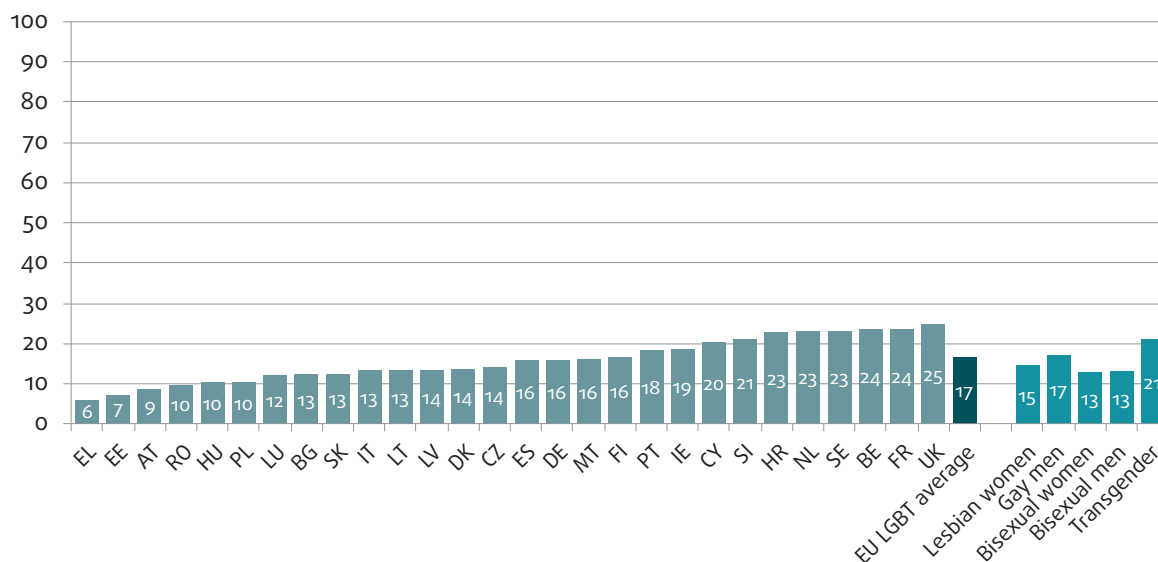
Questions: FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4]? Yes. FA1\_11. Did you or anyone else report it to the police? Yes.  
 FA1\_4. Thinking about the LAST physical/sexual attack or threat of violence, what happened to you?  
 FA2\_5. Do you think this physical/sexual attack or threat happened partly or completely because you were perceived to be [category on the basis of A3 or A4]? Yes.  
 FA2\_11. Did you or anyone else report it to the police? Yes.  
 FA2\_4. Thinking about the MOST SERIOUS physical/sexual attack or threat of violence, what happened to you?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months (last incidence) or five years (most serious incident) partly or completely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

Figure 44: Last hate-motivated incident reported to the police, by country and by LGBT group (%)



Question: FA1\_5. Do you think the LAST incident of physical/sexual attack or threat of violence in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4]? Yes. FA1\_11. Did you or anyone else report it to the police? Yes.

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

Reporting rates for the most recent incident of hate-motivated violence vary considerably by country: respondents in the United Kingdom (25 %), Belgium (24 %) and France (24 %) are four times as likely as those in Greece (6 %) to have reported the most recent incident to the police (Figure 44).

Victims who say they did not report the last or most serious incident of violence they experienced were asked about their reasons for not doing so. The question asked respondents to mark all the reasons among those listed that applied to their situation (Table 6). The most frequently mentioned reason for not reporting the case to the police is that respondents did not think they would do anything about it (50 % in the case of last and 43 % in the case of most serious violent incidents). In addition, around a third of respondents indicate that they felt the police *could* not do anything about their case (37 % for most recent and 32 % for most serious incident), that the incident was too minor, not serious enough, or that reporting never occurred to them (38 % for last incident, 30 % for most serious incident). Around a third of respondents say that a factor in their choosing not to report the incident was fear of a transphobic or homophobic reaction from the police.

*“I was physically attacked during a party against homophobia in a public space, by three men, possibly members of a racist group. The attack resulted in many wounds on my face and nose, as well as destruction and tearing apart of my clothes. I did not report because I thought this would not bring about any result.”*

(Greece, gay, 18)

*“The incident of violence was at a beach party in Spain. I was drunk and with my boyfriend so maybe wasn’t being very discreet about being gay. I was attacked without warning for no apparent reason. I did not report it as I did not think the police would be interested as I was just a tourist and there was very little I could tell them.”* (United Kingdom, gay, 26)

Psychological and emotional factors also play a role: almost three in 10 respondents who experienced hate-motivated violence say they did not report the most recent (26 %) or most serious (29 %) incident because they felt ashamed or embarrassed about it and they wanted to keep it secret, whereas a quarter say a reason for their non-reporting was fear of the offender or a reprisal incident (25 % in both most serious and most recent incidents) (Table 6).

**Table 6: Reasons for not reporting incidents of hate-motivated violence to the police (%)**

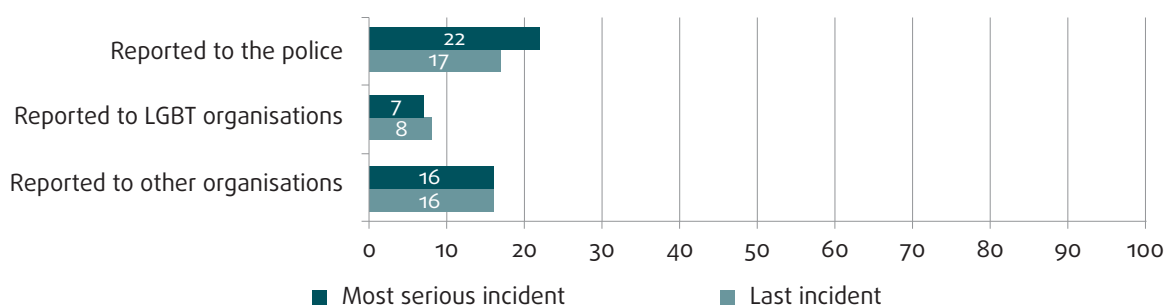
	Last	Most serious
Did not think they would do anything	50	43
Too minor/not serious enough/never occurred to me	38	30
Did not think they could do anything	37	32
Fear of a homophobic and/or transphobic reaction from the police	34	29
Shame, embarrassment, didn’t want anyone to know	26	29
Fear of offender, fear of reprisal	25	25
Dealt with it myself/involved a friend/family member	19	20
Too emotionally upset to contact the police	16	18
Would not be believed	16	14
Didn’t want the offender arrested or to get in trouble with the police	6	5
Thought it was my fault	6	7
Somebody stopped me or discouraged me	5	5
Went somewhere else for help	5	4
Went directly to a magistrate or judge to report the incident	0	0
Other reason	8	8

Question: FA1\_12.; FA2\_12. Why did you not report it to the police?

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months (last incidence) or five years (most serious incident) partly or entirely because they were perceived to be LGBT, and did not report the incident to the police.

Source: FRA, EU LGBT survey, 2012



**Figure 45: Reporting of incidents of hate-motivated violence to the police, LGBT organisations and other organisations (%)**

Question: FA1\_13.; FA2\_13. Did you or anyone else report it to any of the following organisations/institutions?

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months (last incidence) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

As well as reporting incidents of hate-motivated violence to the police, victims may choose to report such incidents to other organisations or institutions. One in six (17 %) of those respondents who say that they experienced hate-motivated violence reported the last or most serious incident to one or more of the following: an NGO, an LGBT organisation, a general victim support organisation, a state or national institution such as an equality body, a hospital or other medical service, a rape crisis centre or another organisation (Table 7).

Of the types of organisation or institution mentioned by the questionnaire, respondents are most likely to report incidents of hate-motivated violence to an LGBT organisation (8 % for the last and 7 % for the most serious hate-motivated violent incident). Violent assaults were reported in higher numbers to hospital or other medical services (10 % for both last and most serious violent incidents).

**Table 7: Reporting of incidents of hate-motivated violence to organisations other than the police (%)**

	Last	Most serious
<b>Reporting</b>		
Reported	17	17
No, did not report	82	81
Don't know	2	2
<b>Type of organisations/institutions</b>		
Non-governmental organisation	2	2
LGBT organisation	8	7
General victim support organisation	2	3
State or national institution (such as an equality body)	2	2
Hospital or other medical service	4	6
Rape crisis centre	1	1
Other organisation	3	3

Question: FA1\_13.; FA2\_13. Did you or anyone else report it to any of the following organisations/institutions?

Base: EU LGBT survey respondents who were physically/sexually attacked or threatened with violence in the previous 12 months (last incidence) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

## 2.4. Prevalence of harassment and hate-motivated harassment

Almost half (47 %) of all respondents indicate that they were harassed by someone or a group, for any reason, in a way that really annoyed, offended or upset them – at work, at home, on the street, on public transport, in a shop, in an office or on the internet – in the five years preceding the survey. A quarter (25 %) of all respondents indicate that they were harassed for any reason in the 12 months before the survey (Figure 46).

The data on the prevalence of the harassment show that, among the LGBT groups, transgender respondents are most likely to say that they were harassed in both time periods: a third (35 %) were harassed in the year prior to the survey, compared with 21 % of bisexual men and 22 % of gay men respondents.

Of those respondents who say they experienced harassment in the 12 months preceding the survey, three quarters (75 %) think that the last such incident happened partly or entirely because they were perceived to be LGBT. Combined with the data on prevalence of harassment, this means that in the 12 months preceding the survey a fifth (19 %) of all respondents experienced harassment which they think happened partly or entirely because they were perceived to be LGBT. Lesbian women (23 %) and transgender

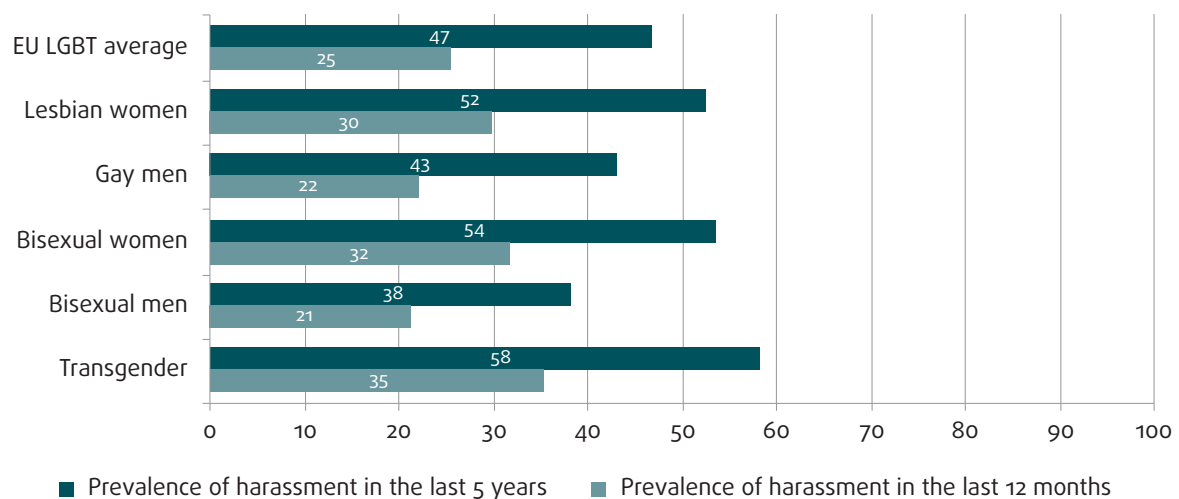
respondents (22 %) are most likely to have experienced hate-motivated harassment in the year preceding the survey (Figure 47).

*“I have been witness to the attempt to stop the dissemination of the first Romanian documentary on homosexuality in a cinema in Bucharest, during which far-right group demonstrators waved placards and screamed homophobic insults without physical violence.”*  
(Romania, gay, 39)

Men respondents are more likely than women respondents to think that the last incident of harassment happened partly or entirely because they were perceived to be LGBT: gay men (83 %) are more likely to attribute a hate motive than lesbian women (77 %), and bisexual men (69 %) are more likely than bisexual women (52 %) to feel that their sexual orientation played a role.

*“I have heard experiences from my other gay friends, where some of them have had a much harder time being gay than I have. This is usually connected to how feminine they behave. Other gay friends have experienced verbal harassment at school, and verbal harassment in public; however, the two people in question here are much more feminine and stand out much more.”* (Denmark, gay, 19)

Figure 46: Prevalence of harassment in the previous five years and in the previous 12 months, by LGBT group (%)



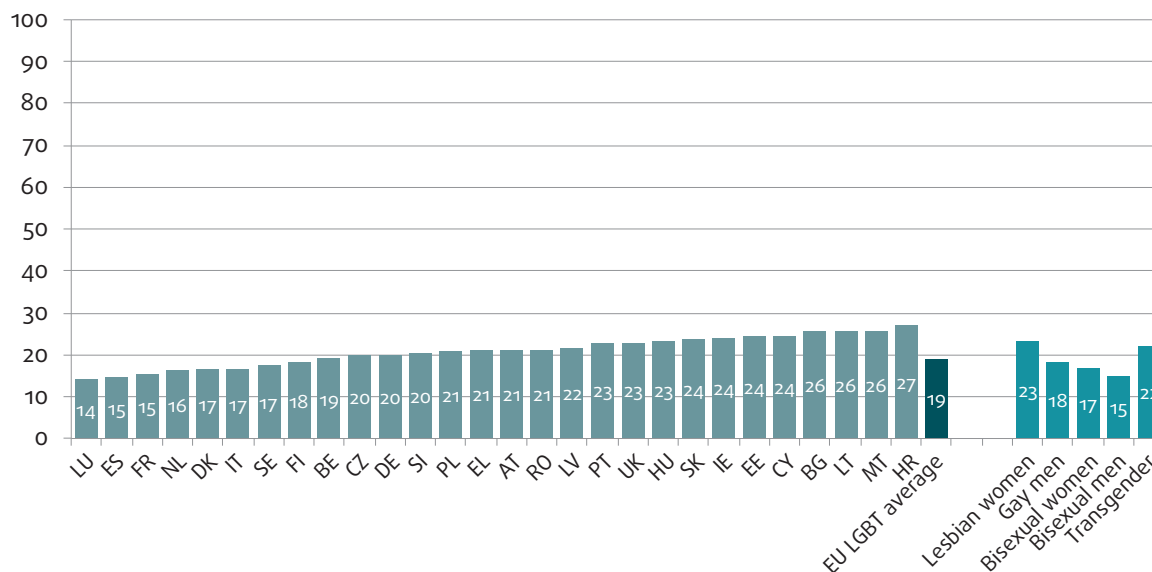
Questions: F1\_B. In the last five years, have you been: personally harassed by someone or a group for any reason in a way that really annoyed, offended or upset you – either at work, home, on the street, on public transport, in a shop, in an office or on the internet – or anywhere? Yes.

FB1\_2. When did the LAST incident of harassment happen? 1. In the last 12 months.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Figure 47: Prevalence of hate-motivated harassment in the preceding 12 months, by country and LGBT group (%)



Questions: FB1\_2. When did the LAST incident of harassment happen?  
 FB2\_2. When did the MOST SERIOUS incident of harassment you experienced in the last 5 years happen?  
 FB1\_5. Do you think the LAST incident of harassment in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4]?  
 FB2\_5. Do you think this incident of harassment happened partly or completely because you were perceived to be [category on the basis of A3 or A4 (self-identification)]?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Among the countries covered by the survey, respondents in Bulgaria (26 %), Croatia (27 %), Lithuania (26 %) and Malta (26 %) are almost twice as likely as those in France (15 %), Luxembourg (14 %) and Spain (15 %) to have experienced hate-motivated violence in the 12 months leading up to the survey (Figure 47).

As in the case of incidents of hate-motivated violence, the extent to which respondents are open about being LGBT has very little effect on the likelihood of their experiencing hate-motivated harassment. In each LGBT group, the highest rates of hate-motivated harassment are reported not by those who are either open to all or open to none, but by those who are open to a few or most of the people in their social environment.

Sociodemographic analyses of the data on harassment indicate that the youngest respondents, those with the lowest incomes and those not in paid jobs are the most likely to have experienced incidents of hate-motivated harassment in the 12 months before the survey (Table 8). In addition, with the exception of transgender respondents, those who have not completed higher education are more likely than those with higher degrees to say they experienced hate-motivated harassment in the year before the survey. These are the same groups that face the most discrimination because of being LGBT and hate-motivated violence.

**Table 8: Prevalence of hate-motivated harassment in the preceding 12 months, by household income (%)**

Household income	EU LGBT average	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender
Under lowest quartile	23	27	22	18	18	26
Between lowest quartile and median	19	23	18	16	14	20
Between median and highest quartile	18	21	17	17	15	21
Above highest quartile	17	22	16	16	13	20

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

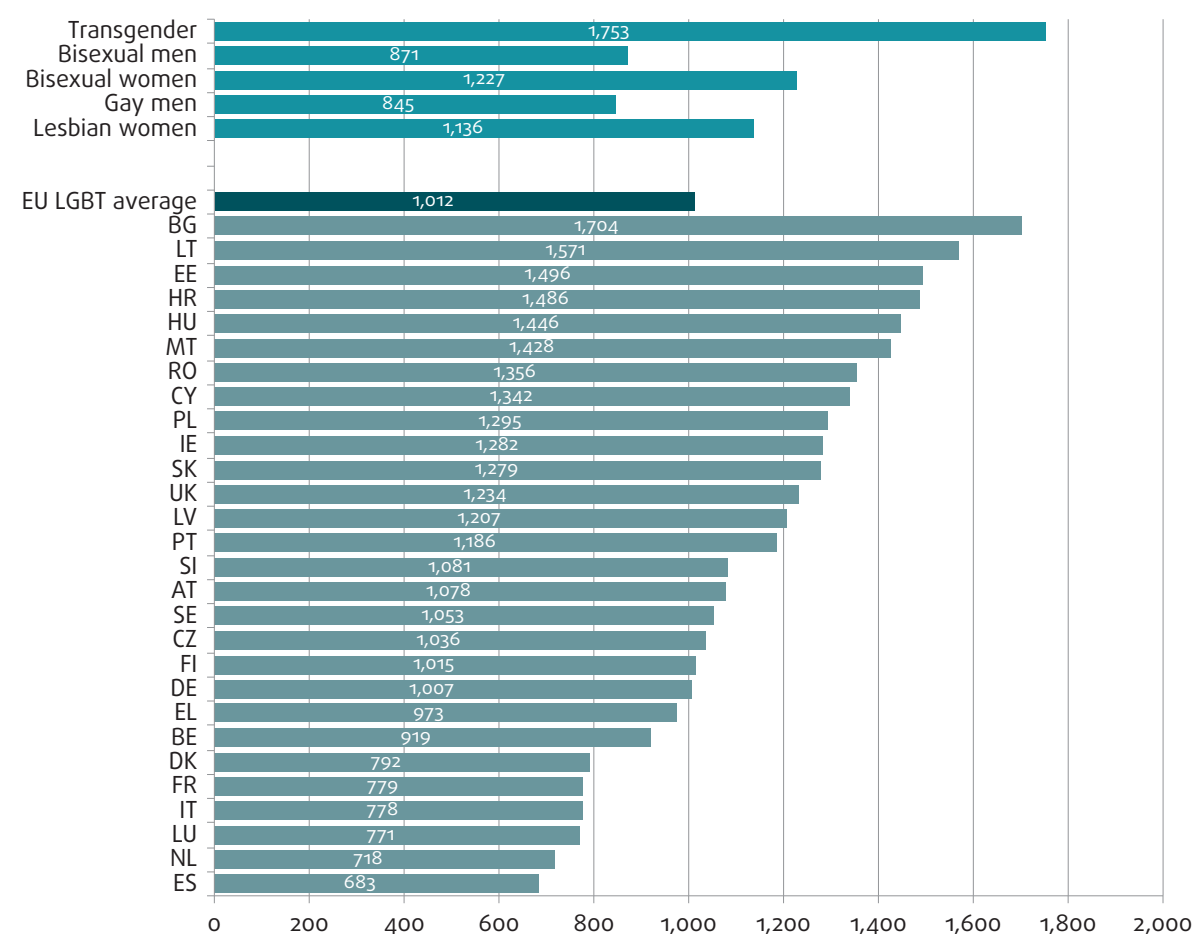
### 2.4.1. Incidence rate of harassment

Using the same methodology as that described in Section 2.1.1, the data show a high average incidence rate of harassment of 1,012 incidents per 1,000 respondents. This translates to an overall average of one incident of

harassment per respondent to the EU LGBT survey in the year preceding the survey (Figure 48).

There is, however, considerable variation in the incidence rate across both the LGBT groups and the countries covered by the survey. The incidence rate among

**Figure 48: Average number of harassment incidents in the previous 12 months per 1,000 respondents, by country and LGBT group**



Question: FB1\_3. How many times did somebody harass you in the last 12 months?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

transgender respondents (1,753 incidents per 1,000 transgender respondents), for example, is twice as high as for gay men (845 incidents per 1,000 gay respondents) and bisexual men (871 incidents per 1,000 bisexual men respondents) respondents. Female respondents also experienced a higher average number of harassment incidents per 1,000 respondents than male respondents.

Similarly, the highest incidence rate in an EU Member State, of 1,704 incidents per 1,000 respondents in Bulgaria, is more than twice the lowest, of 683 incidents per 1,000 respondents in Spain.

## 2.5. Type, perpetrators and place of hate-motivated harassment

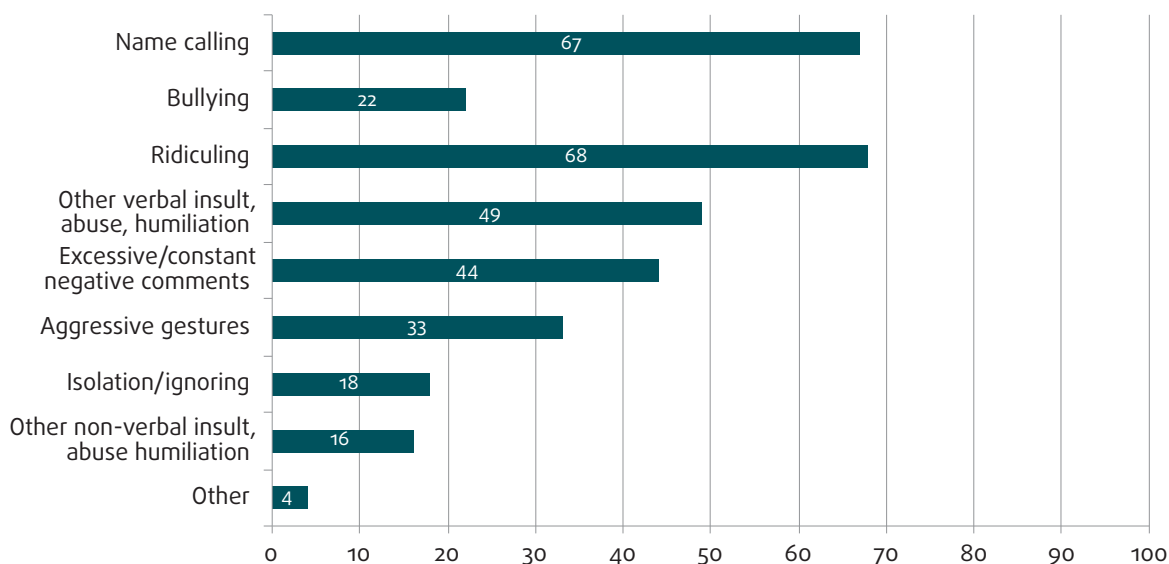
Of the incidents of hate-motivated harassment which respondents say happened within the past year, the last incident most frequently involved ridiculing (68 %) or name calling (67 %) (Figure 49). Almost two thirds (60 %) of the last incidents of hate-motivated harassment included both verbal and non-verbal insults (Figure 50).

These patterns vary only slightly across the different LGBT groups (Table 9). Transgender respondents, for example, are more likely than the other LGBT groups to say that the last incident of hate-motivated harassment they experienced had involved humiliation and verbal abuse, aggressive gestures and being isolated.

Looking at these results by the respondent's country of residence, the last hate-motivated harassment incident is most likely to have included only verbal insults in the Netherlands, Denmark, France and Sweden, and most likely to have involved both verbal and non-verbal insults in Lithuania, Estonia, Poland, Bulgaria and Croatia (Figure 50).

*"My daily experience: spitting on the window, insults at proximity and in the bookstore, grimace of disgust, inappropriate comments about LGBT people in general. This has never been reported to any authority because it would have been every day. Besides, I dealt myself with the most aggressive."* (Belgium, gay, 37)

Figure 49: Type of most recent incident of hate-motivated harassment (%)



Question: FB1\_4. Thinking about the LAST incident of harassment, what happened to you?

Base: EU LGBT survey respondents who were harassed in the last 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012



Table 9: Type of hate-motivated harassment experienced, by LGBT group (%)

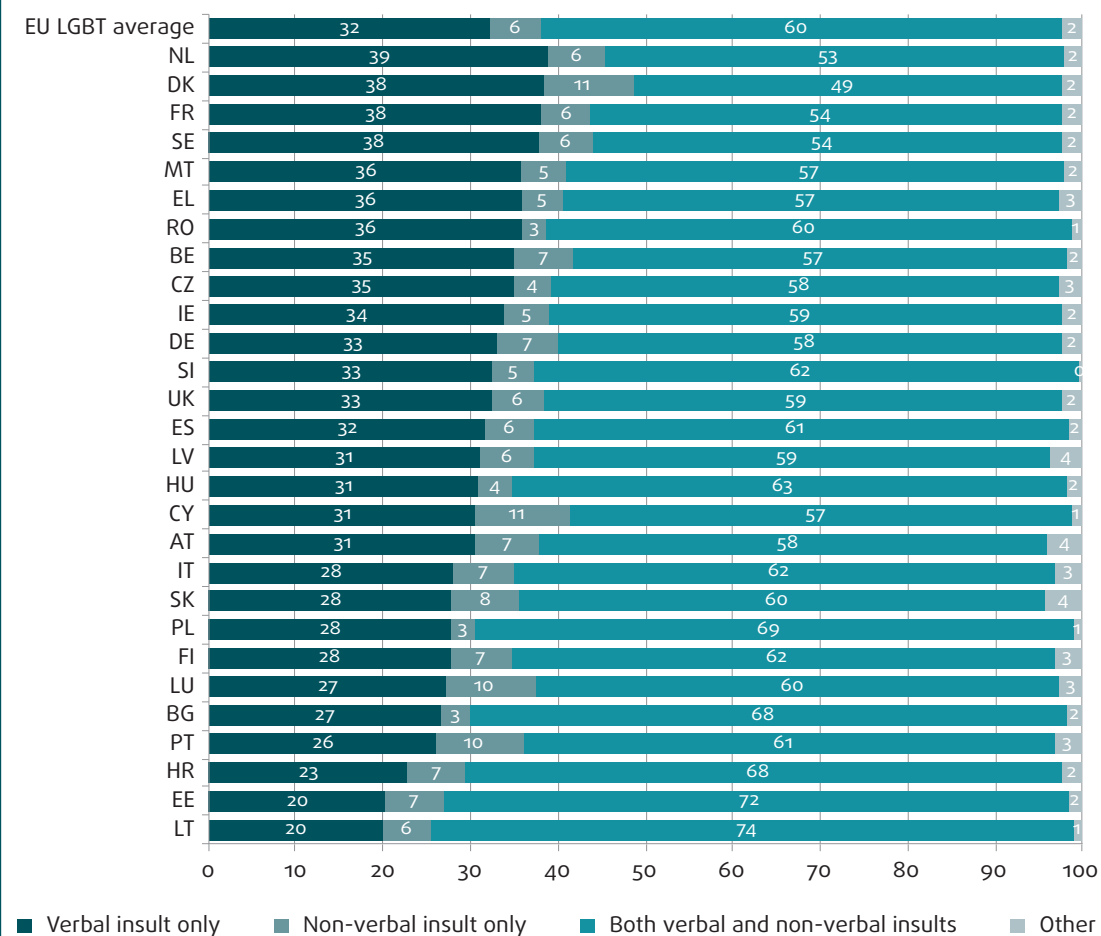
	Name calling	Bullying	Ridiculing	Other verbal insult, abuse, humiliation	Excessive/constant negative comments	Aggressive gestures	Isolation; ignoring	Other non-verbal insult, abuse, humiliation	Other
<b>EU LGBT average</b>	<b>67</b>	<b>22</b>	<b>68</b>	<b>49</b>	<b>44</b>	<b>33</b>	<b>18</b>	<b>16</b>	<b>4</b>
Gay men	70	23	69	48	42	32	17	16	4
Bisexual women	59	19	67	48	46	29	19	15	5
Bisexual men	69	25	75	49	49	32	22	18	4
Transgender	66	27	74	56	46	39	26	20	5

Question: FB1\_4. Thinking about the LAST incident of harassment, what happened to you?

Base: EU LGBT survey respondents who were harassed in the previous 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

Figure 50: Most recent incident of hate-motivated harassment, by type of harassment and country (%)



Question: FB1\_4. Thinking about the LAST incident of harassment, what happened to you: verbal insults only, Non-verbal insults only, Both verbal and non-verbal insults, Other?

Base: EU LGBT survey respondents who were harassed in the previous 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

The characteristics of the perpetrators of hate-motivated harassment mirror those of the perpetrators of hate-motivated violence. Two thirds of both the *most recent* and the *most serious* incidents of hate-motivated harassment were committed by more than one perpetrator. Perpetrators were generally male and not known to the victim. ‘Someone else’ the respondent did not know committed 44 % of the most recent and 40 % of the most serious incidents of hate-motivated harassment encountered by respondents, whereas a teenager or group of teenagers were the perpetrators in a third of the most recent (33 %) and most serious (30 %) incidents of hate-motivated harassment experienced by respondents (Table 10).

In those cases in which the respondent did know the perpetrators, they were most frequently someone at school, college or university. This probably reflects the young age of many respondents. Members of the respondents’ family or household were the perpetrators in 7 % of the most recent and the most serious incidents of hate-motivated harassment (Table 7), which is the same proportion as for hate-motivated violence (see Table 4).

*“Recently I experienced a humiliating incident, whereby a policeman nearly dragged us out of the car and publicly ridiculed me and my partner during a typical audit, as the place where we had parked is considered a gay area.”*  
(Greece, transgender (gender variant), gay, 27)

**Table 10: Perpetrators of incidents of hate-motivated harassment (%)**

	Last	Most serious
<b>Was the perpetrator alone?</b>		
Alone	32	30
More perpetrators	66	68
Don't know	2	2
<b>What was the gender of the perpetrator(s)?</b>		
Male	66	69
Female	9	8
Both male and female	24	22
Don't know	1	1
<b>Who was/were the perpetrator(s)?</b>		
Family/household member	7	7
Neighbour	5	5
Colleague at work	14	12
Someone from school, college or university	17	21
A customer, client or patient	4	3
Someone else you know	15	13
Member of an extremist/racist group	8	8
Teenager or group of teenagers	33	30
Police officer	3	2
Security officer/bouncer	2	2
Other public official (e.g. border guard, civil servant)	3	3
Someone else you didn't know	44	40
Other person(s)	4	3

Questions: FB1\_6.; FB2\_6. Was the perpetrator alone, or was there more than one perpetrator?

FB1\_8.; FB2\_8. What was the gender of the perpetrator(s)?

FB1\_9.; FB2\_9. Do you think the perpetrator(s) was ...?

FB1\_7. Thinking only about the LAST incident – who was the perpetrator(s)?

FB2\_7. Do you think the perpetrator(s) was ...?

Base: EU LGBT survey respondents who were harassed in the previous 12 months (last incident) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

In comparison with the data on hate-motivated violence, slightly more incidents of hate-motivated harassment took place in closed public spaces. As shown in Table 11, almost half of the last (47 %) and the most serious (49 %) incidents of hate-motivated harassment encountered by respondents took place indoors. Of such locations, the workplace and education facilities are the most frequently mentioned: 12 % of the most recent incidents happened at work and 14 % of the most serious hate-motivated harassment happened at school or university.

One in four (39 % of the most recent and 40 % of the most serious) incidents of hate-motivated harassment happened outdoors in public places, nearly always on the street or in a square, car park or other open public space. Almost one in 10 of the most recent incidents of hate-motivated harassment and 6 % of the most serious experiences of discrimination happened on the internet.

*“The incident of harassment was in a pub in England. A man was smiling and looking at me a few metres away. I made eye contact a couple of times but then turned away as I was with my boyfriend. As soon as this happened he started shouting ‘Faggot! He’s a faggot!’”* (United Kingdom, gay, 26)

## 2.6. Reporting of hate-motivated harassment

Some of the incidents of harassment described by respondents could be considered as criminal acts. However, most activities that typically characterised harassment incidents (ridiculing, name calling, aggressive gestures) often do not qualify as criminal activities, even if they can be very frightening or upsetting for the victims.

The vast majority of respondents did not report either the most recent or the most serious incident of hate-motivated harassment they experienced. The highest reporting rates are among transgender respondents (6 % for the most recent incident) (Figure 51). Harassment that included bullying and aggressive gestures is slightly more likely than other types of harassment to be brought to the attention of the police.

Reporting rates are very low across all the countries covered by the survey. Respondents in Malta and the Netherlands are the most likely to say that they reported the most recent incident of hate-motivated harassment they encountered to the police (both 7 %). None of the most recent incidents of hate-motivated harassment

**Table 11: Location of incidents of hate-motivated harassment (%)**

	Hate-motivated harassment	
	Last	Most serious
At my home	4	5
In some other residential building, apartment	2	2
At school, university	9	14
At the workplace	12	10
In a café, restaurant, pub, club	10	8
In a car	0	0
In public transport	6	6
In a sports club	1	1
Elsewhere indoors	3	3
In a street, square, car park or other public place	33	33
In a park, forest	2	2
At an LGBT-specific venue (e.g. club, bar) or event (e.g. pride march)	2	2
Elsewhere outdoors	4	5
On the internet/email (including Facebook, Twitter etc.)	9	6
Other	3	3

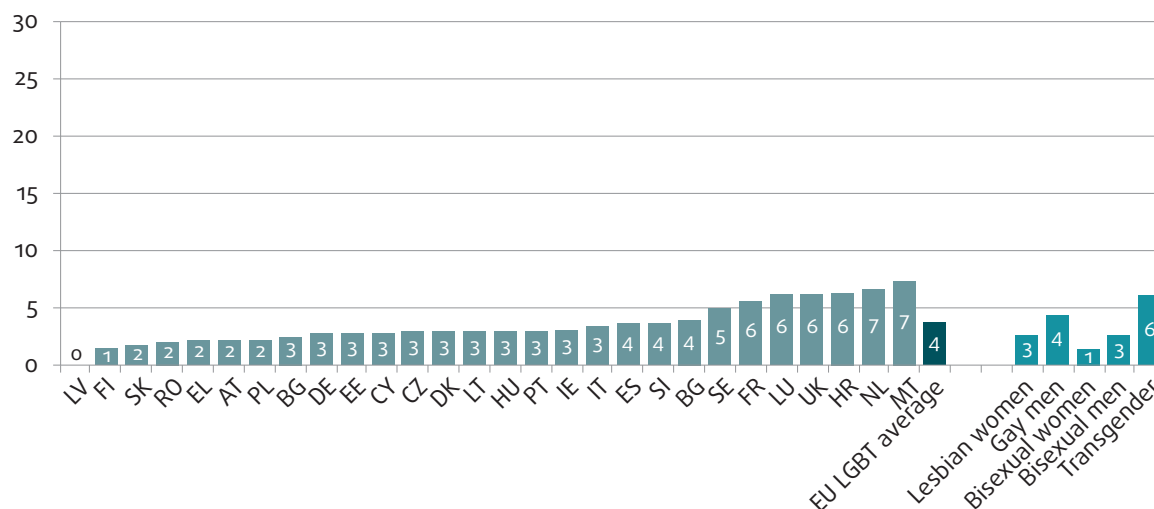
Question: FB1\_10.; FB2\_10. Where did it happen?

Base: EU LGBT survey respondents who were harassed in the previous 12 months (last incidence) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012



Figure 51: Respondents who reported the most recent incident of hate-motivated harassment to the police, by country and LGBT group (%)



Questions: FB1\_5. Do you think the LAST incident of harassment in the past 12 months happened partly or completely because you were perceived to be [category on the basis of A3 or A4 (self-identification)]?

FB1\_11. Did you or anyone else report it to the police?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who were harassed in the previous 12 months partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

experienced by respondents living in Latvia, and fewer than or 2 % of those experienced by respondents residing in Austria, Finland, Greece, Poland, Romania and Slovakia were reported to the police, according to respondents.

Victims who say they did not report the hate-motivated harassment they experienced to the police were asked why they did not do so. The questionnaire asked respondents to mark all the reasons among those listed that applied to their situation (Table 12).

Respondents' reasons for not reporting incidents of hate-motivated harassment to the police largely match their reasons for not reporting incidents of hate-motivated violence. Respondents most often say that the incident was too minor, not serious enough to be reported, or that it did not occur to them that they could report it (56 % for the last and 47 % for the most serious incidents). Around a third of respondents felt that the police either would not or could not do anything about the last or most serious incident of hate-motivated harassment they had experienced, whereas almost one in five feared a homophobic or transphobic reaction from the police.

Respondents' reasons for non-reporting also indicated the importance of psychological or emotional factors. In the case of the most serious incident, 20 % say they did not report the incident to the police because they

felt ashamed and/or embarrassed and wanted to keep it a secret. About one in eight victims of hate-motivated harassment chose not to report the incident to the police because they were afraid of possible reprisals by the offenders (12 % in the case of the last and 14 % in the case of the most serious incident).

*"In many cases there is the fear that, if we report violence/harassment, no one will listen to us and it will be reproached to us that 'we chose to be faggots'."* (Romania, gay, 23)

In addition to the low rates of reporting to the police, the vast majority of the respondents who experienced hate-motivated harassment did not report the incident to another organisation or institution, namely an NGO, an LGBT organisation, a general victim support organisation, a state or national institution such as an equality body, a hospital or other medical service, a rape crisis centre or another organisation. Nine out of 10 of respondents did not report the most recent (90 %) or the most serious (89 %) such incident to one of these organisations (Table 13).

Those few incidents of hate-motivated harassment that were reported to institutions or organisations other than the police are most likely to have been reported to an LGBT organisation (5 % of both the most recent and the most serious incidents of hate-motivated harassment).

**Table 12: Reasons for not reporting incidents of hate-motivated harassment to the police (%)**

	Last	Most serious
Too minor/not serious enough/never occurred to me	56	47
Did not think they would do anything	39	37
Did not think they could do anything	31	30
Dealt with it myself/involved a friend/family member	21	22
Shame, embarrassment, didn't want anyone to know	17	20
Fear of a homophobic and/or transphobic reaction from the police	17	17
Fear of offender, fear of reprisal	12	14
Would not be believed	9	9
Too emotionally upset to contact the police	6	8
Didn't want the offender arrested or to get in trouble with the police	4	4
Thought it was my fault	3	4
Went someplace else for help	3	3
Somebody stopped me or discouraged me	3	3
Went directly to a magistrate or judge to report the incident	0	0
Other reason	8	7

Question: FB1\_12.; Why did you not report it to the police?

Base: EU LGBT survey respondents who were harassed in the previous 12 months (last incidence) or five years (most serious incident) partly or entirely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012

**Table 13: Reporting of incidents of hate-motivated harassment to organisations other than the police (%)**

	Last	Most serious
<b>Reporting</b>		
Reported	8	9
No, did not report	90	89
Don't know	2	2
<b>Type of organisation/institution</b>		
Non-governmental organisation	1	1
LGBT organisation	5	5
General victim support organisation	1	1
State or national institution (such as an equality body)	1	1
Hospital or other medical service	1	1
Rape crisis centre	0	0
Internet service provider	1	1
Other organisation	2	3

Question: FB1\_13.; FB2\_13. Did you or anyone else report it to any of the following organisations/institutions?

Base: EU LGBT survey respondents who were harassed in the previous 12 months (last incidence) or five years (most serious incident) partly or completely because they were perceived to be LGBT.

Source: FRA, EU LGBT survey, 2012



# 3

## Daily life

*A pluralistic and inclusive social environment based on the principle of equality as enshrined in Article 20 of the EU Charter of Fundamental Rights is conducive to an environment where LGBT persons can live and express themselves openly and freely, as stipulated by Article 11 of the EU Charter, on the right to freedom of expression.*

Respondents were asked, in different parts of the survey, about their experiences across a range of key aspects of social life, including their openness about being LGBT and their perceptions and experiences of public attitudes and behaviour towards LGBT persons. The survey also asked LGBT persons who, alone or with their same-sex partner, moved to an (other) EU Member State about any obstacles faced in accessing benefits or services that would have been available for a different-sex spouse or partner. Transgender respondents were also asked about if, and upon which criteria, they were able to modify the relevant entries in official documents, such as passports and other identity documents, to match their preferred gender.

By presenting these results, this chapter offers an insight into how the daily lives of lesbian, gay, bisexual and transgender people within the EU are shaped. The findings shed light on the context in which discrimination, violence and harassment take place, as well as on the measures and strategies that LGBT people may adopt in order to avoid them. They also highlight some of the obstacles and barriers which prevent LGBT people from leading a dignified life.

Issues of public attitudes, visibility, negative reactions and avoidance behaviour cut across a number of fundamental rights, including the right to freedom of expression and issues of human dignity. Moreover, they are closely interlinked. LGBT people who, for example, think that the general population harbours negative attitudes

towards them may alter their behaviour by not being open about themselves, avoiding certain locations or not using particular services. This in turn can have a bearing on experiences of discrimination, as people may avoid certain locations or services where they expect to be treated unequally. In addition, the data on respondents who avoid visiting certain locations, holding hands or expressing their gender identity for fear of being assaulted, threatened or harassed should be read in conjunction with the section on violence and harassment, as well as alongside overall crime rates and fear of crime rates.

*“In Belgium, LGBT people are not legally discriminated against. It’s the society that looks differently at us. They look at us as if we have to be tolerated. [...] We have all the same rights as straight people, we can marry, we’re allowed to adopt children ... But still, people look down on us.”*  
(Belgium, lesbian, 19)

The chapter starts by analysing participants’ responses concerning how open they are about being LGBT, breaking down the data by openness to different groups of people such as family, friends and work colleagues. It then presents findings on respondents’ opinions of public attitudes and behaviour towards LGBT people, focusing particularly on whether or not respondents avoid certain behaviours, such as holding hands with their partner, or locations for fear of being assaulted, threatened or harassed for being LGBT. The chapter then analyses data on the possibility for transgender respondents to reassign the sex assigned to them at birth or change their gender markers in official documents, before examining the data relating to migration, free movement and the mutual recognition of civil status in other EU Member States.

### 3.1. Openness about being LGBT

One crucial aspect of realising the right to freedom of expression is being able to express one’s identity in public without fear of discrimination or violence. To gauge the extent to which respondents felt able to be open about being LGBT, the survey asked respondents “to how many people among the following groups are you open about yourself being LGBT: family members (other than your partner; friends; neighbours; work colleagues/schoolmates; immediate superior/head of department; customers, clients etc. at work; and medical staff/healthcare providers”.

*“From my experience, those who are not out about their sexuality get discriminated and ridiculed more. The hiding is interpreted as ‘cowardice’ and it is this that attracts the negativity.”* (Malta, lesbian, 36)

Almost two thirds (63 %) of all respondents do not or only rarely reveal their sexual orientation or gender identity to most people in their private and professional lives. Bisexual respondents, and particularly bisexual men, are the least likely to be open about being LGBT (Figure 52).

*“The worst aspect of being a lesbian for me is that I have to hide it all the time at my workplace and with acquaintances and friends. If I were open about my sexuality, my life would be much harder. I would suffer verbal insults, mocking and other forms of psychological violence as well as worse career opportunities. This is one of the main reasons I am leaving Bulgaria.”* (Bulgaria, lesbian, 28)

Overall, about four in every 10 respondents do not reveal their LGBT identity to anyone in their social environment apart from a few friends. However, this rises to half of respondents among bisexual women and transgender people, and three quarters of respondents among bisexual men.

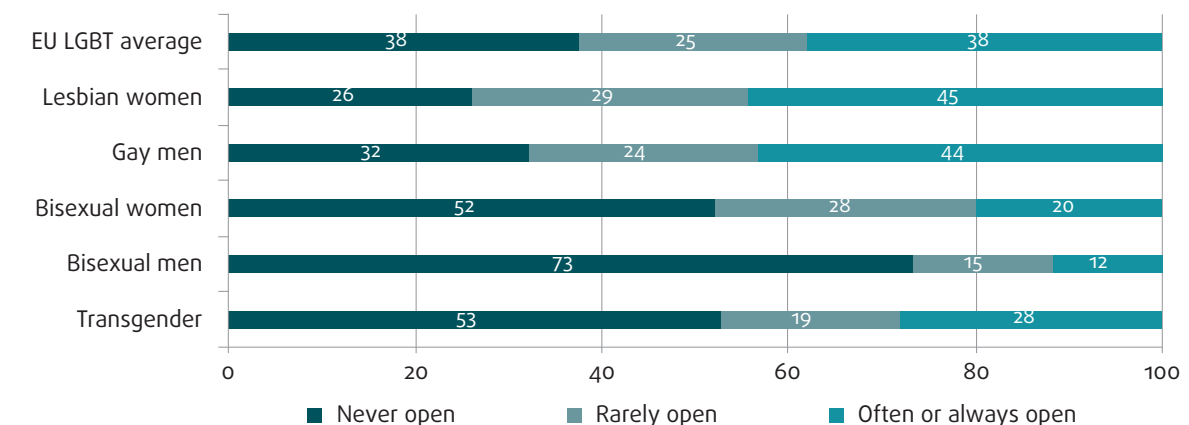
*“I feel like I have no real friends. Whenever I try to hint that I might be gay, I lose them. All of them. I live in fear of being alone and/or harassed.”* (Romania, gay, 23)

In contrast, about four in 10 respondents are often or always open about being LGBT, with gay and lesbian respondents most likely to reveal their sexual orientation to those they interact with socially. Only one in 10 bisexual men are often or always open about their sexual orientation (Figure 52).

*“It is generally easier to hide your true sexual orientation, here in Latvia, than to deal with the consequences.”* (Latvia, bisexual woman, 25)

Levels of openness vary markedly across the EU and Croatia. Respondents in the Netherlands, for example, are 60 times as likely to view themselves as always open about being LGBT as those in Lithuania. Overall, however, being always open about being LGBT is rare: in two thirds of Member States, fewer than one in five respondents are always open about being LGBT (Figure 53).

Figure 52: Openness to others about being LGBT, by LGBT group (%)



Question: G3. To how many people among the following groups are you open about yourself being [category on the basis of A3 or A4 (self-identification)]? (Computed variable. The computation of the statistical distribution of the EU LGBT survey respondents according to different levels of openness is explained in detail in the EU LGBT survey technical report (FRA, 2013b).)

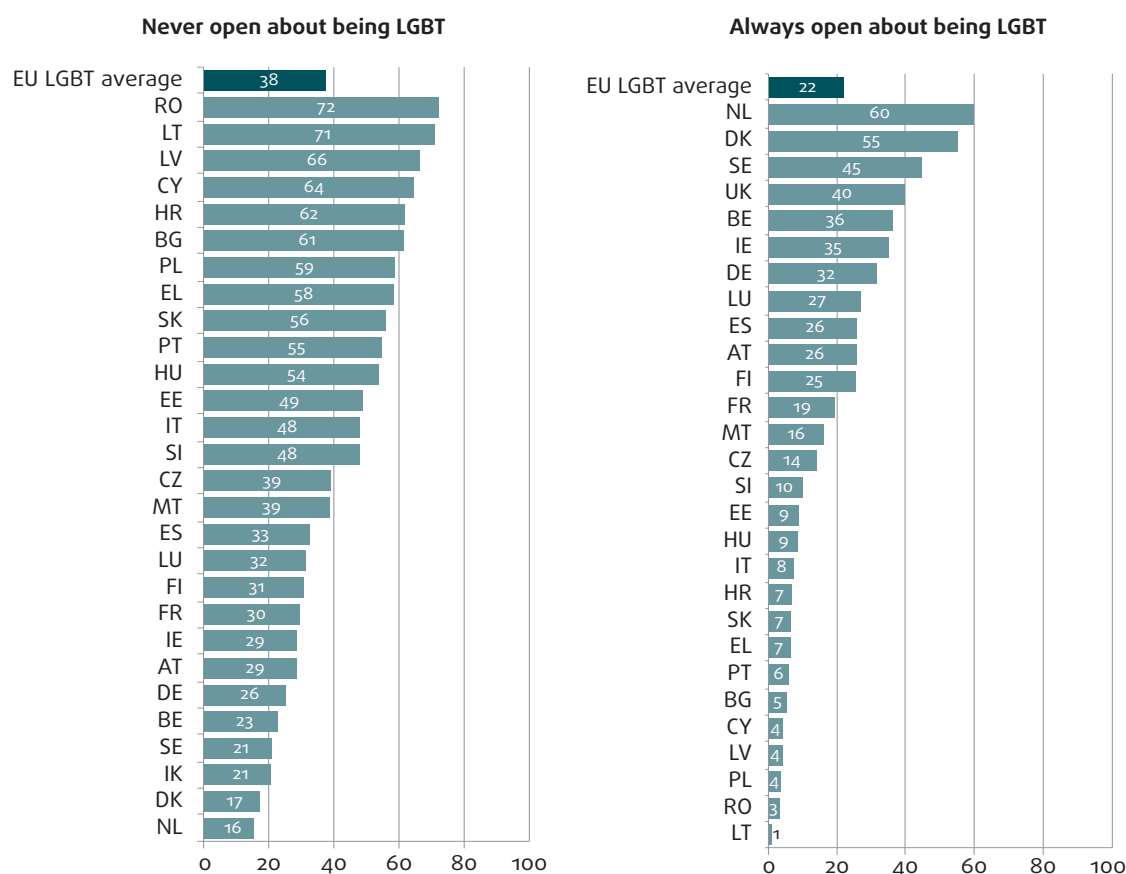
Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents (unless they felt the question did not apply to them).

Source: FRA, EU LGBT survey, 2012



Figure 53: Respondents who are never open to others and respondents who are always open to others about being LGBT, by country (%)



Question: G3. To how many people among the following groups are you open about yourself being [category on the basis of A3 or A4 (self-identification)]? (Computed variable)

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents (unless they felt the question did not apply to them).

Source: FRA, EU LGBT survey, 2012

When looking at the results by age, respondents in the youngest age group are most likely not to reveal that they are LGBT. Equally, the oldest respondents are three times more likely than the youngest to be very open about being LGBT (Table 14). This may reflect the relatively high levels of discrimination and hostility experienced by respondents because they are LGBT at school, college or university, as presented in the following sections.

More participants are open to friends than to family members: almost three quarters (72 %) of all respondents indicate they are open to most or all of their friends, compared with half who are open to their family members. A quarter (26 %) of all respondents are not open to any family members.

*"If someone in my family (other than parents) knew that I am gay, I would be threatened with physical violence. But on the other hand, I am pretty happy. I have lots of friends, a loving partner and my own house ... There is just one problem, I don't have a family and in times of need I can lose everything."* (Czech Republic, gay, 24)

As shown in Table 15, at work more than half (58 %) of the respondents are open to none of their immediate superiors or heads of departments. Around a quarter (27 %) of respondents are open to none of their colleagues or schoolmates.

The degree of openness varies significantly among different LGBT groups, with bisexual respondents much less likely to be open about their sexual orientation (Table 15). Bisexual women, for example, are half as likely to be open to family members as lesbians. Bisexual male respondents are the least likely of all LGBT

Table 14: Openness to others about being LGBT, by age group (%)

	Total number	Never open	Rarely open	Often open	Always open
18–24 years	20,318	49	27	13	12
25–39 years	32,608	34	27	17	22
40–54 years	16,316	28	19	18	34
55+ years	3,165	34	15	14	37

Question: G3. To how many people among the following groups are you open about yourself being [category on the basis of A3 or A4 (self-identification)]? (Computed variable)

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents (unless they felt the question did not apply to them).

Source: FRA, EU LGBT survey, 2012

Table 15: Openness about being LGBT to different groups of people (%)

Being open as LGBT to...	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
<b>Family members</b>						
Total number	15,165	56,958	6,363	7,046	5,302	90,834
None	16	22	39	60	35	26
A few	27	25	33	22	24	26
Most	24	21	15	10	14	20
All	33	32	14	8	26	28
<b>Friends</b>						
Total number	15,215	57,207	6,400	7,121	5,344	91,287
None	2	4	4	20	15	5
A few	14	20	31	45	35	23
Most	26	26	33	19	21	26
All	58	50	33	16	30	46
<b>Work colleagues/schoolmates</b>						
Total number	14,814	55,371	6,240	6,933	4,917	88,275
None	17	24	29	56	48	27
A few	35	31	43	28	26	32
Most	24	21	17	10	11	20
All	24	24	11	7	15	21
<b>Immediate superior/head of department</b>						
Total number	12,979	49,616	5,491	6,465	4,424	78,975
None	52	52	74	83	66	58
A few	13	12	11	7	10	12
Most	10	10	5	4	7	9
All	25	26	10	6	18	22
<b>Medical staff/healthcare providers</b>						
Total number	14,138	53,228	5,955	6,716	5,108	85,145
None	40	38	59	63	39	42
A few	27	24	23	20	23	24
Most	15	15	9	8	15	14
All	19	23	10	9	22	20

Question: G3. To how many people among the following groups are you open about yourself being [category on the basis of A3 or A4 (self-identification)]? (Computed variable)

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.]

Base: All EU LGBT survey respondents (unless they felt the question did not apply to them).

Source: FRA, EU LGBT survey, 2012

groups to be open about their sexual orientation: they are more likely to be open to none or few than most or all people in all the social circles included in the survey. Two thirds (65 %) of bisexual men are open to none or a few of their friends, and six out of 10 (60 %) are open to none of their family members. Similarly, six out of 10 (59 %) transgender respondents are open to none or a few of their family members, although a quarter (26 %) are open to all members of their family.

*“People don’t change their attitudes towards me because I don’t look – or tell them I’m – bisexual. Which is precisely why I stay careful and try not to mention it to anyone who might react badly upon knowing.”* (France, bisexual woman, 20)

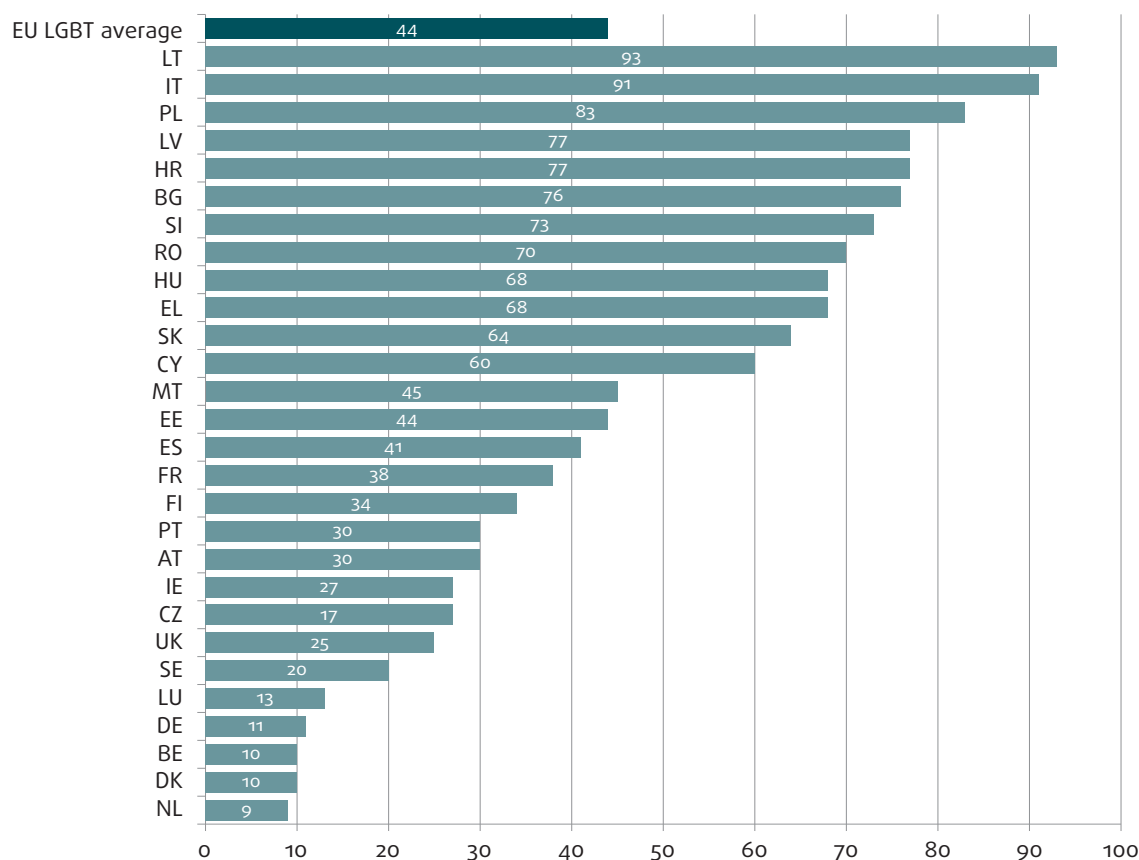
## 3.2. Public attitudes towards LGBT people, visibility and avoidance behaviour

### 3.2.1. Attitudes towards LGBT people

The survey asked respondents their views on how widespread were offensive use of language by politicians or casual jokes about LGBT people in their country. To gather information about the role of gender expression in the reactions respondents experienced from other people, the survey also asked participants whether or not they had received negative reactions because they had behaved in a ‘too’ feminine or masculine way.

*“[The] psychological violence I endured last year comes from the statement of a political party in Greece, rendering gay people as inferior people and second-tier citizens. How could the openness of a young person be possible when those governing are excluding him?”* (Greece, gay, 21)

Figure 54: Respondents saying that offensive language about LGBT people by politicians is ‘fairly’ or ‘very widespread’, by country (%)



Question: B1. In your opinion, how widespread are the following in the country where you live? A. Offensive language about lesbian, gay, bisexual and/or transgender people by politicians: Very rare, Fairly rare, Fairly widespread, Very widespread.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Almost half of all respondents consider offensive language about LGBT people by politicians to be widespread. Responses differ markedly by EU Member State, however; from 93 % of all respondents in Lithuania to 9 % of all respondents in the Netherlands saying offensive language about LGBT people by politicians is widespread (Figure 54).

*“Many Croatian politicians and public figures have given homophobic statements, both directly and indirectly degrading LGBT people.”* (Croatia, bisexual woman, 31)

In addition, more than four (37 %) in every five respondents say that casual jokes in everyday life about LGBT people are very widespread (Figure 55). Women and transgender respondents are more likely to consider casual jokes about LGBT people widespread than gay or bisexual men, although in all LGBT groups at least 80 % of respondents think such jokes are widespread in everyday life.

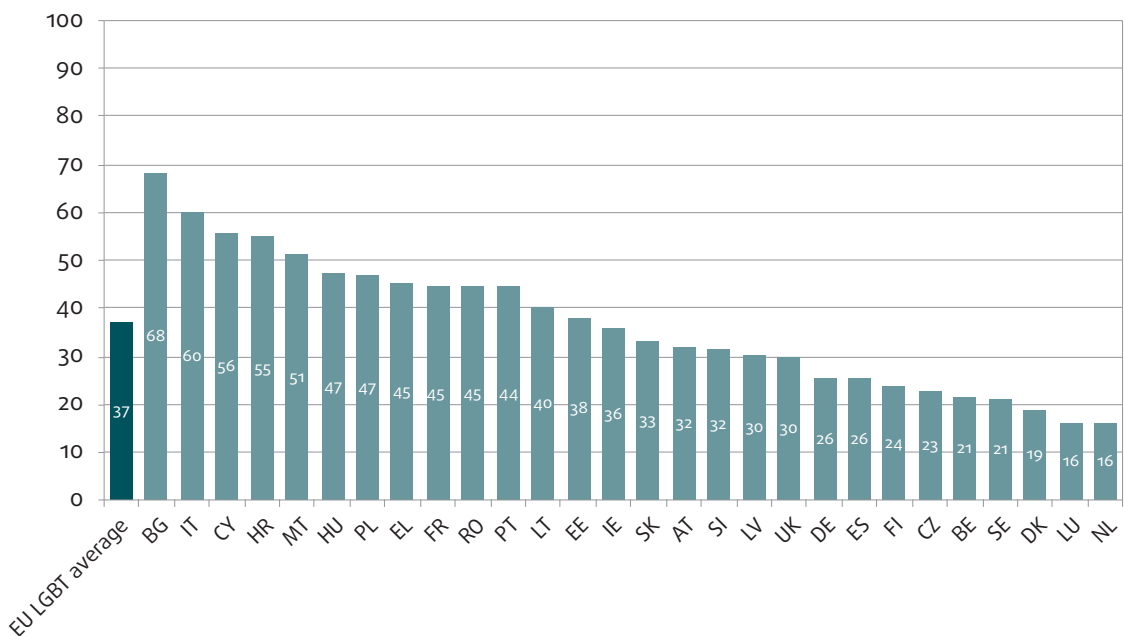
*“The topic of bisexuality/transgender/homosexuality does not come up often [in my family], but every time it does come up it is invariably treated as something dirty and depraved. When my father sees homosexuals publicly displaying affection, he makes jokes about them.”* (Germany, transgender (cross-dresser), bisexual, 33)

Respondents are most likely to say that they almost always, often or sometimes receive negative reactions for behaving in a ‘too’ feminine or masculine way when this behaviour does not coincide with societal norms associated with their sex assigned at birth (Figure 56).

‘Too’ feminine behaviour triggered negative reactions largely in the male respondent groups, with gay men the most affected. Conversely, women respondents are the most likely to say that they have received negative reactions for too masculine behaviour. Around 70 % of all lesbian and bisexual women have received such reactions (Figure 57).

*“In my humble opinion people are discriminated against more because of their appearance than because of their sexual orientation – women who look very masculine or men who look very feminine get the short end of the stick whether they are gay or not.”* (Malta, lesbian, 36)

Figure 55: Respondents saying that casual jokes in everyday life about LGBT people are ‘very widespread’, by country (%)

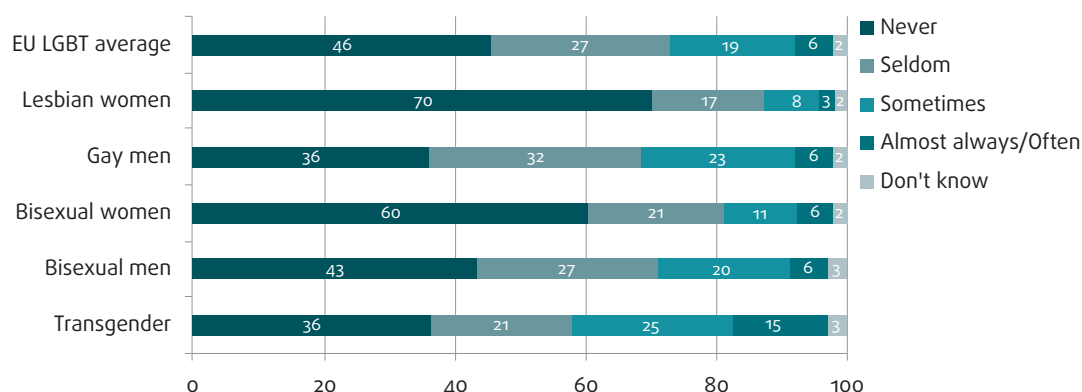


Question: B1. In your opinion, how widespread are the following in the country where you live? B. Casual jokes in everyday life about lesbian, gay, bisexual and/or transgender people. Very widespread.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 56: Respondents who have received negative reactions because of too 'feminine' behaviour, by LGBT group (%)**

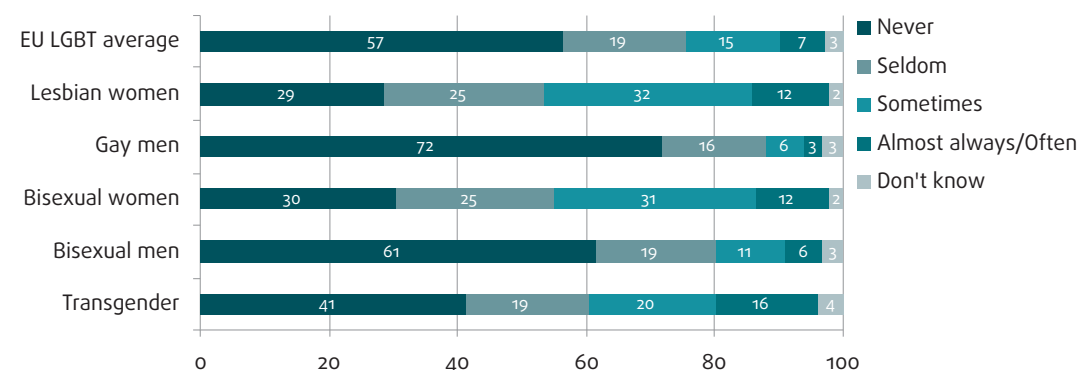


Question: A6. Have you ever received negative reactions because you behave or have behaved in a too feminine or too masculine way? Answer: A. Too feminine.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 57: Respondents who have received negative reactions because of too 'masculine' behaviour, by LGBT group (%)**



Question: A6. Have you ever received negative reactions because you behave or have behaved in a too feminine or too masculine way? -Answer: A. Masculine.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

As shown in Figure 56, 28 % of all lesbian women and 38 % of bisexual women say, however, that they have received negative reactions because they have behaved in a too feminine way. Similarly, a quarter (25 %) of gay men and over a third (36 %) of bisexual men say they have received negative reactions for behaving in a too masculine way (Figure 57).

### 3.2.2. Visibility of LGBT people in public life

The visibility of LGBT people in public life can take various forms, including public figures being open about being LGBT, same-sex couples holding hands in public and transgender persons expressing their gender, or desired gender, through physical appearance and clothing.

*“Even senior politicians who are known to be gay (ministers or members of parliament) are denounced or forced to hide their sexuality because of discrimination. The media are virulently homophobic and cannot miss the chance to expose and ridicule a gay person, particularly in the public arena. This drives everyone underground.”* (Cyprus, gay, 38)

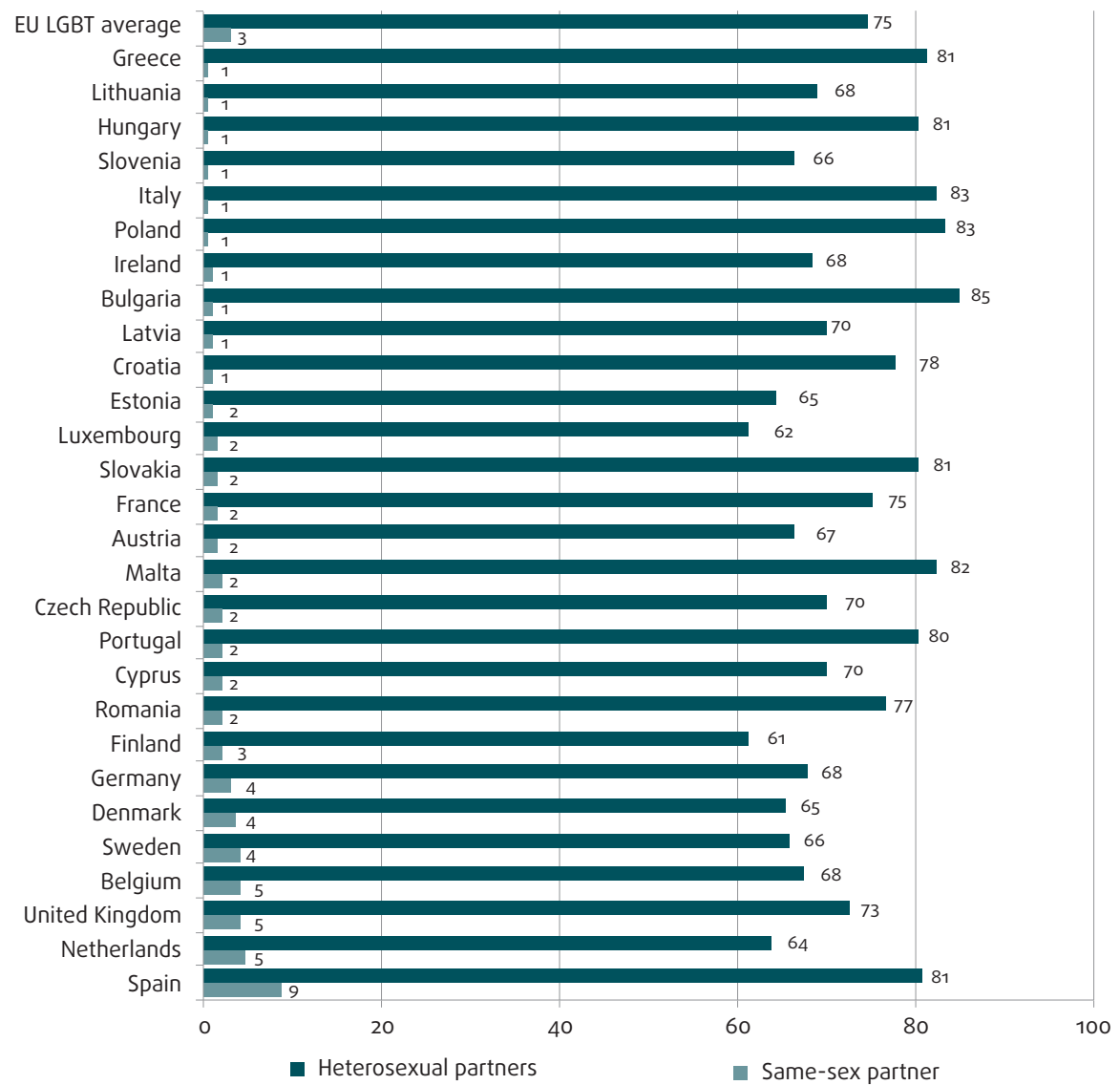
Three quarters of all respondents think it is rare for public figures in politics, business and sports to be open about being LGBT. This result is consistent across LGBT groups. At the country level, however, responses vary dramatically. Around eight in 10 respondents in Cyprus, Slovenia and Croatia, for example, think it is very rare for public figures to be open about being LGBT in their country, compared with fewer than one in 10 respondents in Belgium, Denmark, Finland, Germany, the Netherlands and Sweden.

The frequency with which couples, whether of the same sex or different sexes, hold hands in public varies according to national and social context. Only 3 % of all respondents, nevertheless, think same-sex couples holding hands in public is very widespread in their country of residence, compared with 75 % who say the same about heterosexual couples (Figure 58). Whereas fewer than one in 20 respondents in all countries except Spain say same-sex partners holding hands in public is very widespread, for example, at least two thirds of respondents in all countries think it very widespread for heterosexual couples.

*“Most of the time my girlfriend and I kiss in public wherever we are. Many people come to us and congratulate us on our courage and pride [...]. The negative reactions would definitely be more and maybe even more serious [if we were guys].”* (Greece, bisexual woman, 18)

*“My partner and I were once reprimanded for kissing in public. We were in a park when a security officer came over to say the rules were everyone had to sit up straight on park benches (I guess we had been cuddling). That might have been okay if not for the man on a bench right across from us lying on his wife’s/girlfriend’s lap, who did not receive a similar warning.”* (Slovakia, gay, 32)

Figure 58: Respondents indicating that same-sex couples and different-sex couples holding hands in public is ‘very widespread’, by country (%)



Question: B2. In your opinion, how widespread are the following in the country where you live? E. Same-sex partners holding hands in public. F. Heterosexual partners holding hands in public. Very widespread. Order is based on same-sex partners holding hands in public is very widespread.

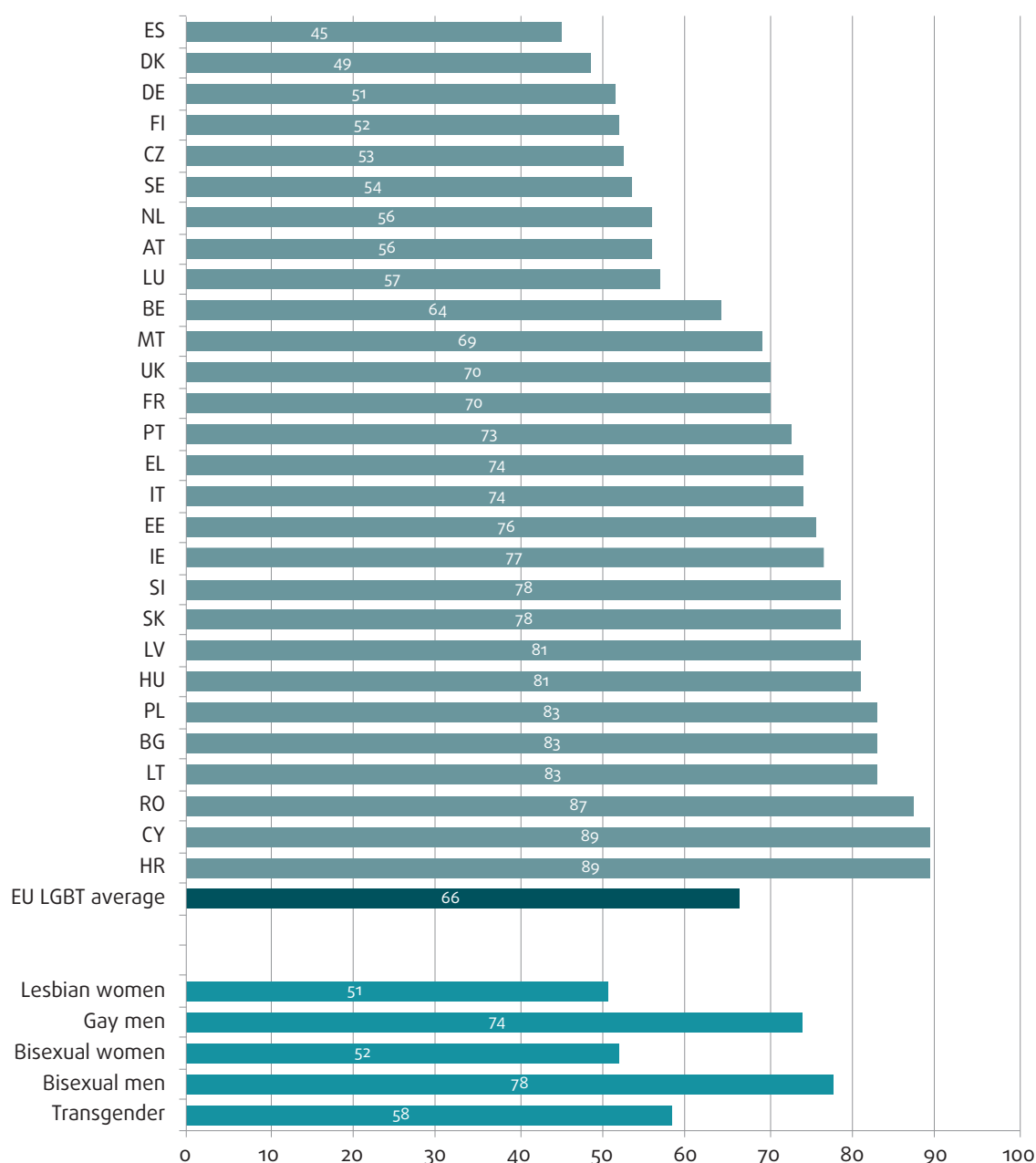
Base: All LGBT respondents.

Source: FRA, EU LGBT survey, 2012

In addition to reporting low instances of same-sex couples holding hands in public, two thirds (66 %) of respondents say they themselves avoid holding hands in public with their same-sex partner for fear of being assaulted, threatened or harassed. Men are particularly likely to avoid holding hands with a same-sex partner: three quarters of gay (74 %) and bisexual (78 %) men avoid such behaviour, compared with more than half of lesbian (51 %) and bisexual women (52 %) (Figure 59).

At least half of the respondents in all EU Member States say they avoid holding hands with a same-sex partner for fear of being assaulted or harassed, ranging from 89 % of respondents in Croatia and Cyprus, and 87 % of respondents in Romania to 49 % of respondents in Denmark and 45 % of respondents in Spain.

**Figure 59: Respondents who avoid holding hands in public with a same-sex partner for fear of being assaulted, threatened or harassed because of being LGBT, by country and LGBT group (%)**



Question: E1. Do you avoid holding hands in public with a same-sex partner for fear of being assaulted, threatened or harassed?

Base: All EU LGBT survey respondents not saying 'I do not have a same-sex partner'.

Source: FRA, EU LGBT survey, 2012



The visibility of LGBT people in public life is also affected by whether transgender persons avoid expressing their gender identity for fear of being assaulted, threatened or harassed.

A third (32 %) of all transgender respondents say that they avoid expressing their gender for fear of being assaulted, threatened or harassed (Figure 60). Looking in more detail at the transgender subgroups, cross-dressers (66 %) are more than twice as likely to avoid expressing their gender as transsexual (24 %) and gender variant, queer or other transgender respondents (28 %). In addition, transgender respondents whose assigned sex at birth was male (38 %) are almost twice as likely to avoid expressing their current gender as those who were assigned a female sex at birth (21 %).

*“Now I don’t get randomly harassed for having a history of transsexualism because it’s simply not visible when I’m clothed. However, in the years when my gender was perceived as ambiguous I felt threatened and harassed on a daily basis.”* (Poland, transgender (transsexual), gay, 29)

At Member State level, half of the respondents living in Lithuania (53 %) and Latvia (50 %) say that they avoid expressing their gender or desired gender through their physical appearance and clothing for fear of being assaulted, threatened or harassed, compared with one in five respondents in Cyprus, the Czech Republic and Italy.

### 3.2.3. Avoiding locations for fear of assault or harassment

Half (50 %) of all respondents report that they avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT. Gay men (53 %) and transgender (50 %) respondents are most likely to adapt their behaviour in this way (Figure 61).

*“I don’t walk alone as a cross-dresser in public places where I think there is a risk of being harassed or insulted. I only do that in gay restaurants, taxis, and gay bars and clubs, and only in the evening.”*

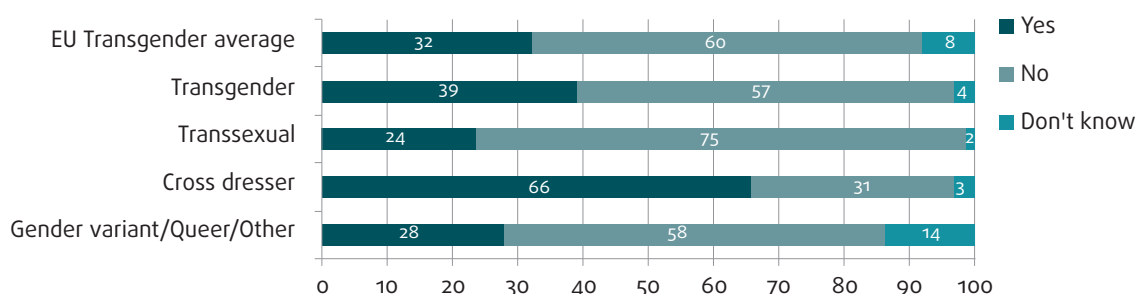
(Luxembourg, transgender (cross-dresser), bisexual, 60)

As shown in Figure 63, in Lithuania, Hungary, Croatia, Bulgaria, Poland and Romania, at least six out of 10 of all respondents say that they avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT. This is almost twice as many respondents as in Sweden, Denmark, Finland and Luxembourg, for example.

In several EU Member States, the data on avoiding locations varies markedly by LGBT group. For example, gay and bisexual men in Poland avoid locations in much higher proportions than lesbian and bisexual women. Similarly, whereas Ireland and the United Kingdom are among the countries where transgender respondents are most likely to say they avoid certain locations, lesbian, gay and bisexual respondents in these countries show around average levels of such avoidance behaviour.

Those respondents who say that they avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT were asked

**Figure 60: Respondents who avoid expressing gender through physical appearance and clothes for fear of being assaulted (%)**

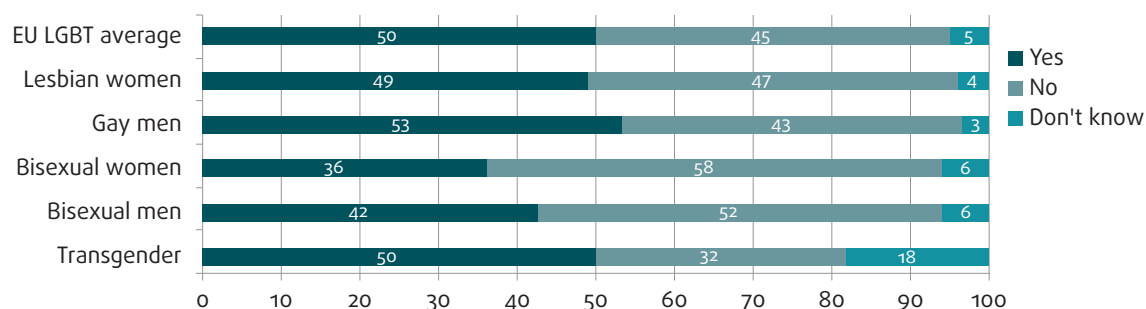


Question: TR9. Do you avoid expressing your gender (or your desired gender) through your physical appearance and clothing for fear of being assaulted, threatened or harassed?

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 61: Respondents who avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT (%)**

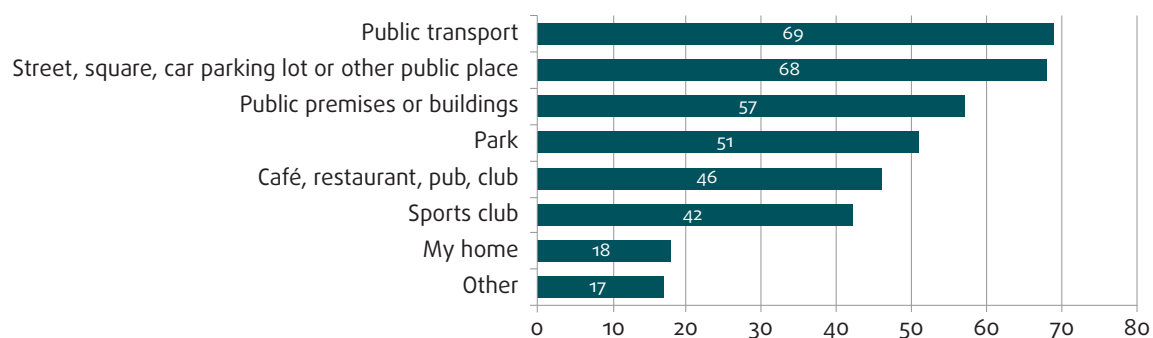


Question: E2. Do you avoid certain places or locations for fear of being assaulted, threatened or harassed because you are LGBT?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 62: Respondents indicating locations as unsafe for being open about sexual orientation/gender identity, % of those who avoid locations (%)**



Question: E3. Where do you avoid being open about yourself as [category on the basis of A3 or A4 (self-identification)] for fear of being assaulted, threatened or harassed by others?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who avoid certain places and are in paid work or students (unsafe location: workplace or school).

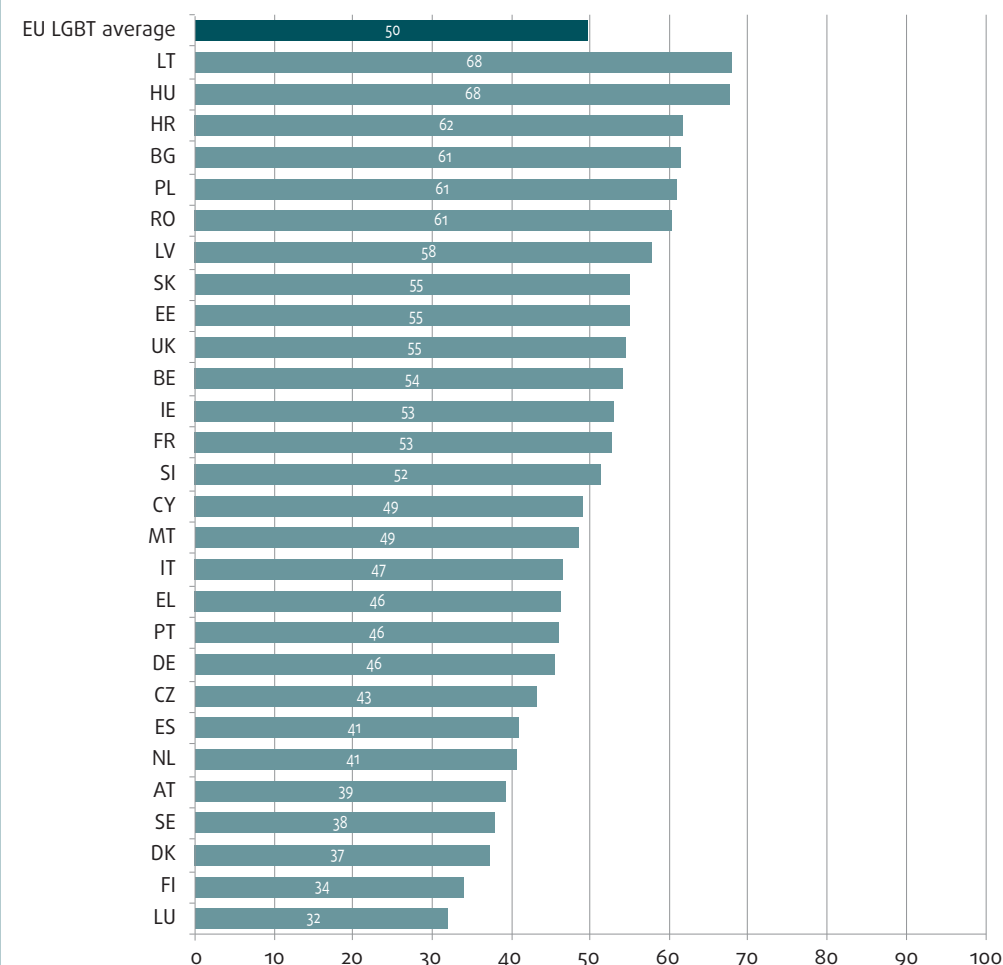
Source: FRA, EU LGBT survey, 2012

to select where they avoid being open about themselves as LGBT for fear of being assaulted, threatened or harassed by others. Public transport (69 %) and streets or other public places (68 %) are the locations where respondents most often avoid being open about being LGBT for fear of being assaulted, threatened or harassed by others. In addition, at least four out of 10 respondents who say that they avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT select the workplace (47 %), school (47 %), cafés, restaurants, pubs and clubs (46 %) and sports clubs (42 %) as places where they avoid being open about being LGBT.

*"In order to stay safe, as a gay male I surround myself with open-minded people and only go to places I consider safe. I like football but I would never go to the stadium with my partner!" (Italy, gay, 31)*

In addition, one in five respondents who say that they avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT avoid being open about being LGBT at home (Table 17). It should be recalled in this context that 7 % of both the most recent and most serious hate-motivated violent incidents reported by the respondents were committed by someone in the respondent's family or household (see Table 4). As shown in Table 17, younger respondents, and particularly young bisexual respondents, are much more likely to avoid being open at home than their older peers. This trend does not hold for bisexual men, however. Unlike in the other groups, the proportion avoiding being open at home for fear of being assaulted, threatened or harassed does not decrease significantly by age: at least three in 10 bisexual men respondents in each age category feel that it is unsafe to be open at home. It should be noted

**Figure 63: Respondents who avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT, by country (%)**



Questions: E3. Where do you avoid being open about yourself as [category on the basis of A3 or A4 (self-identification)] for fear of being assaulted, threatened or harassed by others?

FA1\_10. ; FA2\_10. ; FB1\_10. ; FB2\_10. Where did it happen?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Table 16: Respondents who avoid being open about themselves as LGBT at home for fear of being assaulted, threatened or harassed, by age group and LGBT group (%)**

Age	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
18-24 years	26	25	35	38	27	27
25-39 years	11	14	18	29	16	15
40-54 years	6	8	8	29	13	9
55+ years	6	8	12	29	9	10
<b>Total</b>	<b>16</b>	<b>16</b>	<b>26</b>	<b>33</b>	<b>18</b>	<b>18</b>

Question: E3. Where do you avoid being open about yourself as [category on the basis of A3 or A4 (self-identification)] for fear of being assaulted, threatened or harassed by others?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT respondents who avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT.

Source: FRA, EU LGBT survey, 2012

that bisexual respondents are also the least open about being LGBT in general, and the most likely to be closeted towards their own family.

### 3.2.4. Relationship between perception of public attitudes, negative experiences and avoidance behaviour

Analysis of the relevant survey data indicates a number of links between respondents' perception of public attitudes towards LGBT people, their own experience of violence and harassment and whether they avoid holding hands, expressing their gender or certain places or locations for fear of being assaulted, threatened or harassed. This reflects the interrelationship among perception, experience and behaviour.

*"Having experienced sudden violence on the street, I tend to become both cautious and aware of the environment in which I am with my lover when holding hands – which often spoils the fun, and the intimacy of that gesture."*  
(Germany, gay, 52)

The more widespread respondents perceive expressions of hatred and aversion towards LGBT people in public to be, the higher the proportion avoiding certain places or locations for fear of being assaulted or harassed for being LGBT. Similarly, the more widespread respondents think assaults and harassment against LGBT people to be, the more likely they are to avoid certain places (Table 18). Conversely, those respondents who say that expressions of hatred and aversion, as well as assault and harassment, are rare are the most likely to say they do not avoid certain places or locations for fear of being assaulted or harassed for being LGBT.

*"There were fewer (and less serious) [instances of harassment] in recent years, much fewer in the previous five years than before, when they were quite frequent, because I spent less time in public spaces such as pubs, and spent a lot of time among my friends at an international university campus."* (Slovakia, transgender (gender variant), 30)

Looking at the country-level, data show a link between the avoidance of holding hands with a same-sex partner in public and avoiding certain places for fear of being assaulted or harassed because of being LGBT. Denmark and Spain, for example, are among the countries where

**Table 17: Respondents who avoid certain places or locations for fear of being assaulted, threatened or harassed because of being LGBT, by perceptions of expressions of hatred and aversion towards LGBT people in public and assault and harassment against LGBT people (%)**

	Avoid certain places or locations for fear of being assaulted, threatened or harassed			
	Total number	Yes	No	Don't know
<b>Expressions of hatred and aversion towards LGBT in public</b>				
Very rare	9,122	29	66	4
Fairly rare	36,284	42	54	5
Fairly widespread	33,745	56	39	5
Very widespread	12,358	68	27	5
Don't know	1,570	35	52	13
<b>Total</b>	<b>93,079</b>	<b>50</b>	<b>45</b>	<b>5</b>
<b>Assaults and harassment against LGBT</b>				
Very rare	11,287	29	67	4
Fairly rare	43,106	45	51	5
Fairly widespread	27,022	61	34	5
Very widespread	6,535	72	24	5
Don't know	5,129	42	47	11
<b>Total</b>	<b>93,079</b>	<b>50</b>	<b>45</b>	<b>5</b>

Questions: B1. In your opinion, how widespread are the following in the country where you live? C. Expressions of hatred and aversion towards lesbian, gay, bisexual and/or transgender in public; D. Assaults and harassment against lesbian, gay, bisexual and/or transgender people.

E2. Do you avoid certain places or locations for fear of being assaulted, threatened or harassed because you are [category on the basis of A3 or A4 (self-identification)]?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

comparatively low numbers of respondents say that they avoid places or locations or holding hands with a same-sex partner in public for fear of being assaulted or harassed because of being LGBT. Conversely, respondents in Bulgaria, Croatia, Hungary, Lithuania, Poland and Romania report the highest levels of both same-sex couples avoiding holding hands in public and avoiding certain locations for fear of being assaulted or harassed because of being LGBT.

*“I have a pretty important leadership position and I was thinking what if tomorrow I admitted that I also like men. I would lose everything, people would start gossiping and probably I would need to quit my job if in the meantime they had not found some reason to fire me ... it is very difficult to always be concerned with the way you talk, with whom you speak and what you speak about so that you don't raise suspicious which will ruin your career and life.”*  
(Romania, bisexual man, 44)

### 3.3. Reassigning sex and changing gender markers in official documents

For transgender respondents, another issue that may influence the extent to which they feel accepted and included in society as a transgender person in daily life is the possibility of modifying entries in official documents to match their preferred gender.

Three quarters of all transgender respondents say that, as far as they knew, in the country where they live a person can change their official documents to match their preferred gender, either with (67 %) or without (5 %) the need to fulfil certain criteria. Around one in 10 of all transgender respondents say it is not possible to make such a change in their country of residence, and a fifth do not know whether or not they can modify official gender markers (Figure 64).

*“The legal requirement for mandatory sterilization in order to have one's identified gender recognised on documents is against human rights in every respect imaginable; also, the way transgender people are marked within society and on official documents as not 'fitting' either their assigned sex OR their identified gender makes it easy to be targeted for further discrimination by schools/bureaucrats/doctors/employers/etc.”* (Czech Republic, transgender (gender variant), 23)

Respondents who are transgender or transsexual and those with a transsexual past are most likely to say that, as far as they know, in the country where they live a person can change their official documents to match their preferred gender with or without fulfilling certain criteria. Nine out of 10 of all transsexual (93 %), women with a transsexual past (92 %) and men with a transsexual past (88 %) say that it is possible to modify gender markers in their country of residence, compared with around six out of 10 gender variant (65 %), cross-dresser (68 %) and queer respondents (64 %) (Figure 64).

Figure 64: Possibility to change official documents to match the preferred gender (%)

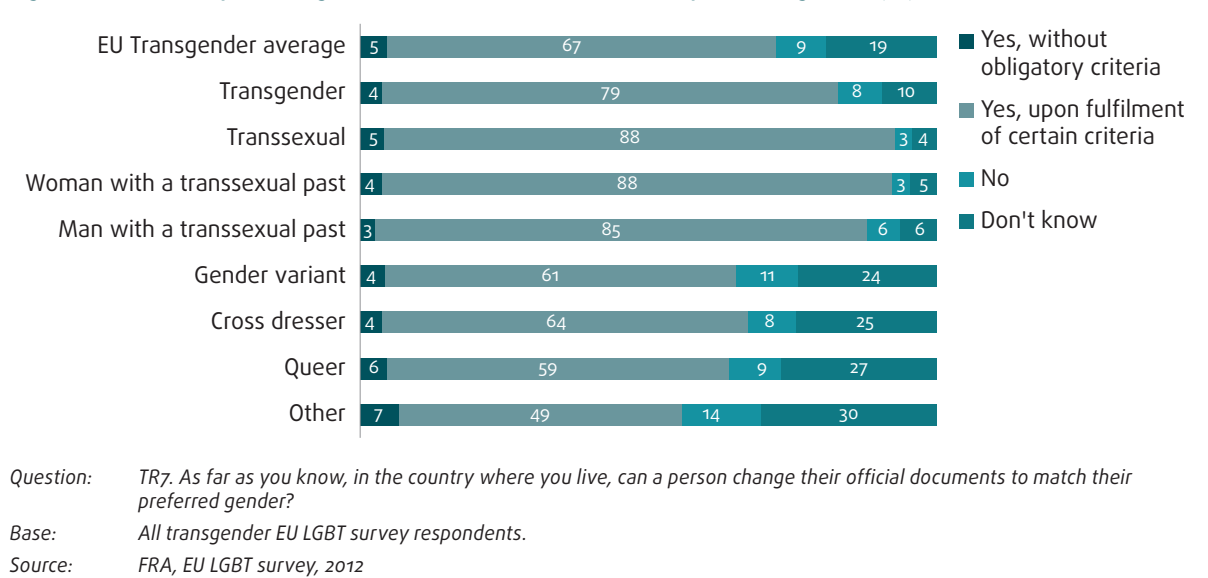
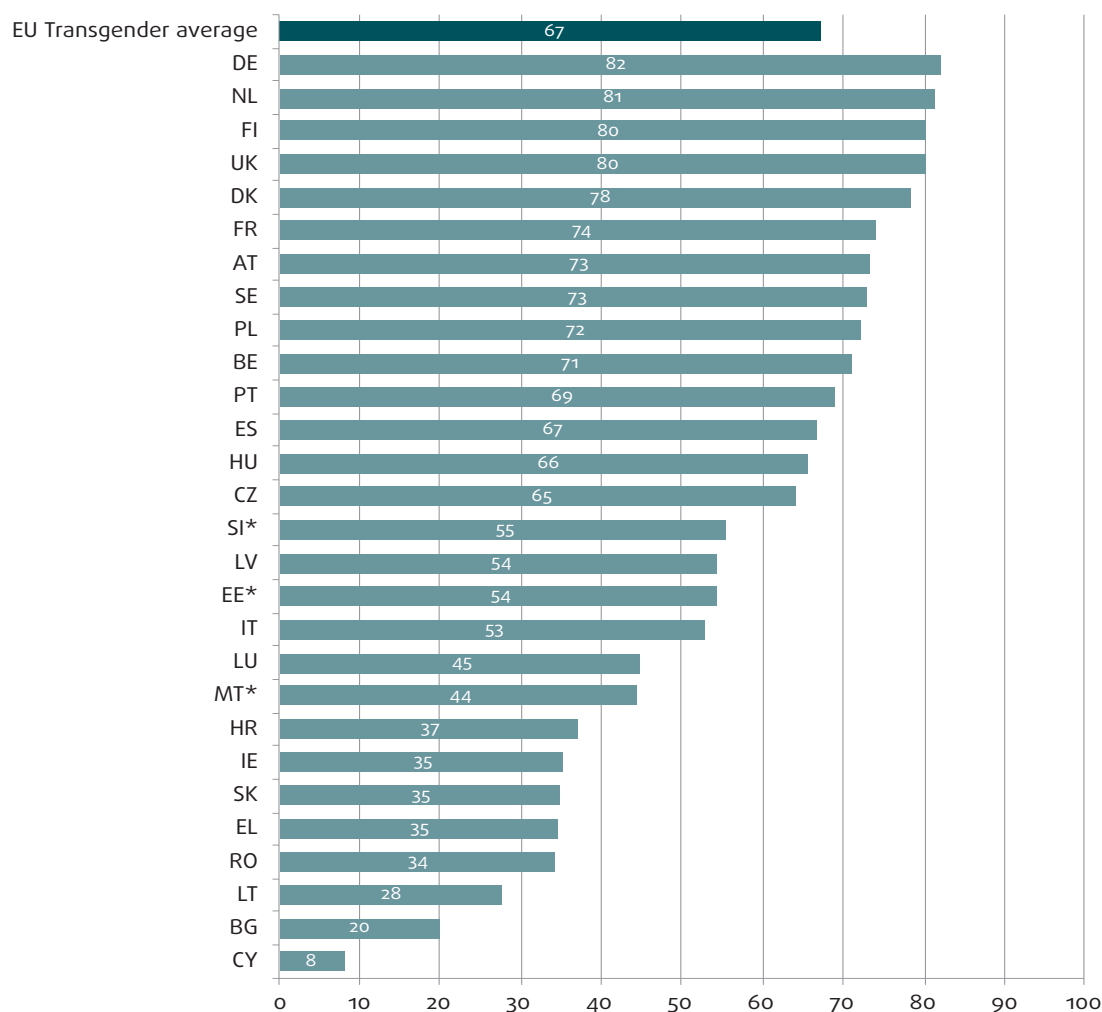


Figure 65: Possibility to change official documents to match the preferred gender, % of respondents who said 'Yes, upon fulfilment certain criteria', by country (%)



Question: TR7. As far as you know, in the country where you live, can a person change their official documents to match their preferred gender?

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

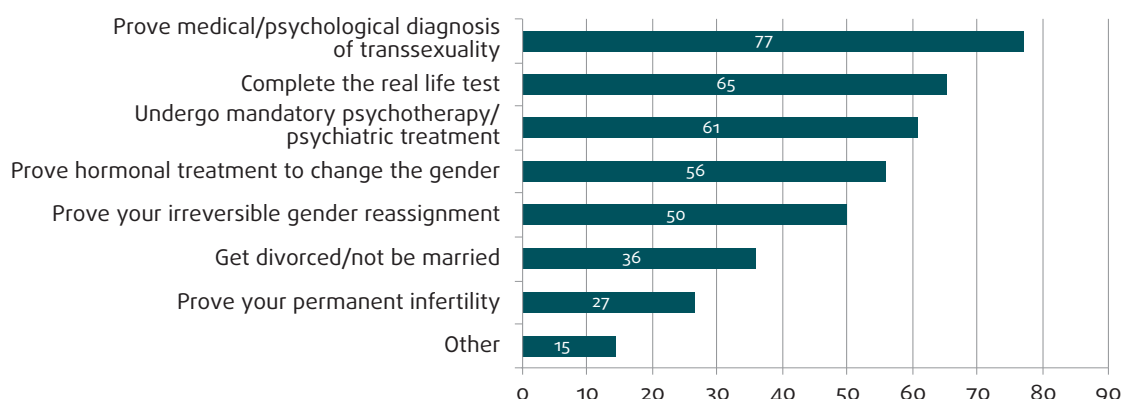
*"Finding a qualified psychologist or psychiatrist is not obvious at all. I managed to find a general practitioner who is willing to follow my transition. So it is impossible for me to officially change my name because I need a letter from a psychiatrist."* (Belgium, transgender (transsexual), lesbian, 33)

Responses vary significantly by country, ranging from eight out of 10 respondents saying that it is possible for a person to change their official documents to match their preferred gender upon the fulfilment of certain criteria in Germany (82 %), the Netherlands (81 %), Finland (80 %) and the UK (80 %) to fewer than one in 10 in Cyprus. Respondents living in Spain, Slovenia and the UK are the most likely to say that modifying gender markers in official documents is possible without obligatory criteria (15 %, 14 % and 8 %, respectively) (Figure 65).

*"Even when people have changed their documents in the past, the name and gender change is listed as a small note on the bottom of the birth certificate which remains unchanged otherwise. This is important when enrolling in schools and starting a job, among other things, opening the door to discrimination, and otherwise requiring transgender persons to disclose private information."* (Croatia, transgender (transsexual), other sexual orientation, 26)

Those respondents who say it is, as far as they know, possible for a person in the country where they live to change their official documents to match their preferred gender upon the fulfilment of certain criteria were then asked what they would have to do in order to make such changes in official documents. About three quarters (77 %) of these respondents say they would have to provide a medical or psychological diagnosis of transsexuality, gender dysphoria/transgenderism or similar

**Figure 66: Requirements that have to be done to change the official documents to match the preferred gender, % those transgender saying there is a need for certain criteria (%)**



**Question:** TR8. As far as you know, what would you have to do in order to change your official documents to match your preferred gender in the country where you live?

**Base:** Those transgender EU LGBT survey respondents who say there is a need for certain criteria to change a person's official documents to match the preferred gender.

**Source:** FRA, EU LGBT survey, 2012

to change official documents to match their preferred gender (Figure 66). In addition, two thirds (65 %) say they would have to complete a real life test: a time period for which they are required to have lived socially, for example at work and with friends and family, within the preferred gender.

### 3.4. Free movement and obstacles in accessing benefits or services that would have been available for a different-sex spouse or partner

*Every citizen of the Union has the right to move and reside freely within the territory of the Member States (Art. 45, CFR). For many people in the EU, living and working in a country other than that of which they are a citizen is an essential part of daily life. This may also involve accessing benefits or services in the new country of residence. By presenting these results, this section sheds light on respondents' lived experience of one of the EU's core principles.*

One tenth (9 %) of all survey respondents are not citizens of their country of residence (Figure 67), compared with 7 % among the total EU population, according to Eurostat data.<sup>32</sup> Of this 9 %, three quarters are citizens of another EU Member State and a quarter are citizens

of a non-EU country.<sup>33</sup> Non-national respondents are typically fairly established in their new country of residence: fewer than one in five had moved within the past year, and nearly half have lived in their country of residence for at least six years before the survey.

There is no significant difference in the proportion of non-nationals in the different LGBT groups. There is, however, considerable difference in the proportion of non-nationals in each country: more than a fifth of respondents are not citizens of the country in Luxembourg (37 %), the UK (25 %), Belgium (23 %) and Cyprus (21 %), for example. In the UK and the Netherlands in particular, this is much higher than the proportion of non-nationals in the general population (7 % and 4 %, respectively). Just one in 100 respondents in Croatia and Lithuania are non-citizens.

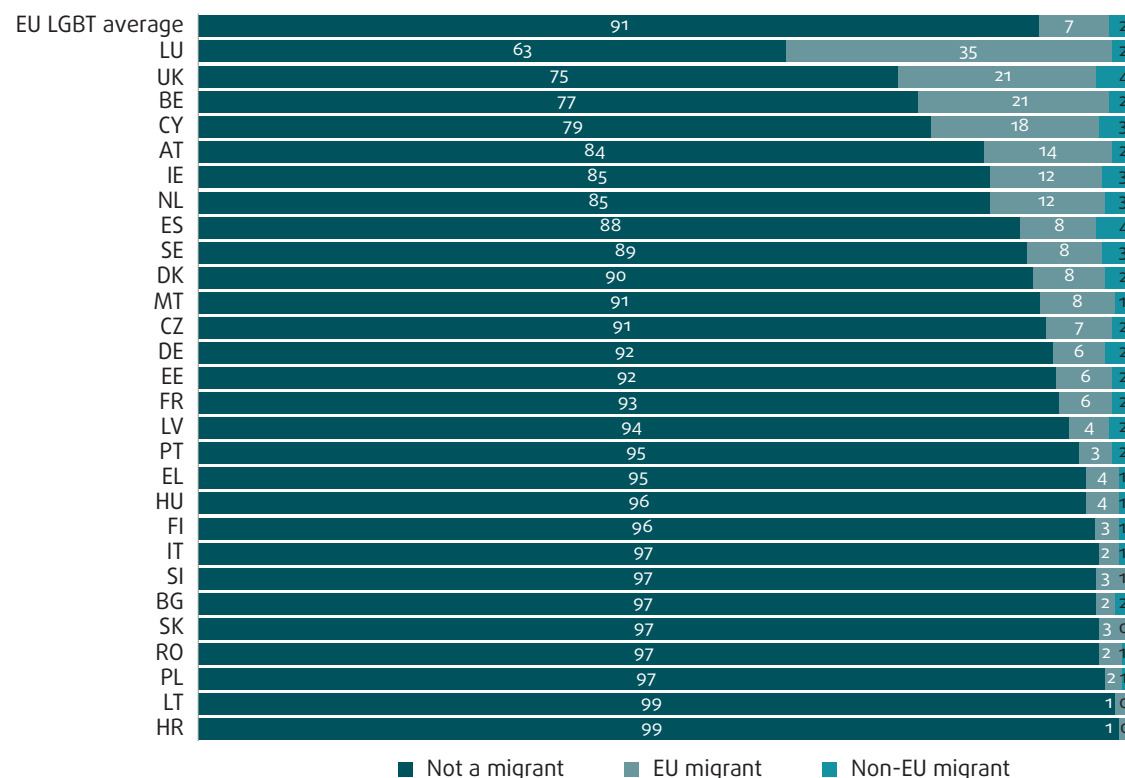
Respondents who say that they currently live in a Member State other than their country of citizenship are asked whether they thought their country of residence was a better, much the same or worse country to live in for a lesbian, gay, bisexual or transgender person than their country of citizenship. The results should be read with some caution, as the question did not establish the reasons why people had left their country of citizenship.

<sup>32</sup> Eurostat (2011).

<sup>33</sup> Language problems and, possibly, looser ties to the national LGBT communities may have prevented the survey from reaching some migrant LGBT populations, particularly those from non-EU countries, at rates similar to those of EU citizens.



Figure 67: Nationals and non-national respondents in the EU LGBT survey, by country (%)



Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

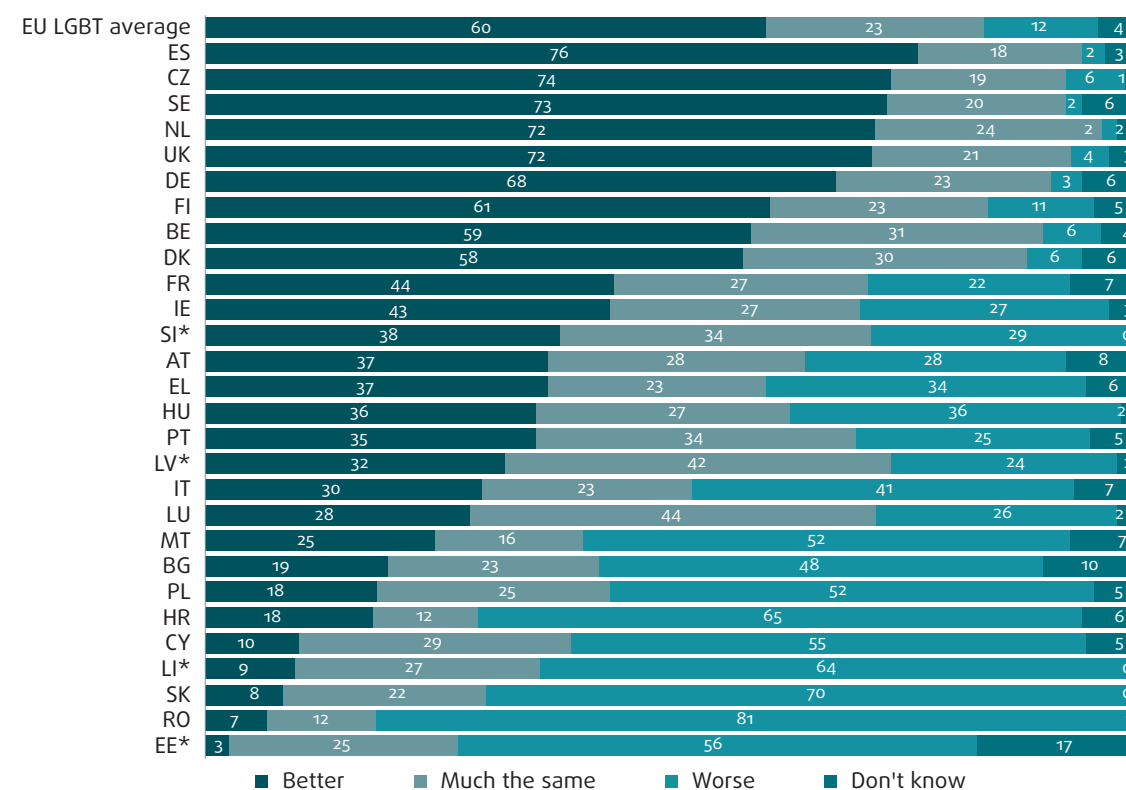
*"I only wish I could live in a place without being afraid that I am gay and could have someone with whom I can share my ride through life ... a couple's life ... I want to go to a country where I don't have problems and where I have rights and obligations as a gay person."* (Cyprus, gay, 36)

Of those respondents who are non-nationals in their country of residence, six out of 10 (60 %) say that their country of residence is a better country to live in for LGBT people than their country of citizenship. Just one in eight (12 %) respondents say their country of residence is a worse place to live as an LGBT person than their country of citizenship. The results are broadly the same across LGBT group, and for all non-nationals and third nationals.

*"I could not have lived in my own country (Turkey) as a gay. This is why I chose to come to Germany. Nobody in my family knows about it, there is no way that I can share this with them. It is impossible, they would never accept it."* (Germany, gay, 35)

At Member State level, however, the results vary widely. About three quarters of non-national respondents in Spain (76 %), the Czech Republic (74 %), Sweden (73 %), the Netherlands and the United Kingdom (both 72 %) say that these are better countries to live in as an LGBT person than their country of citizenship. In contrast, in Romania (81 %), Slovakia (70 %), Croatia (65 %), Cyprus (55 %), Poland (52 %) and Malta (52 %) the majority of non-national respondents say that their country of residence is a worse country to live in for LGBT people than their country of citizenship.

Figure 68: Evaluation of the social environment for LGBT people in the country of residence compared to home country, by country (%)



Question: H4. Would you say that [COUNTRY IN H1] is a better, much the same or a worse country to live in for [category on the basis of A3 or A4 (self-identification)] people than [COUNTRY IN H2]?

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who were non-nationals in their country of residence.

Source: FRA, EU LGBT survey, 2012

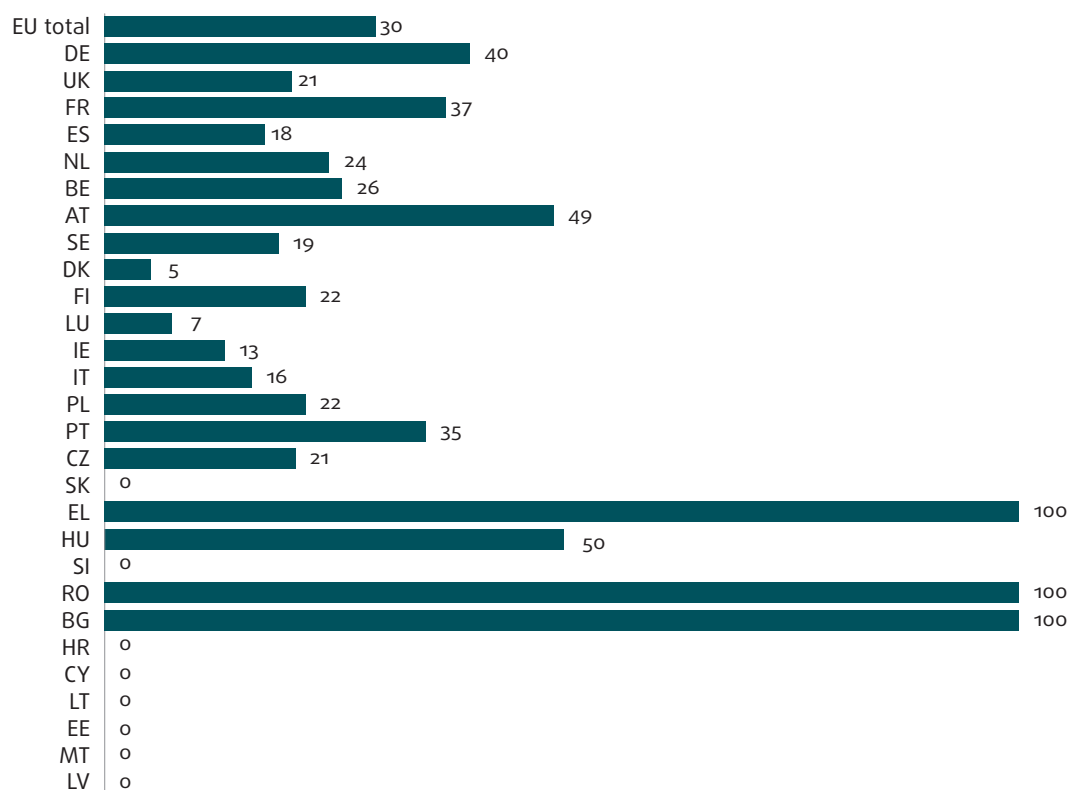
*“Discrimination and public persecution of LGBT people is so pronounced that I could not feel safe, or free, in that country any more. [...] I do not intend to ever return there to live, although my family and friends are there, until there are major changes in laws and attitude nationally.” (Latvia, gay, 40)*

To gather further information about respondents’ experiences of being non-nationals in an EU Member State, those respondents who say that they are married or in a registered partnership with a same-sex partner are asked whether they have ever moved to an EU country (and also taken up local residence) together with their same-sex partner since they got married or registered their partnership. Respondents who answered ‘yes’ to this question are asked if, in the country where they moved to and took up residence, they or their partner

have been denied or restricted access to any benefits or services that would have been available for a different-sex spouse or partner because they had a same-sex partner or spouse. Not all of these respondents have attempted to access services or benefits that would have been available to different-sex spouses. Given this, only 631 respondents indicate whether they or their same-sex partner have been denied or restricted access to benefits or services that would have been available to different-sex partners. The low sample size means these findings should be treated with caution.

*“We need EU-wide equality of treatment of same-sex couples. All EU member states should provide the same right of the freedom of movement for same-sex couples as heterosexual couples.” (Luxembourg, gay, 54)*

**Figure 69: Respondents who moved to a different country with married or registered same-sex partner having experienced denial or restricted access to any benefits or services that would have been available for a different-sex spouse or partner because of having a same-sex partner, by country**



**Question:** H15. In the country where you have moved to (taken up residence), have you or your partner been denied or restricted access to any benefits or services that would have been available for a different-sex spouse or partner because of you having a same-sex partner or spouse?

**Base:** By country of residence, among those EU LGBT survey respondents who moved to a different country with married or registered same-sex partner and did not indicate that they never attempted to access services where this question could be relevant; all LGBT persons.

For the country of residence, overall 43% of respondents are migrants; 361 cases are current migrants (where place of residence and nationality do not match), the rest are past migrants.

EU LGBT survey respondents who were non-nationals in their country of residence.

**Source:** FRA, EU LGBT survey, 2012

The results do, nevertheless, indicate that a significant number (30 %) of eligible respondents in a legally recognised same-sex partnership expressed that they have been denied or restricted access to benefits or services on the basis of being in a same-sex rather than a different-sex civil partnership or marriage when living in another EU Member State.

*“Being a couple of immigrants from different non-European countries makes our life difficult in Europe since we don’t get recognized as a unit. We cannot get married in our countries, and most European countries only marry gay couples belonging to their citizenship. [...] A straight couple wouldn’t have the same problem, since they could get married anywhere, thus protecting their family union.”*  
(Poland, lesbian, 24)



# 4

## Cross-cutting themes

A number of themes emerge from the data which cut across the different areas covered by the research and indicate commonalities or discrepancies of experience according to national, social and economic context, as well as by age and LGBT subgroup. This section briefly examines some of these key themes. In many cases, more research is needed to determine the causal relationships between the findings.

### 4.1. Country patterns: a diverse picture

Respondents' experiences and perceptions vary considerably according to their national context. There are clear country-level differences, indicating that the enjoyment of fundamental rights for LGBT persons in the EU and Croatia varies markedly depending on where in the EU LGBT persons live.

*"I have never experienced any bullying, terror or any bad words from classmates, colleagues, family or friends regarding my homosexuality. I came out at 14. [I'm open] to my classmates, friends and family. And I am really happy that nothing bad happened."* (Czech Republic, gay, 23)

Looking at the overall results, respondents in Belgium, the Czech Republic, Denmark, Finland, Luxembourg, the Netherlands, Spain and Sweden indicate that they generally experience and perceive a social environment that is comparatively favourable for LGBT people. They are generally less likely to be victims of violence, harassment or discrimination, to perceive widespread negative attitudes towards LGBT people, or to avoid certain locations or behaviours for fear of being assaulted, threatened or harassed. For example, one in three of all

respondents in the Netherlands, Denmark, Luxembourg, Sweden and Belgium has felt personally discriminated against or harassed on the grounds of sexual orientation in the last 12 months, compared with an EU LGBT average of 47 % (see Figure 2 on p. 26).

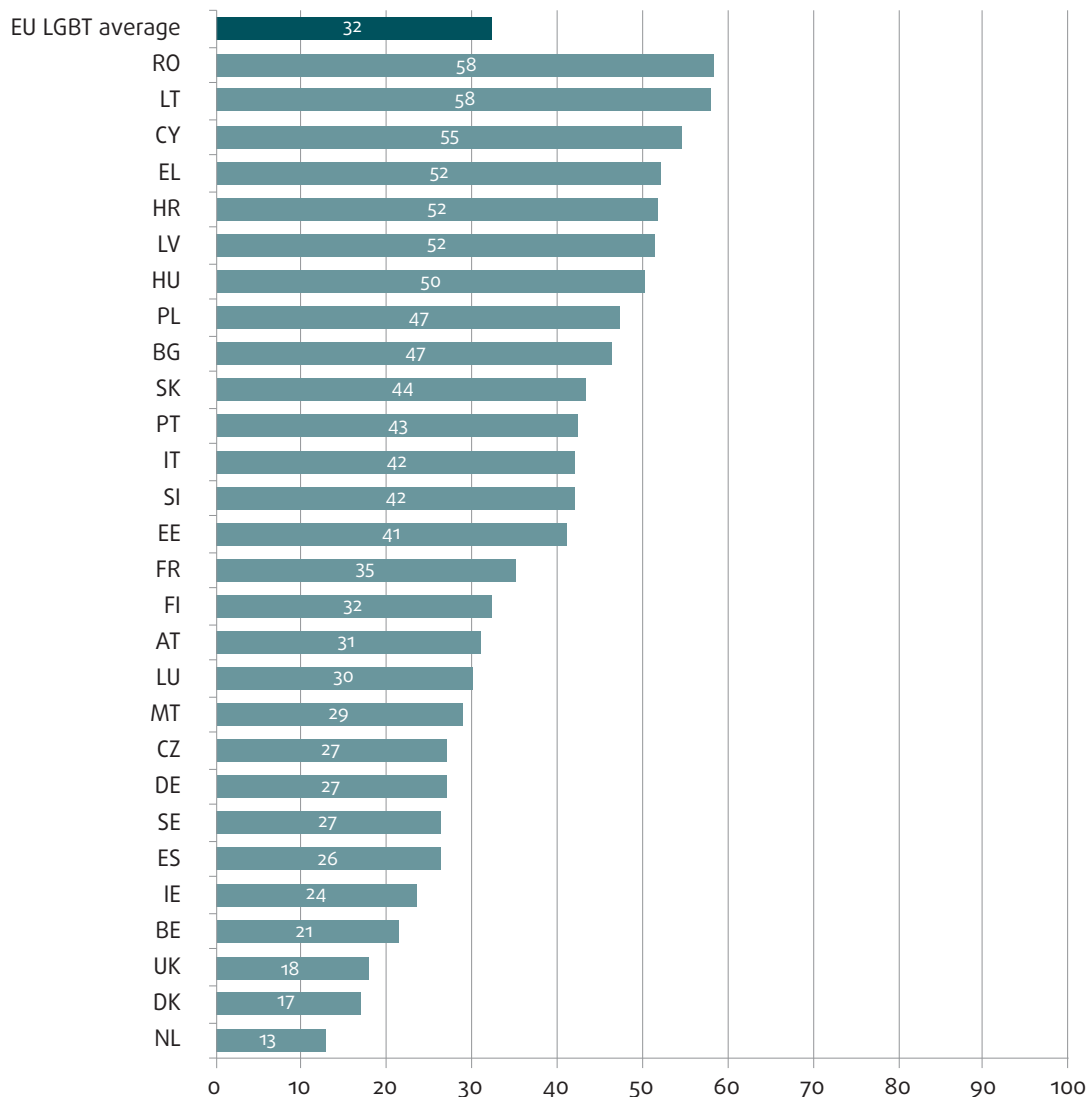
Conversely, the results indicate that, overall, respondents in Bulgaria, Croatia, Cyprus, Greece, Ireland, Italy, Latvia, Lithuania, Poland and Romania generally experience a social environment that is less inclusive towards LGBT people and where they are more likely to be victims of violence, harassment and discrimination.

*"I'm seriously considering moving to another EU country to have a feeling of acceptance from the society. I wouldn't say that society in Latvia is outwardly hostile - people need time to learn and adapt to new paradigms, but sometimes I feel that I don't want to wait that long."* (Latvia, gay, 24)

There are, however, several notable exceptions. Results from Luxembourg and Finland, where participants indicate that they experience comparatively low levels of discrimination and violence because of being LGBT, show average levels of respondents hiding being LGBT when at work during the last five years (Figure 70). Conversely, respondents in Ireland are among the least likely to say they are never open about being LGBT at work in the previous five years. Furthermore, in Italy a higher than average proportion of respondents who have felt personally discriminated against in the past year because of being LGBT in one of the situations covered by the survey say that they have reported the most recent such incident to somebody (see Figure 24 on p. 48).

*"Being gay in Belgium is not a problem EXCEPT in schools. I remember a teacher calling gays 'sick'."* (Male, gay, 30)

Figure 70: Respondents who have never been open about being LGBT at work in the last five years, by country (%)



Questions: C8. Did you have a paid job any time during the last 5 years?  
 C8A. During your employment in the last 5 years, have you: A. Been open about you being [category on the basis of A3 or A4 (self-identification)] at work? Never.

Note: Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

Base: EU LGBT survey respondents who had a paid job during the last five years.

Source: FRA, EU LGBT survey, 2012

*"I have never experienced any discrimination for being gay in Denmark – outside high school that is. I went to high school in a small town in the country and was harassed a lot for being gay before I even knew it myself."*  
 (Denmark, gay, 39)

*"I have visited schools, as part of a programme by a Dutch LGBT organisation. We would typically spend one hour with a class at a school to tell them about LGBT issues. Unfortunately, many schools did not allow us to come. Often for fear that parents would complain to the school board."*  
 (Netherlands, gay, 46)

On several key issues, the findings imply a uniformity of experience across the EU and Croatia. For example, in each Member State, between 83 % (in Latvia) and 97 % (in Cyprus) of all respondents, when at school before the age of 18, have seen or heard negative comments or conduct because a schoolmate was perceived to be LGBT (Figure 14). In addition, very few of the respondents in any country who has been a victim of harassment in the past year because of being LGBT reported the last such incident to the police: the percentage ranged from 7 % in Malta to 0 % in Latvia and 1 % in Finland (Figure 51).

## 4.2. Visibility and invisibility of LGBT persons

The data on the visibility of LGBT persons are crucial for understanding the other survey results and the overall fundamental rights situation of LGBT persons. Being identified by others as an LGBT person has a great effect on whether individuals are likely to be the target for a number of – primarily negative – behaviours aimed at LGBT persons. It is therefore likely to be linked to the extent to which LGBT people feel free to express themselves.

*“I have experienced humiliation, beatings and insults from people I know and people I do not know, but I wanted people in my surrounding to learn that I am a human like any other, and that my sexual orientation does not make me different from them!”* (Bulgaria, transgender, 29)

Moreover, the freedom to express one’s identity in social life is a minimum requirement for the fulfilment of many fundamental rights and for equal participation in society. This holds true independent of the right to privacy and of LGBT persons’ personal choice about whether to be open about their sexual orientation or gender identity. The survey finds that, in general, respondents are only selectively open about being LGBT in their various social circles, such as with family members, friends, neighbours, colleagues at work, schoolmates, immediate superiors or heads of departments, customers or clients at work, and medical staff or healthcare providers. Bisexual and transgender respondents are particularly likely not to be open about being LGBT with their family, schoolmates or work colleagues. There are rather large differences between countries in the proportion of all respondents who are open about their LGBT identity.

*“I would really like to be openly lesbian but my environment is homophobic so I have no choice.”* (Greece, lesbian, 40)

*“When my parents found out I was gay, they told me I am no longer their son and to collect my things and get out. They do not agree that I live with the man I love and want to raise a child together, because of the public opinion.”* (Bulgaria, gay, 21)

*“The overall situation for gay/bi/transgender people in Sweden is good; however, the fear, realistic or not, of harassment, ridicule, being frozen out, scepticism and even physical harm/threats thereof makes me and many other gay people keep quiet about our sexual orientation in the workplace, school etc.”* (Sweden, gay, 45)

The key trend regarding the visibility of LGBT persons revealed by the results is that LGBT persons who are more open in more settings generally give more positive responses – from experiences of discrimination to life satisfaction – than those who are not open or who hide their LGBT identity. This relationship exists in all countries surveyed. For example, the self-reported life satisfaction

of respondents who are predominantly open about being LGBT in their various social contexts is substantially higher than the life satisfaction of those who are not.

Furthermore, the data show a relationship between experiences and perceptions of discrimination and the social visibility of LGBT persons. For example, the less open respondents are about being LGBT, the more likely they are to perceive discrimination on the basis of sexual orientation to be widespread in their country of residence. Moreover, countries where a higher than average percentage of respondents have felt personally discriminated against or harassed in the last 12 months on the basis of their sexual orientation also has an above average proportion of respondents saying that discrimination based on a person’s sexual orientation is widespread. Explanations may include the possibility that perceptions of widespread discrimination, or personal experiences of discrimination because of being LGBT, may inhibit openness. Conversely, people who have not felt personally discriminated against because of being LGBT could perceive such discrimination as less widespread than those who are themselves frequently discriminated against because of being LGBT, and may thus feel more able to be open about their identity.

*“I have only a few experiences of discrimination and these are not that important. But I believe that I don’t have more experiences because I am not open about being a lesbian to all my friends, my family, society.”* (Greece, lesbian, 21)

*“I think the main reason why I did not experience any discrimination is not many people know I’m gay and certainly when walking the streets people just won’t know.”* (Netherlands, gay, 54)

*“I believe open discrimination against LGBT people in Hungary is relatively low only because LGBT individuals are virtually invisible.”* (Hungary, gay, 30)

*“Maybe we are not assaulted or beaten but the fact that we are forced to hide and keep quiet is enough discrimination.”* (Cyprus, lesbian, 38)

*“I daily experience my minority status and am constantly aware of it and take it into account in my dealings with my daily life. [I] have been careful always to work in a context where I knew in advance that my sexual orientation would not create insurmountable problems.”* (Denmark, lesbian, 66)

The data also indicate that the extent to which LGBT people express their identity in public is influenced by fear of becoming victims of violence and harassment because of being LGBT. Irrespective of how open respondents are about being LGBT, they tend not to adopt behaviours that they considered risky because of being LGBT. For example, two thirds of all respondents said they avoid holding hands with their same-sex partner in public for fear of being assaulted, threatened or harassed. In all but two of the 28 countries covered by the survey, more than half all respondents avoid



holding hands with their same-sex partner in public for this reason.

*"I hold hands with my same-sex partner most of the time in London and Brighton. Straight couples hold hands and kiss in public, so why shouldn't we? I've noticed more and more same-sex couples holding hands in public. I just wish more would do the same, to increase visibility!"* (UK, gay, 26)

*"I want to kiss my boyfriend outside the four walls of an apartment. I want to be able to hold his hand."* (Bulgarian, gay, 19)

*"Having experienced sudden violence on the street, I tend to become both cautious and aware of the environment in which I am with my lover when holding hands, which often spoils the fun, and the intimacy of that gesture."* (Germany, gay, 52)

In addition, nearly half of all respondents say they avoid certain locations for fear of being assaulted, threatened or harassed because of being LGBT. Respondents have a strong tendency to avoid specific locations where they encountered violence or serious incidents of harassment.

*"Many people in this country are tolerant towards the LGBT minority, yet they do not want to see couples of the same gender in reality or provide them with rights similar to those of heterosexual couples."* (Slovakia, gay, 27)

Another crucial parameter of the social visibility of LGBT persons is the public awareness of openly LGBT persons and the language used by public figures about LGBT people. Public debates initiated by political figures often provide the context for positive or negative attitudes towards LGBT people, from work and economy to education and services. The data on offensive language about LGBT people by politicians show considerable variation by country: whereas just 1 % of all respondents in Belgium, Denmark, Luxembourg and the Netherlands think such language is very widespread, the figure is over 50 % in Italy and Lithuania.

*"Many Croatian politicians and public figures have since given homophobic statements, both directly and indirectly degrading LGBT people."* (Croatia, bisexual woman, 31)

Moreover, the survey results show a relationship between the level of offensive language about LGBT people by politicians and the experience of discrimination on the grounds of sexual orientation: in 14 of the 17 countries in which less than half of respondents experienced discrimination or harassment on the grounds of sexual orientation in the year before the survey, a majority of respondents say that offensive language about LGBT people by politicians is rare. Conversely, more discrimination experiences are reported in countries where the survey respondents say that offensive speech by politicians is widespread.

*"It is not rare for politicians, members of the Church hierarchy and other public figures to condemn LGBT persons and reject calls for equality based on ignorance and prejudice."* (Poland, gay, 29)

*"In Bulgaria, to be openly gay in a small town or village is unthinkable. You will be permanently ridiculed, insulted and harassed."* (Bulgaria, gay, 20)

*"I would also say that having a good job with a good salary and a good education ring-fences you against homophobia since your status as a 'productive' member of society is valued highly – especially in the times we live in."* (Belgium, gay, 37)

### 4.3. Age: younger LGBT persons experience a less favourable social environment

There is a link between respondents' age and their experiences and perceptions of living as an LGBT person in the EU and Croatia. Generally, there is an inverse relationship between age and the inclusiveness of respondents' environment towards LGBT people: the younger the respondent, the more likely they are to perceive their environment as intolerant towards LGBT people. This may reflect a social context in which younger people are less able to select those with whom they interact on a daily basis; for example, younger people are more likely to live at home or to be in education, where they do not have the opportunity to choose their classmates or teachers. More research is required, however, to explore this issue in greater depth.

Younger respondents also assess discrimination to be more widespread in their countries than older respondents. Respondents aged between 18 and 24 are the most likely of all age groups to say that, in their opinion, discrimination based on a person's sexual orientation is widespread in their country of residence.

Furthermore, younger respondents are less open about being LGBT than their older peers: the proportion of all respondents who say that they are open about being LGBT to most or all of the people they encounter in their personal and professional lives increases with each step up in age group. Indeed, young adulthood and secondary schools are the least tolerant environments, according to respondents. As shown in Figure 72, two thirds (67 %) of all respondents say they always or often hid or disguised the fact that they were LGBT during their schooling before the age of 18. Boys especially opted for complete secrecy: almost three quarters of gay men (72 %) and bisexual men (73 %) respondents were never open to anyone at school about being gay or bisexual (see Figure 12 on p. 36).

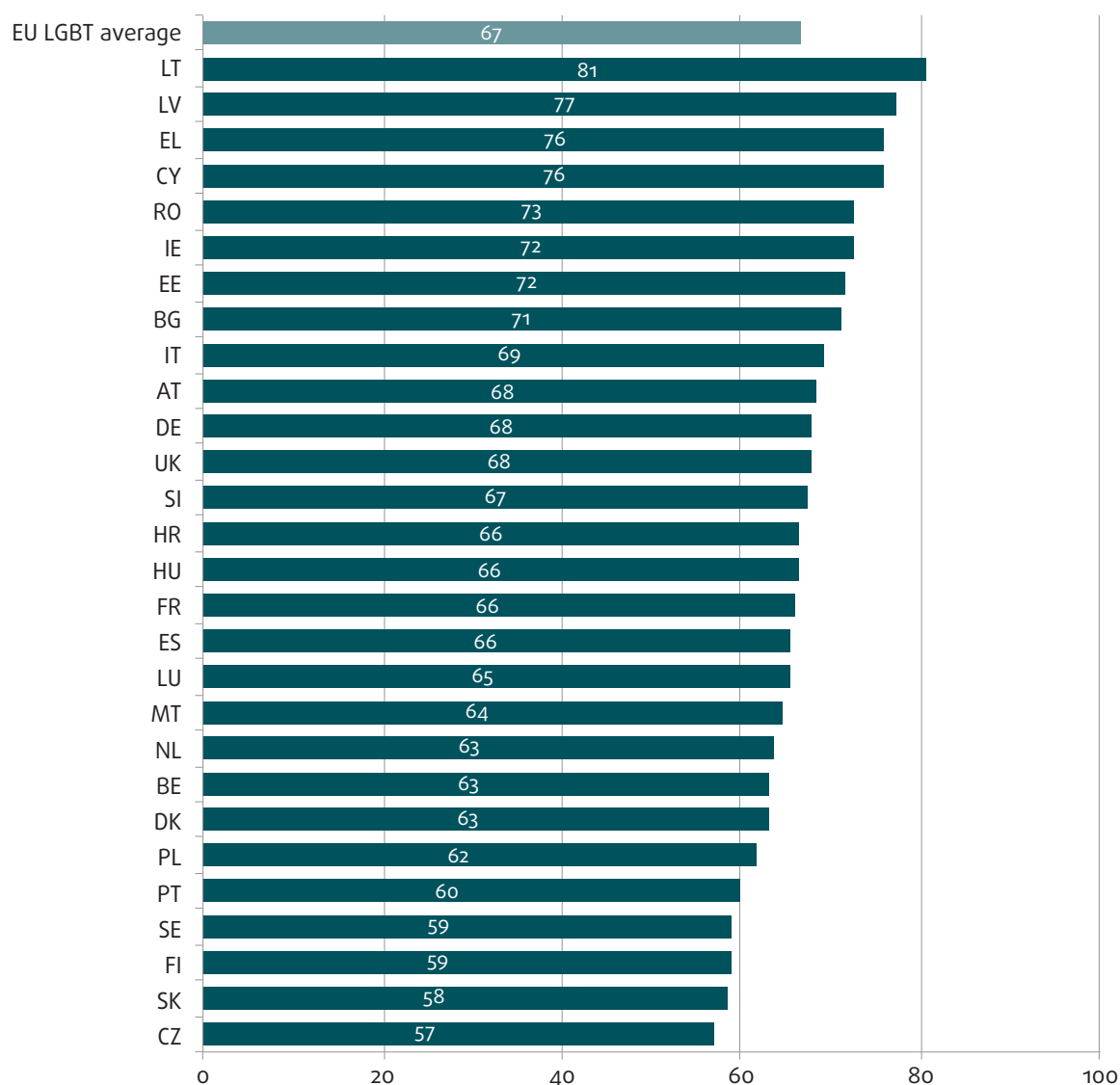


The youngest respondents are also the most likely to say that they avoid being open at home for fear of being assaulted, threatened or harassed. Possible explanations for this finding may include a higher proportion of younger respondents living with their parents, potentially making 'coming out' as LGBT more difficult.

At the same time, respondents in the youngest age group say that they are those most likely to suffer from discrimination and violence which they think happened because they are LGBT. For instance, the proportion of respondents who say that they felt personally

discriminated against or harassed on the grounds of sexual orientation in the last 12 months decreased with age: 57 % of all 18- to 24-year-olds say that they were victimised in this way, compared with 27 % of those over the age of 55 (see Figure 3 on p. 27). Similarly, of those respondents who were victims of violence or threats of violence in the last 12 months, 18- to 24-year-olds are twice as likely as those aged 40 to 54, and three times as likely as those aged over 55, to have experienced violence in the year before the survey because of being LGBT.

**Figure 71: Respondents 'always' or 'often' hiding or disguising being LGBT during schooling before the age of 18, by country (%)**



**Question:** C9. During your schooling before the age of 18, did you: B. Hide or disguise that you were [category on the basis of A3 or A4 (self-identification)] at school? Always; often.

**Note:** Categories for self-identification in A3 and A4 included transgender, transsexual, woman with a transsexual past, man with a transsexual past, gender variant, cross dresser, queer, lesbian, gay, bisexual or other.

**Base:** All EU LGBT survey respondents.

**Source:** FRA, EU LGBT survey, 2012

## 4.4. Differences by LGBT group: transgender persons consistently report worse experiences

Overall, lesbian and gay respondents provide broadly similar answers to the questions asked in the European LGBT survey. The responses of bisexual participants also indicate a general commonality of experience with lesbian and gay participants, although bisexual men respondents, especially, are much less likely to be open about being LGBT than gay or lesbian respondents.

Transgender respondents, however, consistently indicate that they experience an environment that is less tolerant towards them than that experienced by lesbian, gay and bisexual respondents.

*“I believe we are moving forward when it comes to acceptance of lesbians and bisexuals; however, it is still difficult as a LGBT person sometimes. I think being gay or a trans-person is a lot more difficult still as the level of acceptance is not as high.”* (UK, bisexual, 22)

This section briefly presents some examples of notable differences in the responses of lesbian, gay, bisexual and transgender respondents.

### 4.4.1. Lesbian women respondents

Lesbian women respondents are the most open of all groups about being LGBT and are also less likely than gay men respondents to avoid locations for fear of being assaulted, threatened or harassed. However, the overall rate of discrimination on any ground (Figure 1) is significantly higher among lesbian women respondents than among gay men respondents. In the 12 months preceding the survey, lesbian women were slightly more likely to have felt personally discriminated against or harassed on the basis of their sexual orientation, and much more likely to have felt personally discriminated against or harassed on the basis of their gender than gay men. This may suggest that lesbian respondents face discrimination both because of being a lesbian and because of being a woman.

### 4.4.2. Gay men respondents

Responses from gay men indicate that they are more likely than lesbian and bisexual respondents to feel that their social environment does not accept them. Gay men respondents are, for example, much more likely than either lesbian women or bisexual respondents to consider that, in their country of residence, discrimination because a person is LGBT is widespread. In addition, they are more likely than lesbian women to think that the last incident of discrimination against

them happened partly or entirely because they were perceived to be gay. Furthermore, gay men respondents are the most likely of all the LGBT groups to avoid certain locations or places for fear of being assaulted, threatened or harassed because of being gay.

### 4.4.3. Bisexual men and bisexual women respondents

Bisexual respondents, and especially bisexual men respondents, are much less likely to be open about themselves than the other LGBT groups. For example, significantly higher proportions of bisexual men than of the other LGBT groups are open to none of their friends or family. Bisexual respondents are also more likely than other LGBT groups to avoid being open about being bisexual at home for fear of being assaulted, threatened or harassed. Moreover, this fear does not decrease significantly with age among bisexual men respondents, as it does among the other LGBT groups.

*“I wish that it was more okay to be in doubt and not have to classify yourself into one category. Many lesbians and gay people really struggle with their sexuality, but they have a relatively big community with nightclubs, internet forums etc. I often feel that bisexuals are not ‘truly part’ of this society, but [are looked] at as people who cannot decide or do not have the courage to come out as gay.”* (Denmark, bisexual woman, 19)

However, bisexual men and women experience violence, harassment and discrimination in different ways, indicating that gender plays a role in respondents’ experiences. Of those bisexual respondents who were victims of violence or a threat of violence in the year preceding the survey, bisexual women (31%), for example, are less likely than bisexual men (48%) to say that the last violent incident they experienced in the past year had happened partly or entirely because they were perceived to be bisexual. Conversely, bisexual women (47% of all bisexual women respondents) are more likely than bisexual men (36% of all bisexual men respondents) to say that they had felt personally discriminated against or harassed on the grounds of sexual orientation in the 12 months preceding the survey (see Figure 2 on p. 26).

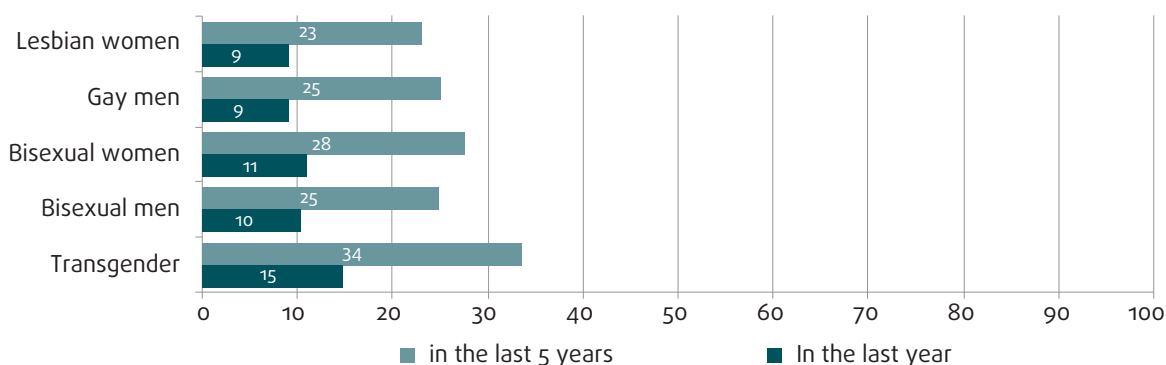
*“Life as a bisexual male person is very harsh. First, it is very difficult to identify other bisexuals, as society has not yet comprehended the genderless view that I as a bisexual have on my fellow humans. I tend to be categorized as gay and not wanting to admit it.”* (Germany, bisexual man, 29)

### 4.4.4. Transgender respondents

With few exceptions, transgender participants’ responses indicate the highest levels of discrimination, harassment and violence experienced by the different LGBT groups.



Figure 72: Respondents attacked or threatened with violence for any reason in the previous five years and in the previous year, by LGBT group (%)



Questions: F1\_A. In the last 5 years, have you been: physically/sexually attacked or threatened with violence at home or elsewhere (street, on public transport, at your workplace, etc.) for any reason? Yes.

FA1\_2. When did the LAST physical/sexual attack or threat of violence happen? 1. In the last 12 months.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

*“To be a transgender in Lithuania is the hardest thing imaginable. I live with constant fear, in the end you don’t even want to live at all.”* (Lithuania, transgender, bisexual, 25)

Transgender respondents are the most likely of all respondent groups to have experienced violence and harassment in both the five years and the one year preceding the survey. In addition, they are more likely to say that they have felt personally discriminated against in the past year because of being LGBT, particularly in the areas of employment and healthcare. Furthermore, there is great variation between countries concerning the percentage of all lesbian, gay and bisexual respondents that feel discrimination because a person is lesbian, gay or bisexual is widespread in their country of residence, but this variation is not found in the responses of transgender participants. In 19 out of the 28 countries surveyed, a majority of all transgender respondents indicate that discrimination because a person is transgender is very widespread.

*“The incidents of harassment and abuse would be much higher if I was more open about being transgender. When I opened up to family members I was browbeaten with criticism and treated like a fool.”*

(Ireland, transgender (transsexual), heterosexual, 29)

Moreover, the overall association of being very open with lower levels of discrimination does not hold true for transgender respondents. In the transgender group, the more open respondents are about being transgender, the more likely they are to say that they felt personally discriminated against or harassed in the past year because of being transgender.

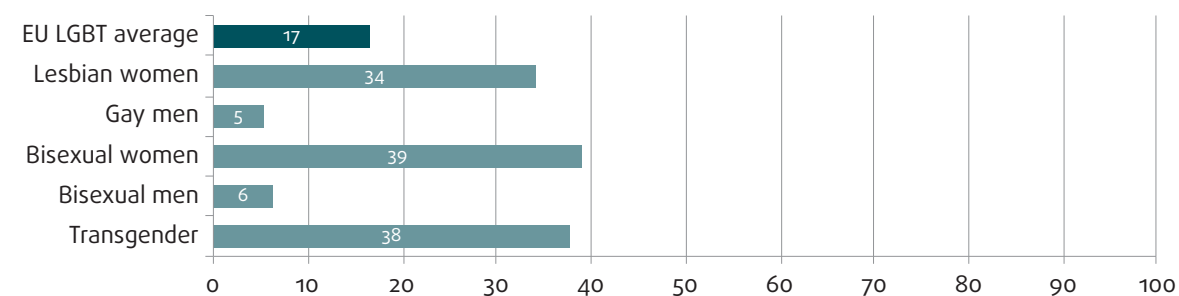
## 4.5. Gender, gender expression and experiences of discrimination

When taking into account the respondents’ gender and gender expression, the results show particular trends. Respondents whose responses indicate that their gender expression and sex assigned at birth does not align according to societal expectations, for example respondents assigned a male sex at birth who express themselves as female, also indicate a less inclusive social environment. For example, those whose gender expression does not ‘match’ their sex assigned at birth (10 %) are twice as likely as those with ‘matching’ sex assigned at birth and gender expression (5 %) to have experienced violence or the threat of violence in the last 12 months because of being LGBT. In addition, two thirds of all gay men respondents (61 %) say they had receive negative reactions because of behaving in a ‘too feminine’ way, whereas seven in 10 of all lesbian (69 %) and bisexual women (68 %) respondents experienced negative reactions for behaviour considered ‘too masculine’.

*“Usually I dress in a feminine way, while being recognisable as biologically male, which prompted several verbal attacks, a case of threatened violence, and a case of actual physical attack.”* (Hungary, transgender (gender variant), lesbian, 31)

Furthermore, lesbian and bisexual women, as well as transgender respondents, are much more likely than men to have been discriminated against on the basis of their gender in the 12 months preceding the survey. This contributed to the overall higher one-year discrimination rates in these groups compared with gay and bisexual men respondents.

**Figure 73: Respondents who felt discriminated against or harassed on the grounds of gender in the last 12 months, by LGBT group (%)**



**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 or more of the following grounds? B. Gender.

**Base:** All EU LGBT survey respondents.

**Source:** FRA, EU LGBT survey, 2012

*“I think that women face more harassment in general, and as a lesbian woman I find the amount of comments I get on a day-to-day basis disgusting.”* (United Kingdom, lesbian, 20)

The characteristics of incidents of discrimination, violence and harassment are also related to participants’ gender. Of those respondents who were attacked or threatened with violence in the past year, women respondents are less likely than men respondents to say that the last incident of violence against them happened because they are LGBT. These women respondents are, however, much more likely than men respondents to

say that the last attack they experienced in the last 12 months because of being LGBT was a sexual attack. Conversely, men respondents were more likely than women respondents to alter their behaviour for fear of being assaulted, threatened or harassed. Higher proportions of gay and bisexual men than lesbian and bisexual women respondents avoid holding hands in public with a same-sex partner, for example. The link between experiences of discrimination on the grounds of gender sexual orientation and multiple discrimination needs more in-depth research.



# 5

## How do respondents think their fundamental rights can be improved?

To understand the respondents' views on what is needed to improve the fundamental rights situation of LGBT persons, survey respondents were asked their views on measures to improve the fundamental rights of LGBT persons. The findings outlined in this chapter show that there is broad support among the respondents for more, and more effective, policies by national authorities.

More than half of all respondents (58 %), including a majority of respondents in all LGBT groups, think positive measures to promote respect for the human rights of lesbian, gay and bisexual people are very or fairly rare in their country of residence (Table 19).

Significant variation, however, exists among EU Member States and Croatia. In 18 Member States and Croatia, at least six in 10 of all respondents think measures

to promote respect for the human rights of lesbian, gay and bisexual people are rare. Conversely, in four Member States, fewer than a quarter of all respondents say such measures were rare (Figure 74).

A higher proportion of all respondents (76 %) think that positive measures to promote the fundamental rights of transgender people are rare. This proportion rises to 80 % among transgender respondents themselves. In all but one country, the Netherlands, a majority of all LGBT respondents say positive measures to promote respect for the human rights of transgender people are rare. In Bulgaria (90%), Italy (95 %), Greece (90 %), Hungary (90 %), Lithuania (90 %) and Romania (90 %), nine in 10 of all respondents say that positive measures to promote respect for the human rights of transgender people are rare (Figure 75).

**Table 18: Positive measures to promote respect for the human rights of LGB people (%)**

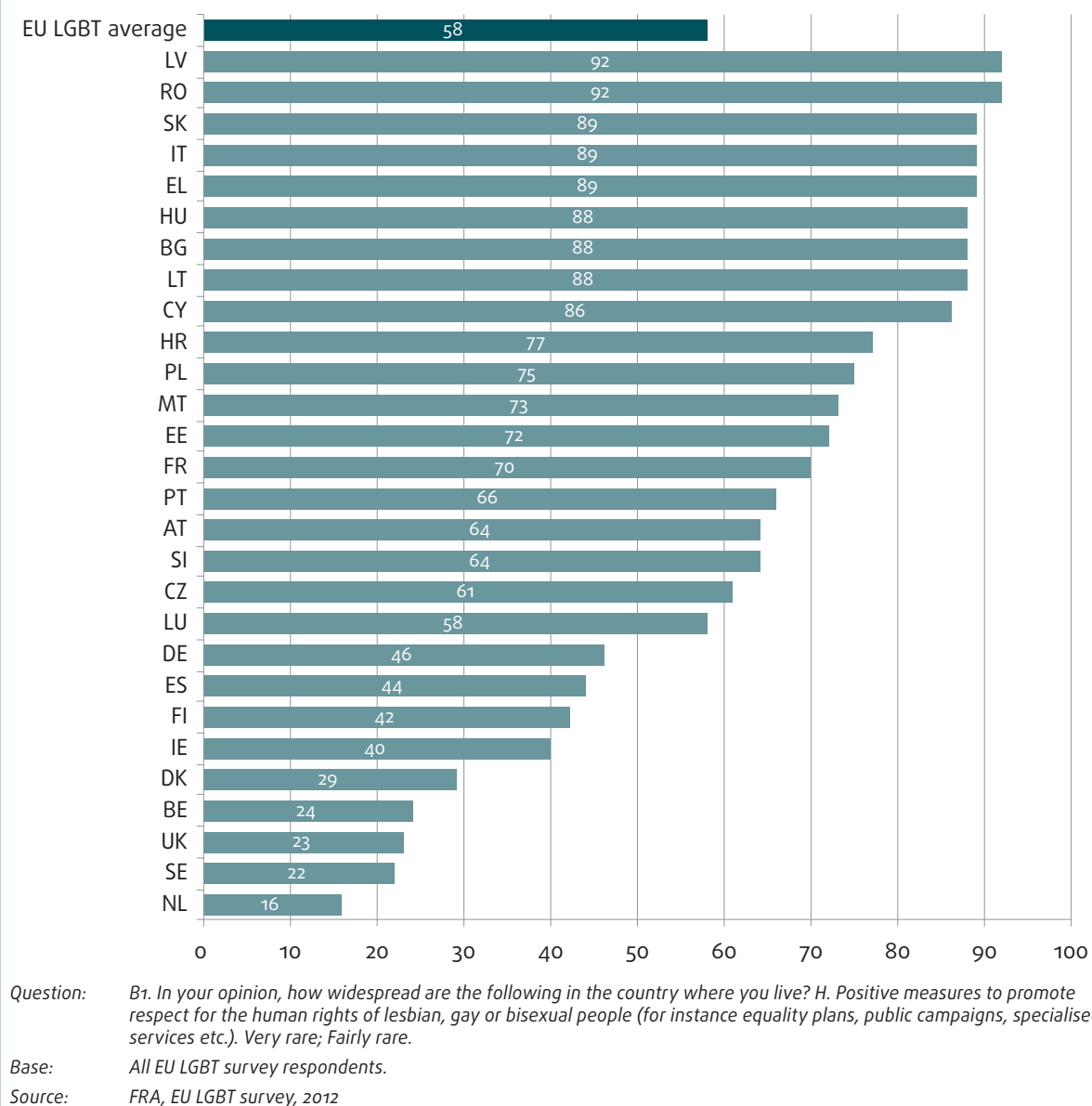
	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
<b>Total number</b>	<b>15,236</b>	<b>57,448</b>	<b>6,424</b>	<b>7,200</b>	<b>6,771</b>	<b>93,079</b>
Very rare	18	19	15	16	20	18
Fairly rare	43	38	44	38	43	40
Fairly widespread	29	32	31	33	27	31
Very widespread	6	9	6	8	4	7
Don't know	3	3	4	5	6	4

Question: B1. In your opinion, how widespread are the following in the country where you live? H. Positive measures to promote respect for the human rights of lesbian, gay or bisexual people (for instance equality plans, public campaigns, specialised services, etc.).

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Figure 74: Respondents who think that positive measures to promote respect for the human rights of lesbian, gay and bisexual people are 'fairly rare' or 'very rare', by country (%)



*"A couple of facts that make me feel discriminated against: 1) Gay men are prohibited from donating blood. 2) Same-sex couples cannot adopt children. 3) Same-sex couples can enter a registered partnership but do not get any of the tax-benefits a married man and woman receive. This is discrimination, discrimination by law."* (Germany, gay, 22)

Respondents were also asked to assess a number of proposals to counter homophobia and transphobia. These proposals reflect many of the standards set out in the Council of Europe Recommendation on measures to combat discrimination on grounds of sexual orientation or gender identity (Rec(2010)5).

*"I believe it's highly important to promote LGBT marriage as we are just like any other people who want to be happy and have a family."* (Estonia, bisexual woman, 29)

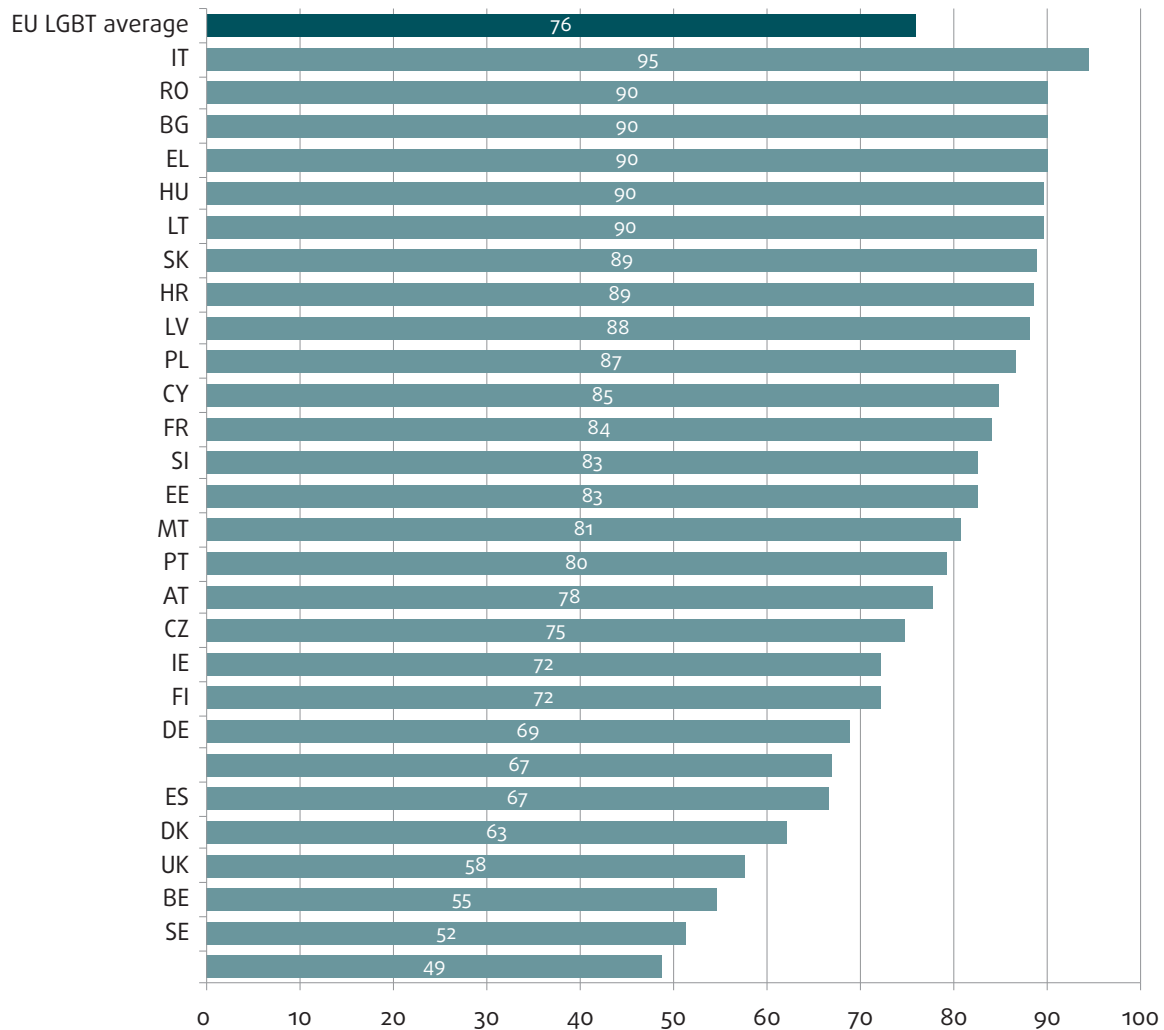
*"I feel discriminated against by my own national legislative system. Being in a solid relationship with my partner for six years now, I deplore the absence of opportunities to enter same-sex civil unions in a publicly acknowledged normative framework. [...] I wish the EU could do more to push for the harmonization of civil rights in Europe."* (Italy, gay, 27)

At least six in 10 of all lesbian, gay and bisexual respondents strongly agree that all of the proposed measures, with the exception of anti-discrimination policies at the workplace, would allow them to be more comfortable living as a lesbian, gay and bisexual person in their country of residence (Figure 76).

*"What I miss the most is an information campaign in schools. Young people have to know that it's okay to be gay. And most of them need role models."* (Austria, lesbian, 20)



Figure 75: Respondents who think that positive measures to promote respect for the human rights of transgender people are 'fairly rare' or 'very rare', by country (%)



Question: B1. In your opinion, how widespread are the following in the country where you live? 1. Positive measures to promote respect for the human rights of transgender people (for instance equality plans, public campaigns, specialised services etc.). Very rare; Fairly rare.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

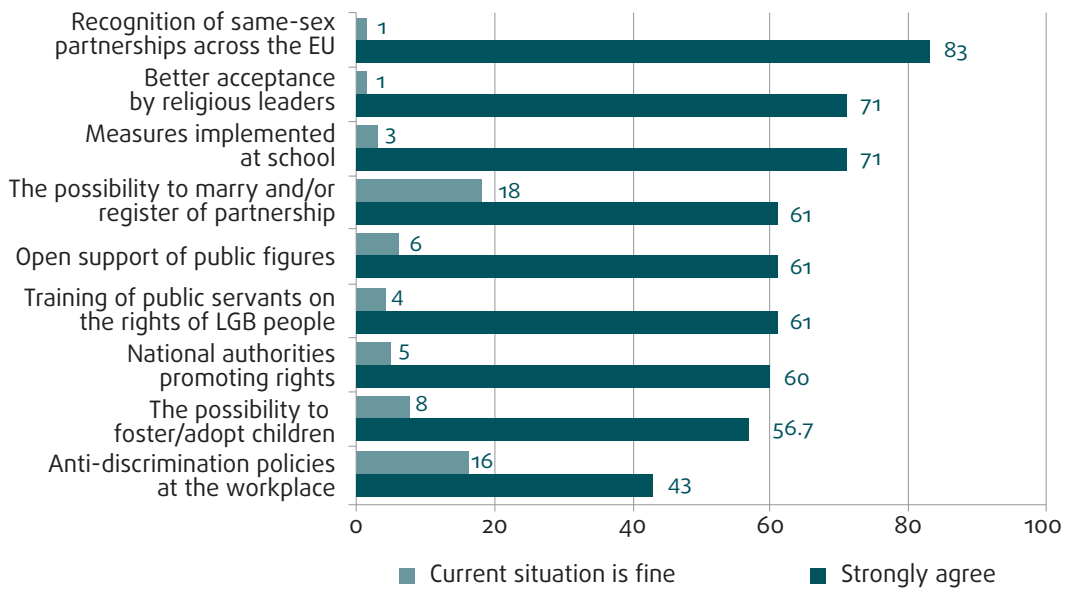
*“There are many women like us, raising children together. I wish someone noticed that the absence of marriages/partnerships/adoption does not mean that people just stop living. We plan our lives despite the lack of legal protection. It is very hard – not only we must often be in the closet, but our small children have to learn it too.”* (Lithuania, lesbian, 32)

Among transgender respondents, six in 10 strongly agree that each of the proposed measures would allow them to live more comfortably as a transgender person in their country of residence (Figure 77). In addition, three quarters of transgender respondents agree or strongly agree that easier domestic legal procedures for gender reassignment would allow them to be more comfortable living as a transgender person: just 6 % say they are satisfied with the current situation.

In contrast, very few lesbian, gay and bisexual respondents, and even fewer transgender respondents, say that the current situation with regard to these measures is fine. For example, just 3 % of lesbian, gay and bisexual respondents say the current situation regarding measures implemented at school to respect lesbian, gay and bisexual person is fine, and just 2 % of transgender respondents say the current situation of public figures openly speaking in support of transgender people is fine.

*“I wish that politicians would have the courage to support the normality of any LGBT relationship. I wish for laws that would defend human rights regardless of sex or sexual orientation. Above all, I wish for equality in everything that means social relations. I wish for, more than anything, a change in the general mentality [regarding LGBT persons].”* (Romania, lesbian, 37)

**Figure 76: Measures that would allow respondents to be more comfortable living as a lesbian, gay or bisexual person, opinions by measure (%)**

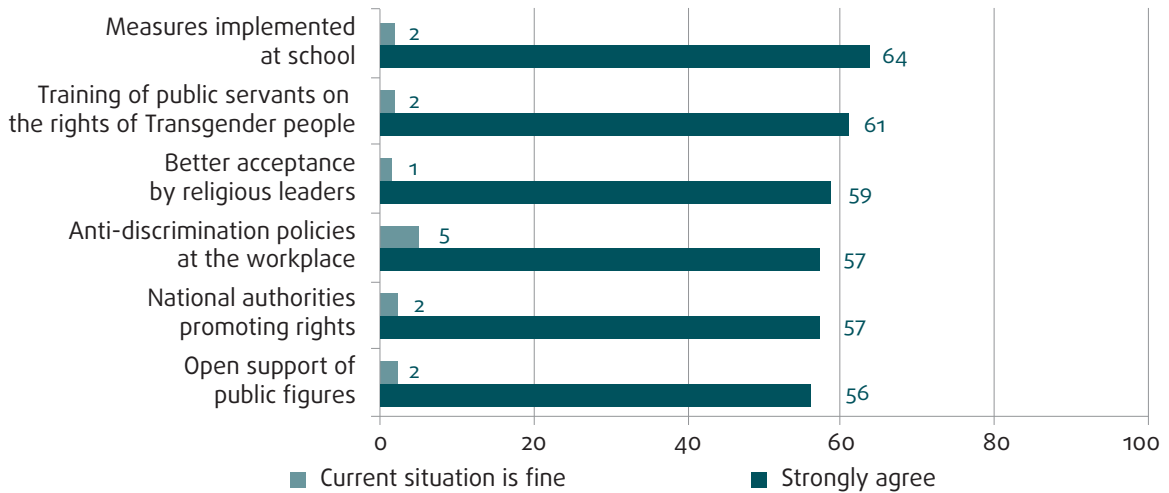


Question: B2. What would allow you to be more comfortable living as a lesbian, gay or bisexual person in the country where you live?

Base: All lesbian, gay and bisexual EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure 77: Measures that would allow respondents to be more comfortable living as a transgender person, opinions by measure (%)**



Question: B2. What would allow you to be more comfortable living as a transgender person in the country where you live?

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

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# Annex 1: Approach and research methodology

The EU LGBT survey collected information from LGBT persons living in the EU and Croatia. A total of 93,079 persons who identified themselves as lesbian, gay, bisexual and transgender participated in this survey.

## Survey method

The survey was conducted through an anonymous online questionnaire, primarily promoted in LGBT-related online media and social media. This methodology generated by far the largest collection of empirical information about LGBT people available in Europe and worldwide.

The bulk of the questionnaire was composed of closed questions, with respondents given a range of possible responses among which they were asked to select the one or several answers which most applied to them. Where relevant, to accommodate respondents who felt unable to answer the question or that it did not apply to them, one option was 'don't know'. At the end of the questionnaire was an open section where respondents provided additional information. A non-representative selection of these responses is used in this report, but does not form part of the data analysis.

The main advantage of the online methodology is the complete anonymity of respondents, allowing the survey to reach the less open LGBT population, as well as to obtain data about negative experiences that people do not normally talk about in an interview. The main limitation of this online methodology is that its sample is not statistically representative of the total LGBT population, which, as a 'hard to reach population', cannot be identified in population registers. Nevertheless, the results can be considered robust because the number of survey respondents is very large and because it managed to reach out to heterogeneous populations within the target groups in each country. This was supported by the country-level awareness-raising campaign, as well as by the social media activities of the survey organisers.

## Statistical representativeness

The absence of a statistical consensus about the definition of LGBT people and the lack of available data about the proportion of LGBT people within the general population, combined with the difficulties in approaching people to take part in a survey on the basis of their sexual orientation or gender identity, meant that random sampling was not feasible. In statistical terms, the European LGBT survey therefore represents the opinions of 93,079 people who identified themselves as lesbian, gay, bisexual and transgender, who were

internet users, who were informed about the survey and who decided to participate in it. Nevertheless, the very large sample size means it is plausible that the tendencies found in the results reflect to a large extent those of the LGBT population in the EU and Croatia.

There are a number of factors which may have influenced the representativeness of the sample. Any survey of specific population groups identified through characteristics such as being lesbian, gay, bisexual or transgender can survey only those who self-identify as belonging to this group. This excludes individuals whose behaviour may, sometimes or always, indicate a non-heterosexual orientation but who do not identify as lesbian, gay, bisexual or transgender. For example, a woman who has occasional same-sex encounters may not identify herself as a bisexual woman. Moreover, the propensity of the various LGBT groups to 'categorise' their sexual orientation or gender identity may vary across countries, social statuses, ages, social and cultural contexts or other variables, as well as over time. These factors may also influence the extent to which LGBT people are open about their identity, even in the case of an anonymous online questionnaire.

Unequal access to the internet may also have influenced the sample, especially in the Member States with lower levels of internet access. Lack of internet connection not only meant that certain segments of the LGBT community could not be reached by many of the awareness-raising activities, but also that these people may have faced obstacles to filling in the questionnaire.

In addition, although the full anonymity of respondents was essential to ensure the wide participation of LGBT respondents, it theoretically could allow people to fill in the survey multiple times – although respondents were encouraged not to do so – and provides greater opportunity for respondent misidentification. Accordingly, careful steps were taken throughout the development and implementation of the survey to ensure the quality and consistency of data.

## Data quality and consistency

Respondents' eligibility was established at the beginning of the questionnaire. Only those who self-identified as lesbian, gay, bisexual or transgender, who lived in one of the 27 EU Member States and Croatia – regardless of legal circumstances (residency) or citizenship – and who were aged at least 18 were allowed to complete the full questionnaire. Throughout the questionnaire, the wording of questions was adapted to the respondents' particular group. For example, lesbian respondents were asked about their personal experiences as

a lesbian rather than as an 'LGBT' person. Certain questions were asked only of transgender respondents, for example those related to gender reassignment.

The online questionnaire included several controls, such as filters, to ensure that the collected data were internally coherent. It also required that a response be given to each question, with the option to select 'don't know' or 'does not apply' as necessary. This ensured that completed questionnaires had no omissions in terms of questions skipped entirely. The data were not further edited after they were collected.

The online, self-administered nature of the survey did not allow for controls over the quality of the answers received or over the identity or characteristics of the respondents. However, the large sample size combined with the length of the questionnaire – respondents took an average of 28 minutes to complete the survey – acts as a quality safeguard, helping to ensure that the overall results of the survey reflect the genuine experiences and opinions of LGBT people. Furthermore, the national experts did not report any campaign aiming to distort the results.

## Weighting of data

To avoid the influence of the under- or overrepresentation of any particular lesbian, gay, bisexual or transgender group or nationality in the sample, data weighting was applied to the EU LGBT average. This procedure guarantees that the opinions of the lesbian, gay, bisexual and transgender respondents from each country are represented proportionally and reliably in the survey according to the country's population. In the absence of reliable statistics on the proportionate size of the LGBT population in the EU and Croatia, this weighting was based on two assumptions. First, it assumed that the relative size of lesbian, gay, bisexual and transgender groups within the overall LGBT population is similar in all countries. Group weights are therefore computed as an average of the share of each group in the total data set across all countries, with each country having the same weight. Second, the weighting assumed that the relative size of the LGBT population over the age of 18 in each EU Member State and Croatia is equal to the relative size of the total adult population in each EU Member State and Croatia (country weights are computed based on Eurostat data).

In this report, the base number ( $N$ ) of responses to each question is presented as an unweighted count, whereas the percentages of respondents selecting a particular answer are presented in weighted form.

## Research process

The development and implementation of the survey were divided into two distinct phases. In phase 1, FRA designed the research and developed the questionnaire while the contracted consortium – Gallup Europe and ILGA Europe – conducted preliminary research and developed the technical aspects of the online survey tool. This involved conducting background research to explore existing statistical resources on LGBT populations and identify key online media and publications that could be used to promote the survey among the target audience. Next, a detailed communication plan and awareness-raising campaign were developed, including a visual identity and communication tools to support the promotion of the survey, as well as identifying online agents to promote it.

Phase 2 consisted of the data collection and analysis. Data collection included hosting, operating and monitoring the online questionnaire, as well as implementing the awareness-raising strategy and developing more targeted awareness-raising efforts where necessary. FRA finalised the analysis based on processing and statistical analysis of the survey data by Gallup.

FRA's Scientific Committee and external experts were consulted throughout the process on the development and implementation of the research instruments and analysis. More detailed information about the methodology of the survey will be available in a forthcoming Technical Report.



## Annex 2: Survey sample

The EU LGBT survey gathered 93,079 completed responses. Table A1 shows the sample size by country (n), its total population over the age of 18 and the

proportion of responses relative to the total adult population. It also shows the number of responses according to the weighting methodology described above.

**Table A1: Sample size by country (n) and their 18+ population, the proportion of the number of cases in the sample relative to the total 18+ population and weighted count**

Country (of residence)	n	Population 18+	n relative to the total 18+ population (%)	Weighted count
AT	2,543	6,872,033	0.0370	1,560
BE	2,901	8,617,292	0.0337	1,986
BG	1,033	6,241,121	0.0166	1,402
CY	265	633,359	0.0418	150
CZ	2,469	8,665,038	0.0285	1,959
DE	2,0271	68,326,165	0.0297	15,469
DK	1,710	4,351,661	0.0393	986
EE	374	1,089,752	0.0343	248
EL	2,760	9,344,922	0.0295	2,120
ES	6,388	37,862,752	0.0169	8,590
FI	3,439	4,288,349	0.0802	973
FR	8,375	49,250,217	0.0170	11,484
HU	2,267	8,175,111	0.0277	1,818
IE	1,625	3,341,967	0.0486	778
IT	13,255	50,352,450	0.0263	11,428
LT	821	2,622,861	0.0313	562
LU	318	403,566	0.0788	91
LV	501	1,845,068	0.0272	389
MT	358	337,694	0.1060	77
NL	3,175	13,144,678	0.0242	2,983
PL	2,790	30,990,692	0.0090	7,094
PT	2,125	8,694,435	0.0244	1,911
RO	1,260	17,451,843	0.0072	3,965
SE	2,464	7,479,448	0.0329	1,700
SI	636	1,697,820	0.0375	385
SK	1,000	4,394,588	0.0228	989
UK	6,759	49,249,383	0.0137	11,182
HR	1,197	3,584,162	0.0334	802
<b>Total</b>	<b>93,079</b>	<b>409,308,427</b>	<b>0.0227</b>	<b>93,079</b>

Note: n = sample size

Base: All EU LGBT survey respondents.

Sources: FRA, EU LGBT survey, 2012; Eurostat



The largest number of responses, over a fifth of the total sample, came from persons residing in Germany, with a further one in eight responses coming from Italy. Reflecting their lower population sizes, the fewest responses were received from people living in Cyprus, Estonia, Luxembourg, Malta and Slovenia. Participation rates ranged widely, with the highest value recorded in Malta and the lowest in Romania.

## Sample composition

Respondents of the survey tend to be men, gay, young and highly educated. These groups are possibly over-represented in the sample. As the true distribution in the LGBT population is not known, it is impossible to ascertain critical selection bias. However, participation in the online survey varies between countries and depends highly on local networks and stakeholders, especially in the case of the EU LGBT survey, which was promoted by LGBT associations, in publications and websites and through social media. A precondition for participation was unobstructed and continuous access to the internet for a considerable amount of time in order to complete the questionnaire (from 30 minutes to one hour). Thus, unequal access to internet due to age, education, income and local infrastructure will be reflected in the survey. Women and older persons do show lower internet use rates throughout the European Union, but this alone will not sufficiently explain apparent imbalances in the sample structure. Further research is needed to reveal the social dynamics of such a low participation rate. Different experiences of discrimination can lead to a higher motivation or to reluctance to participate in a survey on discrimination. However, the result could also reflect different levels of self-declaration or self-organisation among gay and lesbian persons within a country. As explained above, the sample of the European LGBT survey is not statistically representative of the total LGBT population of the European Union and Croatia, which is unknown. Nevertheless, the 93,079 respondents represent a very large group, plausibly representing most opinions, behaviours and attitudes that are present in the statistical universe of the survey.

The LGBT universe includes persons with identities based on gender, including where the sex assigned at birth and the preferred gender do not align, and sexual orientation, encompassing sexual orientations other than strictly heterosexual. The questionnaire asked respondents to categorise themselves according to a wide range of – often overlapping – identities related to their sexual orientation, gender identity, gender expression, gender perception and birth sex. A detailed breakdown of the sample according to these identities is presented in the section below.

Although these detailed overviews of the identities of European LGBT survey respondents offer rich possibilities for further analysis, the large number of categories and ensuing small subsamples did not fit the purpose of this report. Given this, a less detailed but clearer categorisation was adopted for the analysis of survey data, using the four main identities that were the subject of the research: lesbian, gay, bisexual and transgender. Within the bisexual group, men and women respondents were split to allow analysis by sex.

The term ‘transgender’ was used in the survey as an umbrella term encompassing all those who identified as gender variant, cross-dressers, transgender, transsexual, men or women with a transsexual past, queer or another term. Self-identification with transgender subcategories was used in analysing trans-specific questions. However, transgender respondents were not grouped together with other respondents who identified as having the same sexual orientation: throughout the analysis, lesbian transgender respondents appear among the transgender respondents and not among lesbian women.

## Sample typology by LGBT group

Only respondents who categorise themselves as being lesbian, gay or bisexual were allowed to complete the survey, unless they stated that they identify as transgender. In this case, respondents selecting any of the possible sexual orientation answers were allowed to continue.

To facilitate the analysis of the data, these categories were merged to create four main groups of respondents which reflect the main target groups of the research: lesbian, gay, bisexual and transgender persons. On this basis, 62 % of respondents are gay men, 16 % are lesbian women, 8 % are bisexual men, 7 % are bisexual women and 7 % are transgender.

To mitigate the effects of the overrepresentation of one group of respondents, typically gay men, in some country samples, and the overrepresentation of some countries in the total sample, a weighting methodology was applied to the data as described above. Following the application of the weighting calculations, 56 % of the sample identified as gay men, 19 % as lesbian women, 9 % as bisexual women, 7 % as bisexual men and 8 % as transgender.

Despite the large number of respondents and the use of large analytical groups, in some cases the number of responses sharing a particular set of identities became very small. To retain the robustness of the analysis, this report highlights with an asterisk those cases where the number of applicable responses was fewer than 30.



**Table A2: LGBT typology used in this report, by country, number of instances and percentage within country (unweighted)**

		EU total	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HU	IE
Lesbian women	<i>n</i>	15,236	437	424	226	41	565	2,445	393	99	399	897	820	1,302	307	423
Gay men	<i>n</i>	57,448	1,558	1,998	474	164	1,432	13,907	930	170	1,590	4,409	1,192	5,720	1,455	864
Bisexual women	<i>n</i>	6,424	164	132	139	18	163	590	136	61	219	354	756	326	135	141
Bisexual men	<i>n</i>	7,200	217	182	88	17	139	2,000	108	20	288	514	190	592	236	58
Transgender	<i>n</i>	6,771	167	165	106	25	170	1,329	143	24	264	214	481	435	134	139
<b>Total</b>	<b>N</b>	<b>93,079</b>	<b>2,543</b>	<b>2,901</b>	<b>1,033</b>	<b>265</b>	<b>2,469</b>	<b>20,271</b>	<b>1,710</b>	<b>374</b>	<b>2,760</b>	<b>6,388</b>	<b>3,439</b>	<b>8,375</b>	<b>2,267</b>	<b>1,625</b>

Lesbian women	%	16	17	15	22	15	23	12	23	26	14	14	24	16	14	26
Gay men	%	62	61	69	46	62	58	69	54	45	58	69	35	68	64	53
Bisexual women	%	7	6	5	13	7	7	3	8	16	8	6	22	4	6	9
Bisexual men	%	8	9	6	9	6	6	10	6	5	10	8	6	7	10	4
Transgender	%	7	7	6	10	9	7	7	8	6	10	3	14	5	6	9
<b>Total</b>	%	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

		IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	HR
Lesbian women	<i>n</i>	2,136	177	51	150	109	614	375	456	139	427	160	144	1,285	235
Gay men	<i>n</i>	8,668	439	187	200	173	1,937	1,754	1,168	690	1,053	345	584	3,795	592
Bisexual women	<i>n</i>	805	100	16	83	40	214	264	268	70	341	64	96	572	157
Bisexual men	<i>n</i>	996	65	26	22	18	159	138	146	214	269	38	61	294	105
Transgender	<i>n</i>	650	40	38	46	18	251	259	87	147	374	29	115	813	108
<b>Total</b>	<b>N</b>	<b>13,255</b>	<b>821</b>	<b>318</b>	<b>501</b>	<b>358</b>	<b>3,175</b>	<b>2,790</b>	<b>2,125</b>	<b>1,260</b>	<b>2,464</b>	<b>636</b>	<b>1,000</b>	<b>6,759</b>	<b>1197</b>

Lesbian women	%	16	22	16	30	30	19	13	21	11	17	25	14	19	20
Gay men	%	65	53	59	40	48	61	63	55	55	43	54	58	56	49
Bisexual women	%	6	12	5	17	11	7	9	13	6	14	10	10	8	13
Bisexual men	%	8	8	8	4	5	5	5	7	17	11	6	6	4	9
Transgender	%	5	5	12	9	5	8	9	4	12	15	5	12	12	9
<b>Total</b>	%	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Questions: A2. What sex were you assigned at birth?

A3\_1. please select the one answer that fits you the best.

A4. Would you say you are ...

Note: N = total survey sample (by country); n = subgroup sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Table A3: LGBT typology used in this report, by country, count and percentage within country (weighted)**

		EU total	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HU	IE
Lesbian women	<i>n</i>	17,815	299	380	268	29	375	2,961	189	47	406	1,644	186	2,198	348	149
Gay men	<i>n</i>	52,250	876	1,115	787	84	1,100	8,684	554	139	1,190	4,822	546	6,446	1021	437
Bisexual women	<i>n</i>	8,626	145	184	130	14	182	1,434	91	23	196	796	90	1,064	168	72
Bisexual men	<i>n</i>	6,812	114	145	103	11	143	1,132	72	18	155	629	71	840	133	57
Transgender	<i>n</i>	7,576	127	162	114	12	159	1,259	80	20	173	699	79	935	148	63
<b>Total</b>	<b>N</b>	<b>93,079</b>	<b>1,560</b>	<b>1,986</b>	<b>1,402</b>	<b>150</b>	<b>1,959</b>	<b>15,469</b>	<b>986</b>	<b>248</b>	<b>2,120</b>	<b>8,590</b>	<b>973</b>	<b>11,484</b>	<b>1,818</b>	<b>778</b>

Lesbian women	%	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19
Gay men	%	56	56	56	56	56	56	56	56	56	56	56	56	56	56	56
Bisexual women	%	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
Bisexual men	%	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Transgender	%	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8
<b>Total</b>	<b>%</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

		IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	HR
Lesbian women	<i>n</i>	2,187	108	18	74	15	571	1,358	366	759	325	74	189	2,140	154
Gay men	<i>n</i>	6,415	315	51	218	43	1,674	3,982	1,072	2,226	954	216	555	6,277	450
Bisexual women	<i>n</i>	1,059	52	8	36	7	276	657	177	367	158	36	92	1,036	74
Bisexual men	<i>n</i>	836	41	7	28	6	218	519	140	290	124	28	72	818	59
Transgender	<i>n</i>	930	46	7	32	6	243	577	156	323	138	31	81	910	65
<b>Total</b>	<b>N</b>	<b>11,428</b>	<b>562</b>	<b>91</b>	<b>389</b>	<b>77</b>	<b>2,983</b>	<b>7,094</b>	<b>1,911</b>	<b>3,965</b>	<b>1,700</b>	<b>385</b>	<b>989</b>	<b>11,182</b>	<b>802</b>

Lesbian women	%	19	19	19	19	19	19	19	19	19	19	19	19	19	19
Gay men	%	56	56	56	56	56	56	56	56	56	56	56	56	56	56
Bisexual women	%	9	9	9	9	9	9	9	9	9	9	9	9	9	9
Bisexual men	%	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Transgender	%	8	8	8	8	8	8	8	8	8	8	8	8	8	8
<b>Total</b>	<b>%</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Questions: A2. What sex were you assigned at birth?  
 A3\_1. PLEASE SELECT THE ONE ANSWER THAT FITS YOU THE BEST.  
 A4. Would you say you are ...

Note: N = total survey sample (by country); n = subgroup sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012



## Sample typology by sex, sexual orientation, gender identity, gender expression and gender perception

Table A4 provides more detail drawing on respondents' breakdown by sex, sexual orientation, gender identity, gender expression and gender perception of respondents.

**Table A4: Respondent typology according to their sex, sexual orientation, and gender expression 'look'**

Type	No. of respondents	% of all respondents (excluding trans)
<b>Feminine lesbian women</b>	10,666	13.3
<b>Masculine lesbian women</b>	1,634	12.1
<b>Lesbian women – mixed gender expression</b>	2,936	3.7
<b>Feminine gay men</b>	788	0.9
<b>Masculine gay men</b>	52,725	61.1
<b>Gay men – mixed gender expression</b>	3,935	4.1
<b>Feminine bisexual women</b>	5,259	7.7
<b>Masculine bisexual women</b>	228	0.3
<b>Bisexual women – mixed gender expression</b>	937	1.3
<b>Feminine bisexual men</b>	93	0.1
<b>Masculine bisexual men</b>	6,589	6.6
<b>Bisexual men – mixed gender expression</b>	518	0.6
<b>TOTAL</b>	<b>86,308</b>	<b>91.9</b>

Questions: A2. What sex were you assigned at birth?

A4. Would you say you are ...

A5. Do you agree or disagree with the following statements?

Base: All LGB survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A5 provides more detail drawing on transgender respondents' breakdown based on gender identity, sex assigned at birth, and gender perception.

**Table A5: Respondent typology according to gender identity, sex assigned at birth, and gender expression (how much they felt feminine and masculine)**

Type	Sex assigned at birth	Gender perception, felt being...	No. of instances	% of all respondents (including LGB)
<b>Transgender</b>	Male	Predominantly masculine	65	0.07
		Predominantly feminine	430	0.53
		Mixed	132	0.16
	Female	Predominantly masculine	317	0.34
		Predominantly feminine	25	0.02
		Mixed	97	0.11
<b>Transsexual</b>	Male	Predominantly masculine	22	0.03
		Predominantly feminine	689	0.84
		Mixed	56	0.06
	Female	Predominantly masculine	369	0.44
		Predominantly feminine	31	0.04
		Mixed	50	0.05
<b>Woman with a transsexual past</b>		Predominantly masculine	16	0.02
		Predominantly feminine	343	0.38
		Mixed	38	0.04
<b>Man with a transsexual past</b>		Predominantly masculine	163	0.16
		Predominantly feminine	11	0.01
		Mixed	25	0.03
<b>Gender variant</b>	Male	Predominantly masculine	77	0.09
		Predominantly feminine	69	0.09
		Mixed	108	0.13
	Female	Predominantly masculine	93	0.11
		Predominantly feminine	41	0.05
		Mixed	151	0.14
<b>Cross-dresser</b>	Male	Predominantly masculine	87	0.10
		Predominantly feminine	212	0.25
		Mixed	275	0.34
	Female	Predominantly masculine	35	0.03
		Predominantly feminine	10	0.01
		Mixed	35	0.02
<b>Queer</b>	Male	Predominantly masculine	306	0.41
		Predominantly feminine	48	0.05
		Mixed	157	0.19
	Female	Predominantly masculine	116	0.12
		Predominantly feminine	115	0.13
		Mixed	274	0.28



Type	Sex assigned at birth	Gender perception, felt being...	No. of instances	% of all respondents (including LGB)
Other	Male	Predominantly masculine	747	1.12
		Predominantly feminine	121	0.16
		Mixed	197	0.27
	Female	Predominantly masculine	168	0.15
		Predominantly feminine	250	0.33
		Mixed	200	0.25
<b>TOTAL</b>			<b>6,771</b>	<b>8.1</b>

Questions: A2. What sex were you assigned at birth?

A3\_1. PLEASE SELECT THE ONE ANSWER THAT FITS YOU THE BEST.

A5. Do you agree or disagree with the following statements?

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

## Sexual preference and behaviour

The questionnaire asked respondents several questions about whom they are sexually attracted to and with whom they typically have sex. The responses to these questions act as a check of respondents' self-declared sexuality.

The different lesbian, gay and bisexual groups have sexual preferences which in large part correspond with their self-classification: lesbian women are mainly sexually attracted to women (91%), gay men are attracted to men (97%), and bisexual groups are attracted to both

sexes in the vast majority of cases (83% of bisexual women and 74% of bisexual men). Nevertheless, in the bisexual groups a significant minority (14% of the women and 22% of the men) say that they have homosexual preferences. Transgender respondents are about evenly split among those who are sexually attracted to men (36%), to women (31%) and to both sexes (29%).

In terms of sexual behaviour, gay men participants predominantly report that they have sex with men. Among lesbian respondents, 10% indicate that they also or mainly have sex with men, and only about two thirds (68%) say they only have sex with other women.

**Table A6: Whom are you sexually attracted to? (%)**

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	Total
<b>n/N</b>	<b>15,236</b>	<b>57,448</b>	<b>6,424</b>	<b>7,200</b>	<b>6,771</b>	<b>93,079</b>
<b>Males</b>	1	97	2	22	36	60
<b>Females</b>	91	0	14	3	31	22
<b>Both males and females</b>	7	2	83	74	29	18
<b>I am not sexually attracted to anyone</b>	1	0	1	1	3	1
<b>Don't know</b>	0	0	1	1	2	0

Question: A8. Whom are you sexually attracted to?

Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A7: In the last five years, respondents have had sex with ... (%)

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	Total
n/N	15,236	57,448	6,424	7,200	6,771	93,079
<b>Only women (or with one woman)</b>	68	0	15	4	24	17
<b>Mainly women</b>	15	0	11	7	9	4
<b>Both men and women</b>	7	2	37	36	15	10
<b>Mainly men</b>	1	9	13	28	10	9
<b>Only men (or with one man)</b>	2	86	14	19	29	53
<b>No one</b>	6	4	9	6	12	6
<b>Don't know</b>	0	0	1	0	1	0

Question: A7. In the last five years, you have had sex with: ...

Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Sizeable minorities in the bisexual groups engaged only in *homosexual* encounters during the past five years. Among bisexual women, another 14 % had only heterosexual sex in the same time span, leaving about six in 10 respondents who had sex with both men and women.

Transgender respondents' sexual behaviour is slightly more polarised. More than half had sex with only women or only men, whereas one in five respondents say they had sex with either "mainly men" or "mainly women" and one in eight have not had any sexual partner during the past five years.

## Gender identity of transgender respondents

One in 12 (8 %) respondents identify themselves as transgender. These respondents are then able to further self-identify as part of a transgender subgroup. Transgender, transsexual, queer and other are the most common identifications.

Around two thirds of transgender respondents were assigned male sex at birth, although there is considerable variation by transgender subgroup.

Table A8: Description of transgender respondents, unweighted and weighted count\*

	Unweighted count			Weighted count		
	Total	Sex assigned at birth: female	Sex assigned at birth: male	Total	Sex assigned at birth: female	Sex assigned at birth: male
<b>n</b>	6,771	2,574	4,197	7,576	2,617	4,959
<b>Transgender</b>	1,066	439	627	1,140	437	703
<b>Transsexual</b>	1,217	450	767	1,347	483	865
<b>Woman with a transsexual past</b>	397	58	339	409	61	349
<b>Man with a transsexual past</b>	199	139	60	188	115	73
<b>Gender variant</b>	539	285	254	575	285	290
<b>Cross-dresser</b>	654	80	574	698	62	636
<b>Queer</b>	1,016	505	511	1,095	491	603
<b>Other</b>	1,683	618	1,065	2,124	684	1,440

Question: A3\_1. Please select the one answer that fits you the best.

Note: \* The questionnaire provided to respondents the option to select sex assigned at birth. Some respondents may have selected the wrong box or thought that they should state their current or legal sex, which may represent their experience more accurately. This may explain the apparently contradictory figures such as 58 women with a transsexual past with sex assigned at birth: female. On the other hand, it may well give us a glimpse of the individual personal stories which do not always fit under a predetermined normative or statistical categorisation.

Note: n = sample

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012



Table A9 presents the distributions of these subgroups within the countries covered.

## Sexual orientation of transgender respondents

Transgender respondents are most likely to describe their sexual orientation as bisexual (27 %) or gay

(28 %). Around one in seven describe themselves as heterosexual/straight or could not classify their sexual orientation in any of the categories offered. Transgender respondents, gender variant respondents and queer respondents are more likely to choose 'other' or to say that they could not answer this question.

**Table A9: Description of transgender respondents, by country (%)**

	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HU	IE
<b>n</b>	167	165	106	25	170	1,329	143	24	264	214	481	435	134	139
<b>Transgender</b>	10	23	12	24	9	15	24	4	21	9	15	24	10	25
<b>Transsexual</b>	20	13	3	0	18	20	17	13	6	18	19	16	30	17
<b>Woman with a transsexual past</b>	6	7	2	0	8	8	3	4	0	2	5	6	5	5
<b>Man with a transsexual past</b>	4	2	0	4	3	5	1	0	0	1	5	2	5	1
<b>Gender variant</b>	6	7	15	0	8	8	6	13	9	7	11	3	4	9
<b>Cross-dresser</b>	16	6	3	0	5	13	18	8	5	7	13	9	7	14
<b>Queer</b>	23	10	24	16	33	16	8	38	16	14	15	13	9	13
<b>Other</b>	16	31	42	56	16	17	21	21	44	42	17	26	29	17

	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	HR
<b>n</b>	650	40	38	46	18	251	259	87	147	374	29	115	813	108
<b>Transgender</b>	10	13	21	13	28	23	7	5	7	13	24	13	22	13
<b>Transsexual</b>	14	20	8	17	11	25	24	11	4	23	7	9	25	8
<b>Woman with a transsexual past</b>	2	8	11	7	0	9	1	2	1	5	0	0	14	3
<b>Man with a transsexual past</b>	1	0	3	2	6	5	2	2	2	6	0	1	2	1
<b>Gender variant</b>	5	23	8	0	6	4	14	7	10	5	3	30	8	17
<b>Cross-dresser</b>	3	18	16	17	0	7	23	7	6	13	7	3	6	12
<b>Queer</b>	14	8	11	17	33	8	14	11	16	17	17	32	10	27
<b>Other</b>	51	13	24	26	17	19	15	54	54	19	41	12	13	19

Question: 3\_1. Please select the one answer that fits you best.

Note: n = country sample

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A10: Sexual orientation of the transgender respondents, by category (%)

	n	Lesbian	Gay	Bisexual	Hetero / straight	Not sure/ other
Transgender	1,066	15	15	29	18	23
Transsexual	1,217	21	9	28	29	13
Woman with a transsexual past	397	33	1	35	20	11
Man with a transsexual past	199	1	37	27	26	9
Gender variant	539	18	20	36	7	20
Cross-dresser	654	7	14	48	25	6
Queer	1,016	21	45	16	1	17
Other	1,683	19	49	19	4	9
<b>Total</b>	<b>6,771</b>	<b>18</b>	<b>28</b>	<b>27</b>	<b>14</b>	<b>14</b>

Question: A3\_1. Please select the one answer that fits you the best.

Note: n = category sample

Base: All transgender EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

## Sociodemographic characteristics

Respondents were asked a series of questions about their age, sex, occupation, education, income and civil status, as well as whether they identified as belonging to a minority group.

## Sex

Overall, the sample<sup>1</sup> is dominated by men: seven in 10 respondents are listed as male according to the sex they were assigned at birth; it should be noted that, for many transgender persons, the 'sex assigned at birth' is not a relevant category, as they do not identify with it.

Table A11: Birth sex

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
Female	15,236	0	6,424	0	2,574 (35 %)	24,234 (31 %)
Male	0	57,448	0	7,200	4,197 (66 %)	68,845 (69 %)
<b>Total</b>	<b>15,236</b>	<b>57,448</b>	<b>6,424</b>	<b>7,200</b>	<b>6,771</b>	<b>93,079</b>

Question: A2. What sex were you assigned at birth?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A12: Age of participants

Age distribution (years)	Frequency	%
18-24	28,110	32
25-39	39,939	43
40-54	20,236	20
55+	4,794	5
<b>Total</b>	<b>93,079</b>	<b>100</b>

Question: A1. How old are you?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

<sup>1</sup> More considerations about participation rates among LGBT respondents are provided in Annex 1 'Approach and research methodology'.

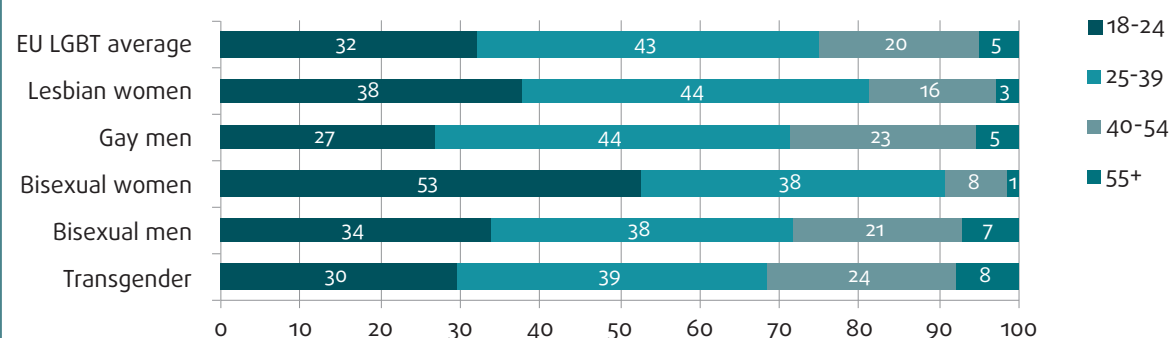
## Age

Respondents were categorised into four categories according to their age. The largest age group represented in the sample are respondents aged 25-39, and the smallest are those over 55.

Lesbian, and particularly bisexual women, respondents tend to be young, with more than 80 % of respondents under the age of 40. Transgender respondents are the oldest group of participants: a third are older than 40.

In general, the 25- to 39-year-old men group are the most populous, ranging from 38 % of the sample in the Czech Republic, Denmark and Finland to 21 % in Poland. There are some exceptions: in Poland, 40- to 54-year-old men took part in the survey in the highest numbers (27 %). Female respondents older than 55 years of age represent the smallest proportion of respondents in every country.

Figure A1: Age breakdown (%)



Question: A1. How old are you?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A13: Age and sex breakdown, by country (%)

	BE	BG	CZ	DK	DE	EE	EL	ES	FR	IE	IT	CY	LV	LT
Female 18-24	11	13	15	12	20	8	11	10	14	11	18	16	16	11
Female 25-39	15	13	16	19	11	15	13	20	13	15	13	11	14	15
Female 40-54	5	4	1	2	2	7	6	3	3	5	3	3	2	5
Female 55+	1	1	0	0	0	1	3	0	0	1	0	1	0	1
Male 18-24	16	14	22	15	27	14	15	19	18	19	19	18	26	20
Male 25-39	32	29	38	38	31	29	24	37	37	31	30	27	33	30
Male 40-54	17	21	7	13	8	21	20	9	13	17	14	20	8	14
Male 55+	4	5	1	1	2	5	9	2	1	2	4	6	2	5
n	2,901	1,033	2,469	1,710	20,271	374	2,760	6,388	8,375	1,625	13,255	265	501	821

	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	UK	HR
Female 18-24	14	20	6	13	18	10	20	16	17	14	13	18	12	16
Female 25-39	14	10	13	18	13	12	11	12	12	14	17	12	12	16
Female 40-54	4	1	9	2	3	6	1	3	1	3	1	2	6	1
Female 55+	0	1	2	0	0	3	0	0	0	1	0	0	2	0
Male 18-24	20	28	13	18	25	8	26	25	25	19	20	29	17	26
Male 25-39	30	31	31	36	25	21	35	29	35	25	38	34	26	33
Male 40-54	16	7	22	11	13	27	7	13	8	16	10	6	18	8
Male 55+	3	1	4	3	4	12	1	2	1	8	1	1	7	1
n	318	2,267	358	3,175	2,543	2,790	2,125	1,260	636	1,000	3,439	2,464	6,759	1,197

Questions: A1. How old are you?

A2. What sex were you assigned at birth?

Note: n = country sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A14: Education level, by LGBT group (%)

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
No formal education	0	0	0	0	0	0
Primary education	2	1	2	2	3	2
Secondary education	22	23	24	27	30	24
Post-secondary education other than college/university	14	15	13	15	16	15
College/university/ higher academic education	59	58	58	53	48	57
Other	3	2	3	3	3	3
n/N	15,236	57,448	6,424	7,200	6,771	93,079

Question: H5. What is the highest level of education you have achieved?

Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

## Education

A majority of respondents has college, university or higher academic degrees. This is true for each LGBT group. In addition, a quarter of respondents has secondary education. There are virtually no respondents who report primary education as the highest completed level of education.

For analytical purposes, respondents were grouped into those that had completed college, university or higher degrees (59 %) and a second group including all other respondents (41 %). The proportion of respondents

who have completed higher education is broadly similar across LGBT groups, although bisexual men and transgender respondents are slightly less likely to have a university or college degree.

## Occupation

Three out of five respondents (58 %) indicate that they are in paid work, including those who are on temporary leave from work, and a further three out of 10 are students. One in 15 respondents are unemployed, and small segments of the sample are doing unpaid or voluntary work, are retired or are otherwise not working.

Table A15: Economic activity status, by LGBT group (%)

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
In paid work (including on maternity or other temporary leave)	54	63	40	56	50	58
In unpaid or voluntary work	3	2	3	2	3	2
Unemployed	7	8	7	8	13	8
Student	33	23	48	28	24	27
Retired	1	3	0	3	4	2
Otherwise not working (e.g. taking care of home. on a long sick leave. disabled)	2	2	3	2	6	3
n/N	15,236	57,448	6,424	7,200	6,771	93,079

Question: H6. Which of the following best describes your status?

Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

The individual LGBT groups do not differ in their distribution by economic activity status, with one exception: bisexual women respondents are more likely to be students than in paid work, reflecting the fact that the majority were 18–25 years old. In addition, the proportion of transgender respondents who are unemployed is higher than among other LGB respondents.

To simplify the analysis, respondents were grouped into three categories according to their economic activity: those in paid work (58 %), students (27 %) and 'other non-working' (15 %), which combined all the remaining categories.

The distribution of LGBT respondents by work status does not show significant variation across Member States and Croatia. In all but one country, the proportions of the three categories are the same: those in paid work are represented in the highest number, followed by students and then those who are not working. The only exception is found in the Netherlands, where the proportion of those not in paid work exceeds the proportion of students.

## Income

The EU LGBT survey asked respondents about their monthly net household income. Income levels were recorded in four broad categories, derived from the European Social Survey (ESS) income distribution results.<sup>2</sup> The four categories were tailored to income levels in each country surveyed, so that about 25 % of the general population had a household income corresponding to each category.

Overall, the income distribution of the sample corresponds to that of the general population: about a quarter of the respondents belongs to each category.

Gay men are the most likely to report household income in the highest category. Conversely, bisexual women, and especially transgender respondents, are more likely than other LGBT groups to report a household income in the bottom quartile and less likely to report incomes in the top income quartile. In the case of bisexual women, this may reflect the young age of respondents and high proportion of students in the sample.

**Table A16: Employment, by country (%)**

	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HU	IE
<b>In paid work</b>	66	65	62	62	53	66	53	67	47	52	54	58	53	55
<b>Student</b>	24	22	26	20	39	21	28	22	27	28	31	28	33	29
<b>Other non-working</b>	10	13	13	18	8	13	19	11	26	20	16	14	14	17
<b>n</b>	<b>2,543</b>	<b>2,901</b>	<b>1,033</b>	<b>265</b>	<b>2,469</b>	<b>20,271</b>	<b>1,710</b>	<b>374</b>	<b>2,760</b>	<b>6,388</b>	<b>3,439</b>	<b>8,375</b>	<b>2,267</b>	<b>1,625</b>

	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	HR
<b>In paid work</b>	52	56	76	71	59	64	52	50	58	58	54	53	60	45
<b>Student</b>	31	32	14	17	31	17	37	33	27	27	36	38	24	38
<b>Other non-working</b>	17	12	9	12	10	19	11	17	15	16	10	9	16	17
<b>n</b>	<b>13,255</b>	<b>821</b>	<b>318</b>	<b>501</b>	<b>358</b>	<b>3,175</b>	<b>2,790</b>	<b>2,125</b>	<b>1,260</b>	<b>2,464</b>	<b>636</b>	<b>1,000</b>	<b>6,759</b>	<b>1,197</b>

Question: H6. Which of the following best describes your status?

Note: n = country sample.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

<sup>2</sup> For more information on the European Social Survey, see [www.europeansocialsurvey.org/](http://www.europeansocialsurvey.org/).

**Table A17: Household income, by LGBT group (national income quartiles derived from European Social Survey household income results)**

	LGBT average	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender
<b>Under lowest quartile</b>	27	30	24	35	27	36
<b>Between lowest quartile and median</b>	25	26	24	26	24	25
<b>Between median and highest quartile</b>	22	23	23	21	23	20
<b>Above highest quartile</b>	26	21	30	19	27	19

Question: H17. Could you please indicate what your household's net combined monthly income is - that is, after deductions for tax, social insurance, etc.? [According to country of residence, a list of country-specific income bands was presented.]

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Table A18: Income distribution of the LGBT samples in each country (national quartiles defined by empirical household income distribution in the general population in the particular country, reference data: European Social Survey, 2010), EU LGBT average**

Country	1st quartile	2nd quartile	3rd quartile	4th quartile
AT	32	29	17	23
BE	25	25	24	26
BG	6	13	22	59
CY	13	19	20	48
CZ	22	23	20	35
DE	39	25	18	18
DK	32	33	20	15
EE	13	19	29	39
EL	47	26	15	13
ES	32	20	25	23
FI	36	27	20	17
FR	28	28	19	25
IE	19	23	27	31
IT	25	33	24	19
LV	13	15	22	51
LT	28	21	18	34
LU	18	20	24	38
HU	33	23	17	28
MT	9	17	34	40
NL	29	27	21	23
PL	20	23	25	33
PT	19	16	20	45
RO	15	17	24	44
SE	31	25	21	23
SI	18	29	24	28
SK	15	28	29	28
UK	20	22	28	31
HR	14	20	32	34

Question: H17. Could you please indicate what your household's net combined monthly income is - that is, after deductions for tax, social insurance, etc.? [According to country of residence, a list of country-specific income bands was presented.]

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

In most countries covered by the survey, the distribution of income among respondents is in line with that among the general population. In some Member States, however, the distribution of the sample does not align with the expected distribution based on ESS quartiles. For

example, in Bulgaria, Latvia, Malta and Cyprus, respondents report relatively higher income levels than those of the general population. In contrast, respondents in Greece are more likely than the general population to report the lowest levels of income.

## Place of residence

The majority of respondents say they live in an urban area: a city (59 %), a town (21 %) or the suburbs or outskirts of a city (10 %). Urban residents dominate each individual LGBT group.

To analyse the results according to urbanisation level, all respondents who live outside cities were put together in a single category. In each individual LGBT group, respondents are more likely to live in cities than elsewhere. Moreover, in all but five EU Member States, at least half of the respondents live in cities.

## Household composition

The sample is split fairly evenly between those who live in single-person households (29 %), two-person households (33 %) and households of three or more (37 %).

To simplify the analysis, respondents were grouped into two categories: those living in single-person households and those who live in multi-member households. Significant majorities of respondents in all LGBT groups live in multi-member households, although gay men respondents are less likely to live with other people than were other LGBT groups.

Similarly, majorities in each EU Member State and Croatia live in multi-member households. This ranges from 51 % of respondents in Finland to 84 % in Slovakia.

## Relationship status

The majority of respondents in all LGBT groups indicate they are currently living with a partner or spouse, or are involved in a relationship without living together. This is particularly true for lesbian and bisexual women. Conversely, transgender respondents are the most likely to say they have no relationship (48 %).

Most lesbian, gay and bisexual respondents have a partner of the same sex (53 %), while 6 % have a partner of a different sex. Lesbian respondents are most likely to say they have a same-sex partner (69 %), whereas bisexual men and women are the most likely to say they have a partner of the opposite sex (28 % and 27 %, respectively).

Combining the data on relationship status and sex of partner indicates that 26 % of respondents live together with a same-sex partner, whereas 4 % cohabit with a different-sex partner. In addition, 25 % are in a relationship with a same-sex partner but do not live with them.

Living together with a same-sex partner is most common among lesbian women respondents (38 %), and living together with a different-sex partner is most common among bisexual men respondents (19 %). Being involved in a relationship with a same-sex partner without living together is most frequent among lesbian women respondents (32 %), whereas being involved in a relationship with a different-sex partner without living together is most frequent among bisexual women respondents (14 %).

**Table A19: Place of residence by LGBT group (%)**

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
<b>City</b>	57	62	58	53	52	59
<b>The suburbs or outskirts of a city</b>	10	9	10	11	11	10
<b>A town</b>	23	19	22	23	23	21
<b>A country village</b>	9	8	8	11	11	9
<b>A farm or home in the countryside</b>	2	2	1	2	2	2
<b>n/N</b>	<b>15,236</b>	<b>57,448</b>	<b>6,424</b>	<b>7,200</b>	<b>6,771</b>	<b>93,079</b>

Question: H7. Where do you currently live?

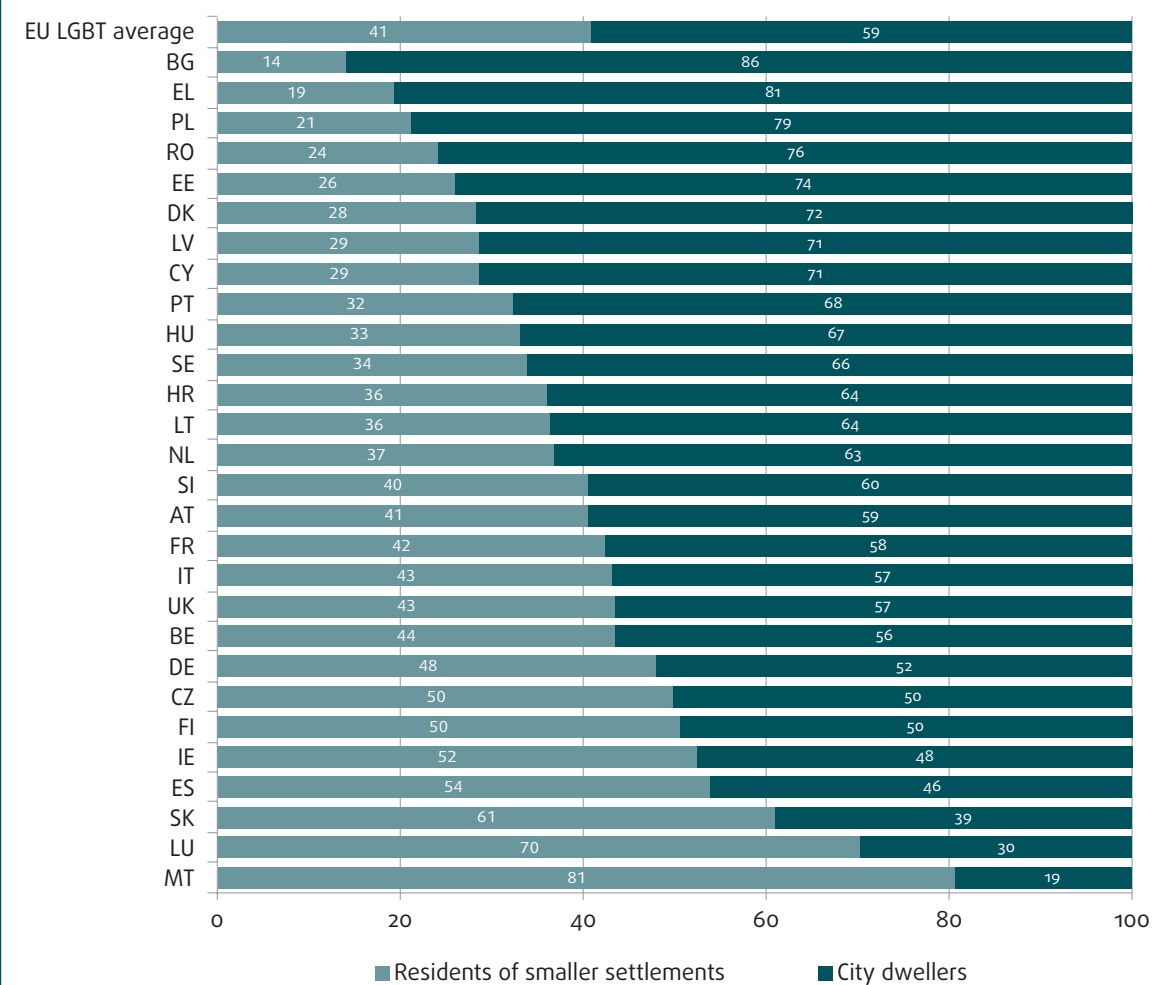
Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012



Figure A2: Place of residence (%)



Question: H7. Where do you currently live?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A20: Household size, by LGBT group (%)

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
Single household	22	34	20	27	30	29
Household with 2 people	37	35	29	24	30	33
Household with 3 people	19	14	23	21	18	17
Household with 4 people	15	11	18	18	14	13
Household with more than 5 people	8	6	10	10	9	7
N/A	0	0	0	1	1	0
n/N	15,236	57,448	6,424	7,200	6,771	93,079

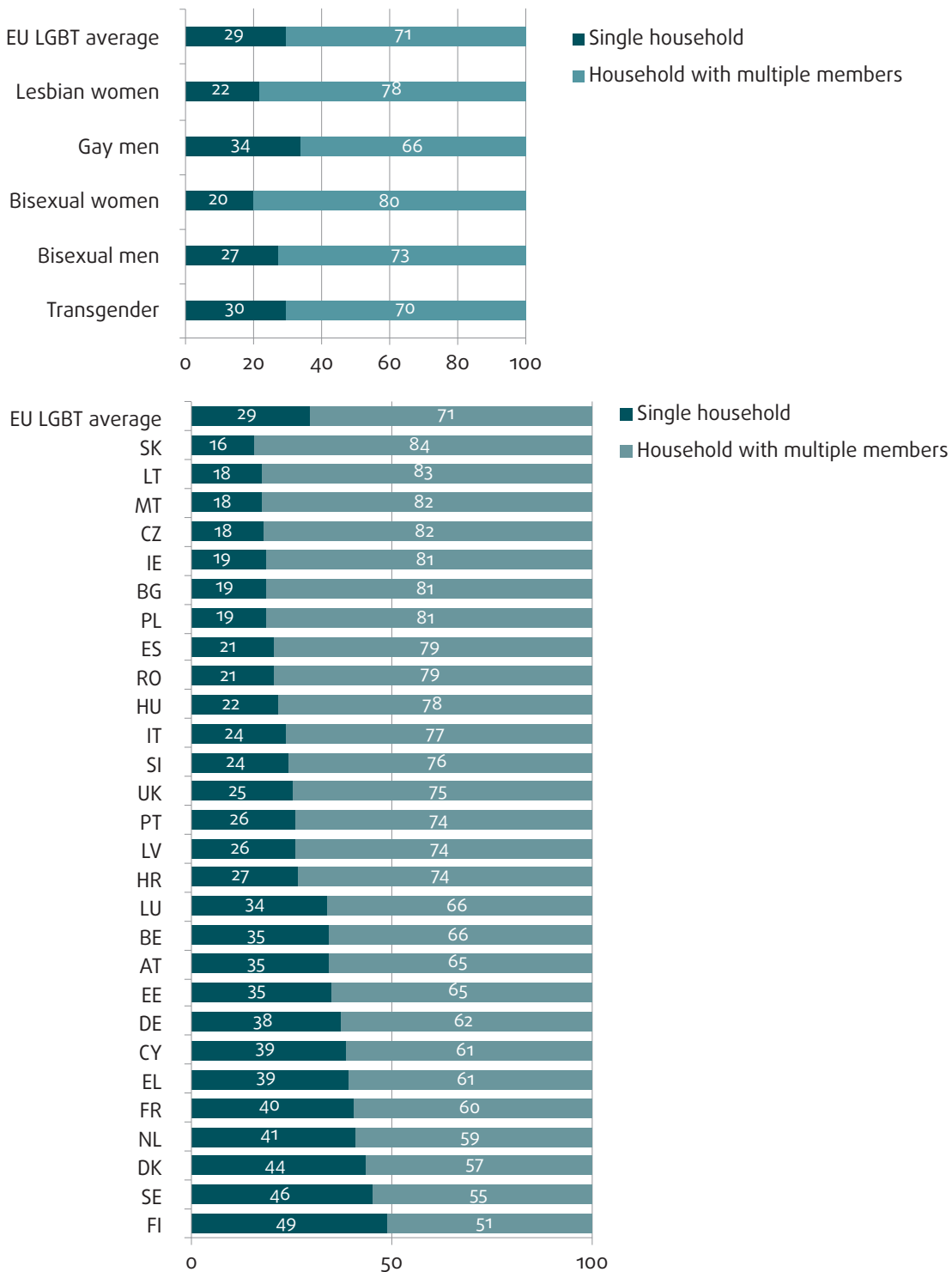
Question: H8. Including yourself, how many people live in your household?

Notes: n = subgroup sample; N = total survey sample. N/A = no answer.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Figures A3 and A4: Household size (%)

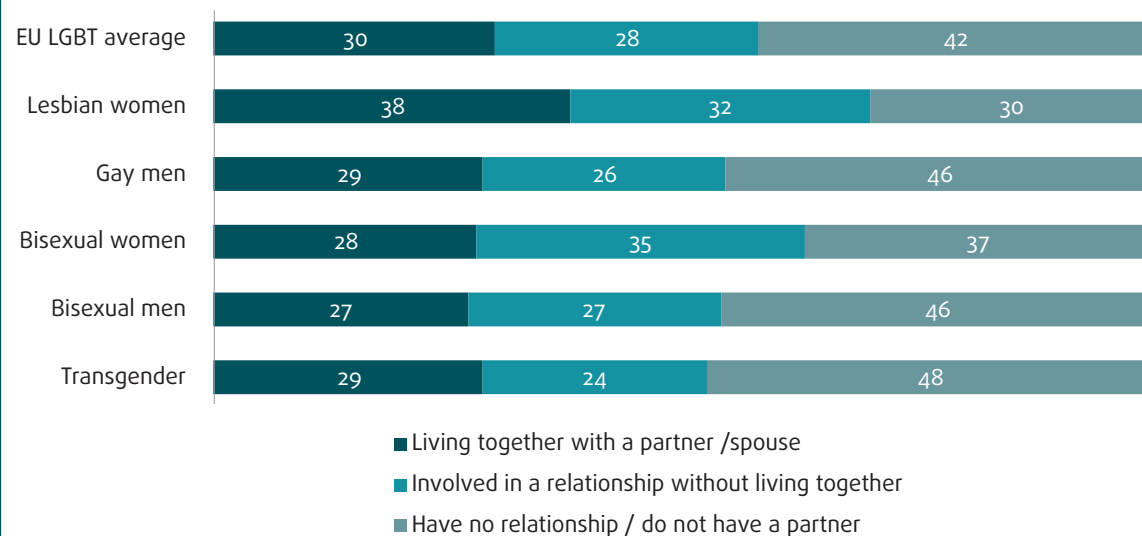


Question: H8. Including yourself, how many people live in your household?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure A5: Relationship status (%)**

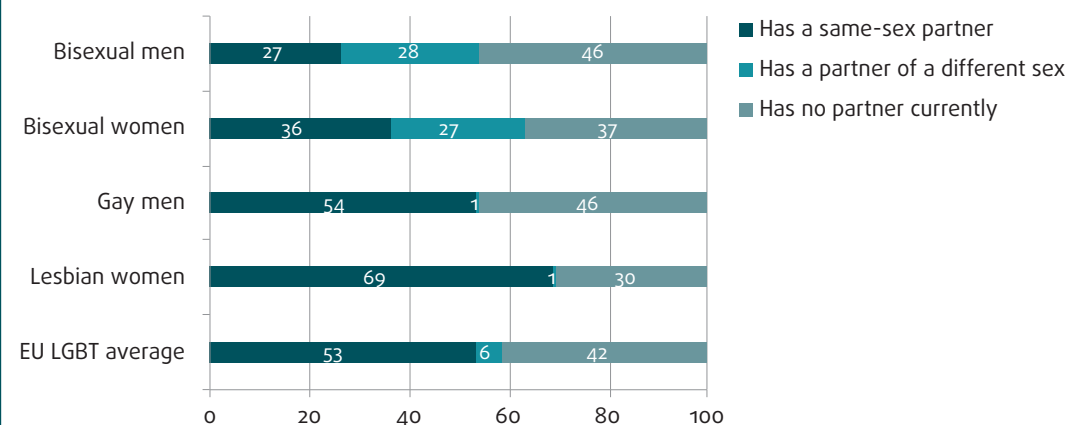


Question: H11. What best describes your current situation in the country where you live:

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure A6: Same-sex partnership (%)**



Questions: A2. What sex were you assigned at birth?

H12. Is your current partner a woman or a man? [transgender respondents excluded].

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012



Table A21: Proportion of same-sex versus different-sex couples living together with a partner/spouse or not (%)

	Lesbian women		Gay men		Bisexual women		Bisexual men		Transgender		EU LGBT average	
	Living together	Not living together	Living together	Not living together	Living together	Not living together	Living together	Not living together	Living together	Not living together	Living together	Not living together
Has a same-sex partner	37	32	28	26	16	21	8	18	n.a.	n.a.	27	26
Has a partner of a different sex	1	0	0	0	12	14	19	9	n.a.	n.a.	3	2
<b>Total</b>	<b>38</b>	<b>32</b>	<b>29</b>	<b>26</b>	<b>28</b>	<b>35</b>	<b>27</b>	<b>27</b>	<b>29</b>	<b>24</b>	<b>30</b>	<b>28</b>

Questions: H11. What describes your current situation in the country where you live?

H12. Is your current partner a woman or a man? [transgender respondents excluded]

A2. What sex were you assigned at birth?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

At Member State level, the percentage of respondents living together with a partner or spouse ranged from 40 % in the Netherlands to 15 % in Greece and Cyprus.

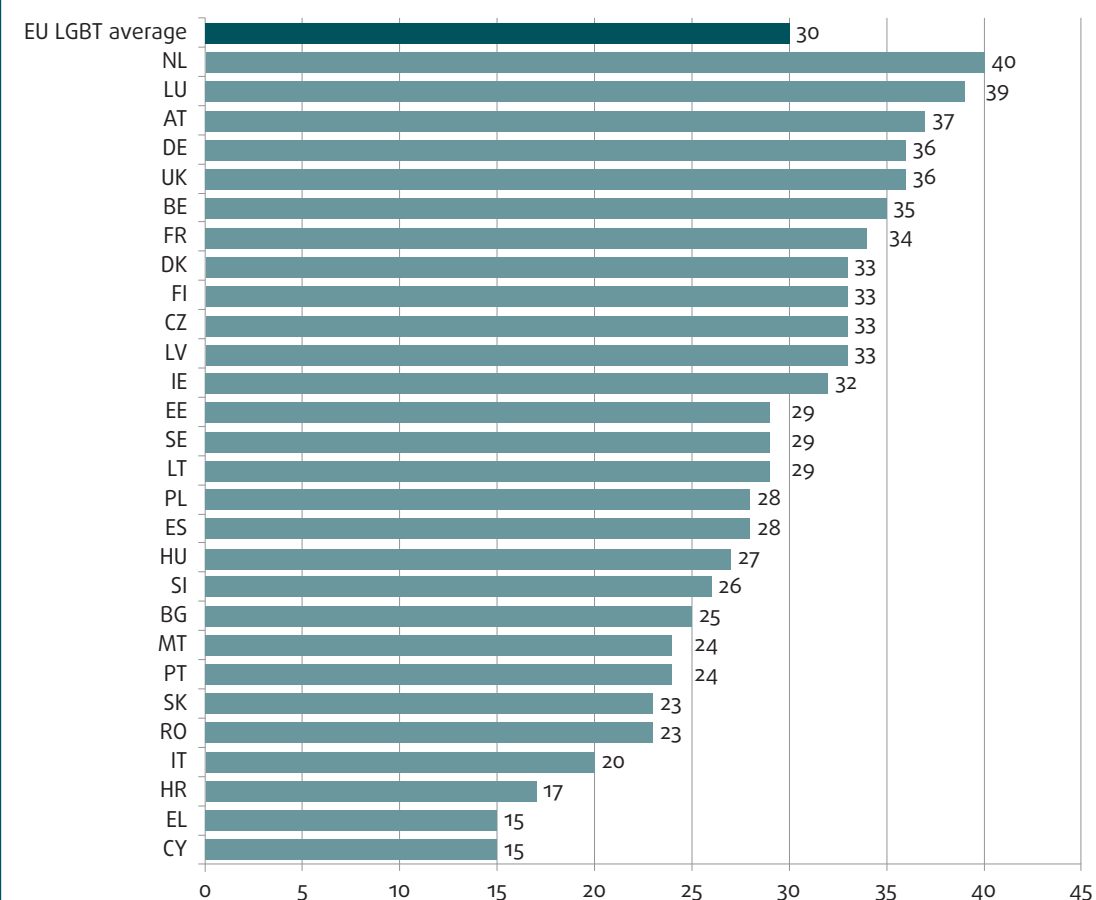
Conversely, the proportions of respondents with a same-sex partner, a different-sex partner and no partner are relatively consistent across the countries covered by the survey. For example, the percentages of respondents with a same-sex partner ranges from 59 % in Lithuania to 43 % in Cyprus and Sweden.

## Civil status

The vast majority of respondents indicate that their civil status is single (84 %). One in eight respondents are married or living in registered partnerships (12 %). Among these respondents, 9 % are in a legally recognised relationship with a same-sex partner and 3 % are with a partner of a different sex. The proportion of respondents who are married or in a registered partnership is the highest in Member States where same-sex couples are allowed to marry or register a partnership.

Bisexual men and transgender respondents are the most likely to be married or in a registered partnership (17 % and 15 %) and to indicate that they are divorced or separated (8 % and 9 %).

Figure A7: Partnership status, those living together with a partner/spouse (%)



Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A22: Same-sex partners, by country (%)

	AT	BE	BG	CY	CZ	DE	DK	EE	EL	ES	FI	FR	HU	IE
Has a same-sex partner	55	53	53	43	56	57	47	50	45	51	48	55	53	51
Has a partner of a different sex	6	5	5	4	5	6	5	4	5	4	7	5	6	7
Has no partner currently	39	42	42	53	38	37	48	46	50	45	46	41	41	42
<b>n</b>	<b>2,543</b>	<b>2,901</b>	<b>1,033</b>	<b>265</b>	<b>2,469</b>	<b>20,271</b>	<b>1,710</b>	<b>374</b>	<b>2,760</b>	<b>6,388</b>	<b>3,439</b>	<b>8,375</b>	<b>2,267</b>	<b>1,625</b>

	IT	LT	LU	LV	MT	NL	PL	PT	RO	SE	SI	SK	UK	HR
Has a same-sex partner	52	59	55	54	51	52	53	53	49	43	49	54	53	50
Has a partner of a different sex	5	5	6	6	3	8	5	3	8	6	5	4	7	4
Has no partner currently	43	37	39	40	45	40	42	44	43	51	46	42	41	46
<b>n</b>	<b>13,255</b>	<b>821</b>	<b>318</b>	<b>501</b>	<b>358</b>	<b>3,175</b>	<b>2,790</b>	<b>2,125</b>	<b>1,260</b>	<b>2,464</b>	<b>636</b>	<b>1,000</b>	<b>6,759</b>	<b>1,197</b>

Questions: A2. What sex were you assigned at birth?

A3\_1. Please select the one answer that fits you the best.

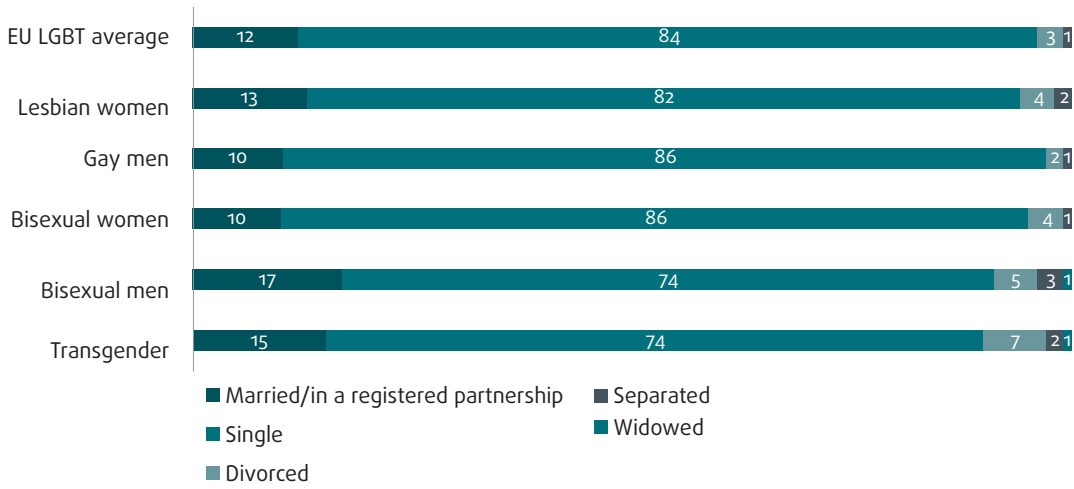
H12. Is your current partner a woman or a man?

Note: n = country sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure A8: Civil status (%)**

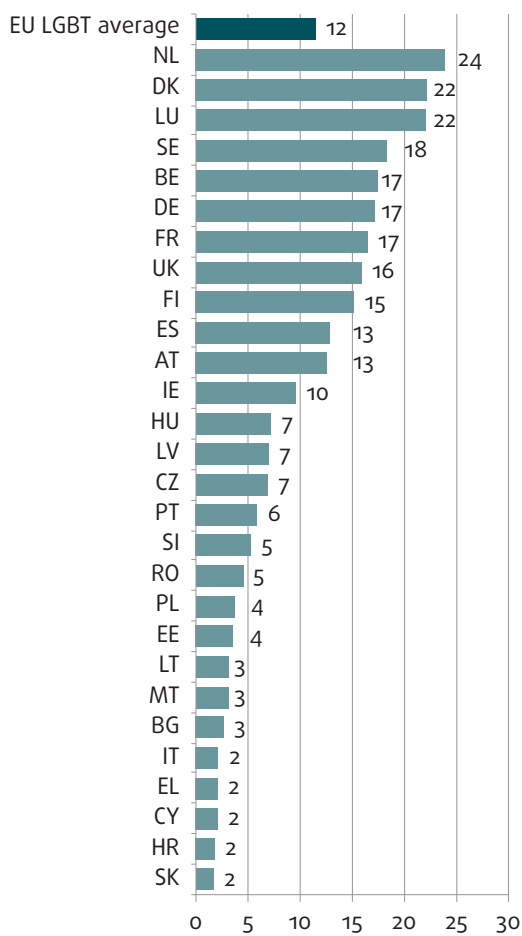


Question: H10. In terms of your civil status in the country where you live, are you: 1. Single; 2. Married/in a registered partnership; 3. Divorced; 4. Separated; 5. Widowed.

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

**Figure A9: Civil status, those married/in a registered partnership (%)**



Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A23: Proportion of respondents married/in registered partnership having same-sex or different-sex partner (%)

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
Married/ registered partnership, has a same sex partner	13	10	4	2	n.a.	9
Married/ registered partnership, has a partner of a different sex	0	0	5	15	n.a.	2
Total married/ registered partnership	13	10	10	17	15	12
n/N	15,236	57,448	6,424	7,200	6,771	93,079

Questions: H10. In terms of civil status in the country where you live, are you ...

H12. Is your current partner a woman or a man? [transgender respondents excluded]

A2. What sex were you assigned at birth?

Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

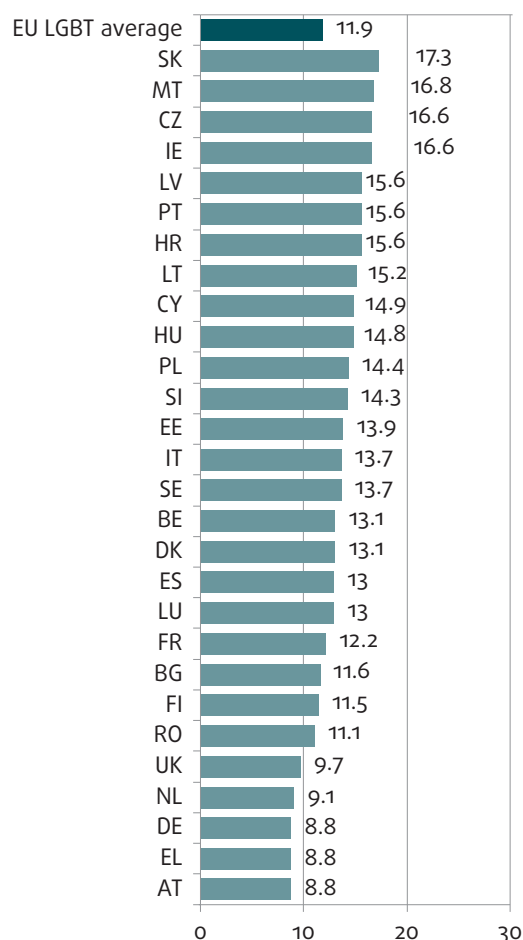
Source: FRA, EU LGBT survey, 2012

## Living with children

Overall, one in eight respondents lives with a child under the age of 18. Gay men are less than half as likely as any of the other LGBT groups to have a child living in their household. The proportion of survey participants living in a household with at least one child under the age of 18 ranges from 17 % in the Czech Republic, Ireland, Malta and Slovakia to 9 % in Austria, Germany, Greece and the Netherlands.

Some 7 % of respondents live together with a same-sex partner and are parents (or their partner is a parent) of a child under the age of 18 living in the same household.

Figure A10: Households with at least one cohabiting child (%)



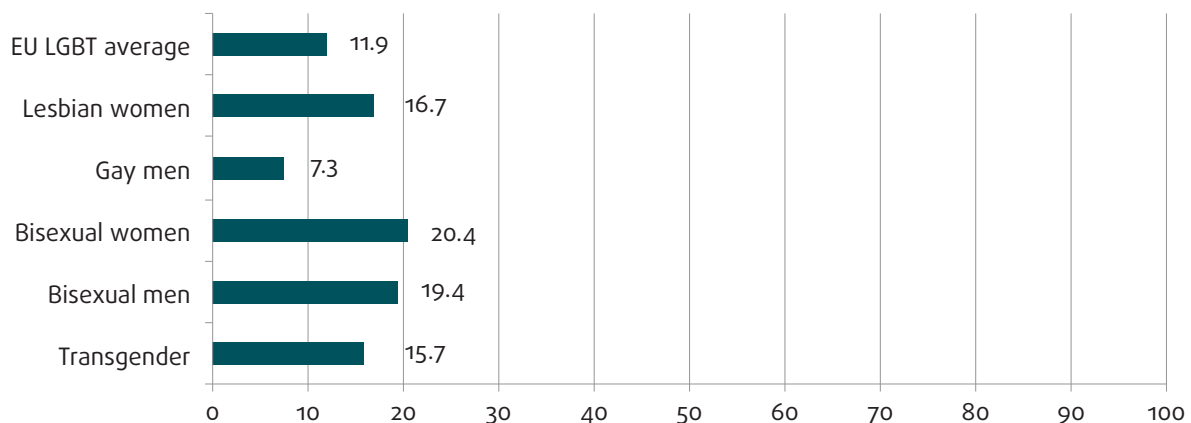
Question: H9. Do any children (under the age of 18) live in your household?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012



Figure A11: Households with at least one cohabiting child, % per country



Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

Table A24: Proportion of respondents who live together in a same-sex partner household being parent, or partner of a parent, of a child under 18 living in that household (%)

Current relationship status	Same-sex partnership	Being parent or partner of parent AND having a cohabiting child aged <18
Living together with a partner/spouse	Has a same-sex partner	7 %
	Has a partner of a different sex	34 %
Involved in a relationship without living together	Has a same-sex partner	2 %
	Has a partner of a different sex	5 %

Questions: H11. What describes your current situation in the country where you live?

H12. Is your current partner a woman or a man?/A2. What sex were you assigned at birth?

H9. Do any children (under the age of 18) live in your household?

H9\_1. Are you a parent or legal guardian of a child (or children)?

H9\_3. Is this person your partner?

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012

## Perception of belonging to a 'minority'

Respondents were also asked if they considered themselves to be part of a 'minority', with several options given as possible replies. Seven in 10 self-identify as part of a sexual minority, whereas fewer than one in 10

feel they are part of an ethnic, religious or other minority group, or a minority in terms of disability. A fifth of respondents say they do not consider themselves to be part of any of the listed minorities.

Table A25: Proportion of LGBT respondents considering themselves belonging to specific minority groups (%)

	Lesbian women	Gay men	Bisexual women	Bisexual men	Transgender	EU LGBT average
<b>Sexual minority</b>	77	72	68	54	66	71
<b>Ethnic minority</b>	6	8	8	8	7	8
<b>Religious minority</b>	6	7	10	9	8	7
<b>Minority in terms of disability</b>	3	3	5	4	9	4
<b>Other minority group</b>	6	5	8	6	16	6
<b>None of the above</b>	16	21	23	35	19	21
<b>Don't know</b>	4	3	4	6	4	4
<b>n/N</b>	<b>15,236</b>	<b>57,448</b>	<b>6,424</b>	<b>7,200</b>	<b>6,771</b>	<b>93,079</b>

Question: H16. In the country where you live, do you consider yourself to be part of any of the following?

Note: n = subgroup sample; N = total survey sample

Base: All EU LGBT survey respondents.

Source: FRA, EU LGBT survey, 2012







European Union Agency for Fundamental Rights

**EU LGBT survey – European Union lesbian, gay, bisexual and transgender survey**

Main results

2014 – 140 pp. – 21 x 29.7 cm

ISBN 978-92-9239-175-1

doi:10.2811/37969

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## HELPING TO MAKE FUNDAMENTAL RIGHTS A REALITY FOR EVERYONE IN THE EUROPEAN UNION

In light of a lack of comparable data on the respect, protection and fulfilment of the fundamental rights of lesbian, gay, bisexual and transgender (LGBT) persons, the European Union Agency for Fundamental Rights (FRA) launched in 2012 its European Union (EU) online survey of LGBT persons' experiences of discrimination, violence and harassment. The survey results provide valuable evidence of how LGBT persons in the EU and Croatia experience bias-motivated discrimination, violence and harassment in different areas of life, including employment, education, healthcare, housing and other services.

The findings show that many hide their identity or avoid locations because of fear. Others experience discrimination and even violence for being LGBT. Most, however, do not report such incidents to the police or any other relevant authority. By analysing the survey results, this report will assist the EU institutions and Member States in identifying the fundamental rights challenges facing LGBT people living in the EU and Croatia. It can thereby support the development of effective and targeted European and national legal and policy responses to address the needs of LGBT persons and ensure the protection of their fundamental rights.

