投稿類別：英文寫作類

篇名：
Crystal-Clear About Homosexuals at Work
-Everyone Has the Right to Love

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Abstract

Nowadays, numerous countries are starting to place great value on homosexual rights as reports on homosexual discrimination are increasing. The authorities concerned around the world are supposed to take measures to deal with the problem; however, are they making any progress in solving the problem by legislating laws that protect homosexual rights or is the problem just getting worse without any things being done?

Keywords: Gay rights, Discrimination
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Introduction

I.1 Background of the Study

For several decades, most developed countries have been committed to gender equality and thus some laws have been legislated for the purpose of ensuring that everyone is endowed with same right whichever sex they are or whatever sexual orientation they have.

As there is a worldwide trend toward endeavoring to be more and more respectful to ward people of all cultural background, when it comes to people in the gay community, some people’s attitude toward them has turned from dislike to respect, which is a good phenomenon for all gay people as many of them had suffered from severe discrimination before relevant laws were made.

I.2 Motivation of the Study

We were inspired to conduct this study by a novel with a gay theme, in which the
main character was discriminated against on account of her sexuality. The novel made us think about why there is still discrimination in such a modern society where people continue to popularize the idea of multicultural respect. We believe that the public must be made aware of different sexual orientations so that they can learn to accept them.

I.3 Research Questions of the Study

We attempted to investigate why homosexuals are being discriminated against. Everyone has the right to love and gay people are no exception. In the following questions, we highlight some issues and cases to show how serious such discrimination is.

(1) Why are gays being discriminated against?

(2) What is the influence on gays after they suffer from discrimination?

(3) What are gay people’s expectations at work?

II. Research Method

II.1 Participants

Since our topic is discrimination in the work place, the participants of our questionnaire should have jobs so that their responses can reflect the real world. Our questionnaire was also designed for gay and straight people to indicate if they had encountered or experienced discrimination and the type of discrimination.

II.2 Instrument

In order to provide much more detailed information about our research questions, we utilized three different methods, which included an Internet survey, interviews with our participants, and an analysis of the technical literature.

There were 94 participants who were willing to help us answer our questionnaire, ranging from Taiwanese to foreigners from various other countries. We had already given questionnaires to several gays and straights. The respondents were from all walks of life which enabled us to gain a broader perspective. As for the interview, to provide some general viewpoints, we interviewed some homosexuals via Skype, showing the neutral outlook.

II.3 Procedure

As mentioned above, we had the pleasure of interviewing some gay people via
Skype. By interacting with them and asking questions, we obtained a much clearer picture of the issues involved.

As for the questionnaire, we suffered several big problems since we focused on people at work. That was the reason why we couldn’t give questionnaires to our classmates. Also, we had to find some gay participants to complete the survey. This was a considerable challenge to overcome as not many people met all of our study’s criteria for enrollment.

Evidence and Survey

II.3.1 Reasons for the Discrimination

Bi (2004) indicated that the public is heavily influenced by the media and that society is mainly composed of bisexuals. The media must accept much of the blame for discrimination against gays since they constantly broadcast news depicting some bad behaviors conducted by homosexuals. This has led to misconceptions about homosexuals, and thus they are despised, criticized and even discriminated against by many people.

II.3.2 Discrimination Survey

It’s no exaggeration to say that homosexuals are under a serious degree of discrimination at their work place. Several surveys and studies have already indicated that this issue seems to be far more serious than people imagine.

The following figures and surveys provide more detail about anti-gay discrimination in the workplace.

This figure was made by The Williams Institute on Sexual Orientation Law and Public Policy, which collated a number of surveys about homosexual workers’ experience of discrimination in their workplace.
Figure 1: Discrimination Survey

The figure shows that 15% to 43% of gay people have experienced unfair discrimination and harassment in the workplace.

This phenomenon is not only an affront to the true meaning of respect, but also poses a severe threat to our society, as gay employees may be fired or forced to quit.

II.3.3 Relevant statistics

Another piece of research from The Williams Institute on Sexual Orientation Law and Public Policy points out some astonishing facts.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>17%</strong></td>
<td>of gay workers have been passed over for a job or even got fired due to their special sexual orientation.</td>
</tr>
<tr>
<td><strong>Approximately 28%</strong></td>
<td>received unfair treatment by losing the chance to get a promotion.</td>
</tr>
<tr>
<td><strong>What’s more, up to 41%</strong></td>
<td>have experienced verbal and physical discrimination at their workplace.</td>
</tr>
</tbody>
</table>

II.3.4 Evidence

Last but not the least, many researchers have found some apparent evidence of workplace discrimination as well. In one study researchers sent two resumes to employers, and the result of the research indicated that employers tend to offer a job to people with gay resumes less often than to straight jobseekers.

Now we have much better equality of the sexes and equality for gay workers, however, we still have a long way to go. Because of discrimination, there is greater unemployment and poverty and there is also a distinct salary gap between homosexuals and straight workers. Homosexuals get 10 percent to 32 percent less pay than straight workers with a similar ability to work. The public has to revise its concept about gay people and accept those who may have a different sexual orientation. It is important to remember that they are still citizens like us and have to be treated fairly.

II.3.5 Homosexual Rights

In accordance with Daniel (2008), we made a form to compare some
countries’ homosexual rights. In addition, we found that most countries in Africa as well as in Asia do not recognize homosexuals’ rights and enforce anti-discrimination laws, while the European Union requires all its members to legalize anti-discrimination laws.

As for the United States, according to the ACLU, ENDA (The Employment Non-Discrimination Act) was proposed with a view to aiding homosexuals’ employment and equality. However, the law hasn’t been passed, which explains why laws vary by state.

### Table 1  Homosexual Rights

<table>
<thead>
<tr>
<th>LGBT rights in:</th>
<th>Homosexual acts</th>
<th>Marriage open for same-sex couples</th>
<th>Prohibition of discrimination in employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>United States</td>
<td>✓</td>
<td>✓/✗ (Varies by state)</td>
<td>✓/✗ (Varies by state)</td>
</tr>
<tr>
<td>Netherlands</td>
<td>✓</td>
<td>✓ First country to legalize same-sex marriage.</td>
<td>✓</td>
</tr>
<tr>
<td>Singapore</td>
<td>✗ (Imprisonment)</td>
<td>✗</td>
<td>✗</td>
</tr>
<tr>
<td>Saudi Arabia</td>
<td>✗ (Death Penalty)</td>
<td>✗</td>
<td>✗</td>
</tr>
</tbody>
</table>

Despite the fact that some homosexuals are still being treated unfairly in their workplace, there is a noticeable increase in their social status, which results from the fact that more and more enterprises and companies have adopted non-discrimination protection forbidding discrimination against homosexuals.

### III. Discussion and Findings
Figure 2 Homosexual or Non-homosexual

Based on the answers to our questionnaire, a statistical analysis revealed that nearly 10 percent of respondents declared themselves to be homosexual while more than 90 percent of those did not view themselves as homosexuals.

Figure 3 People’s views on homosexuality

The majority of people seemed to have a positive view on homosexuality since 22 percent and 54 percent of the respondents could completely accept or accept homosexuality, respectively. Though some people were against homosexuality, the proportion was relatively lower.
According to those who were non-homosexuals, people who identified themselves as homosexual in their workplace accounted for approximately 47 percent, a little bit lower than the same estimation made by homosexuals.

Most people deemed that work performance had nothing to do with sexual orientation, and it is apparent that this concept is widely accepted. Yet, there are still people who believe that one’s working performance is relevant to his or her sexual orientation, which may prompt them to discriminate against homosexuals.

Figure 4 Gays in the workplace

Figure 5 Work performance has something to do with sexual orientation

Figure 6 How often do you witness discrimination at your working place?
As for the frequency of witnessing discrimination, some witness none while others witness occasionally or often, which shows that some companies should put more emphasis on dealing with discrimination.

![Figure 7 Witness Discrimination](image)

According to those who have witnessed discrimination, being taunted by coworkers is the most common form of discrimination seen in their workplace.

![Figure 8 Encountered Discriminations](image)

As for homosexuals in this study, more than a half of the respondents had never encountered discrimination, though the rate for encountering discrimination from time to time was 38 percent, and most of them seemed to work in companies that are concerned with discrimination.
Figure 9 The kinds of encountered discrimination

Similar to what people witnessed, the rate of anti-gay taunting by coworkers was higher than the other forms of discrimination. Perhaps this was due to the fact that taunting took place with greater frequency in their daily lives.

When we asked what our government should do to tackle homosexual discrimination, some people suggested that the government should enforce laws to protect homosexuals’ rights. Others indicated that the government ought to educate people about the real and correct concept toward homosexuals from an early age. Some respondents said they had no faith in our government since women don’t even have the same rights as men, let alone gays.

IV. Conclusion

According to the results of the survey that we conducted on the 94 participants, over half of them could totally accept homosexuality and they seldom witnessed homosexual discrimination in their workplace. It’s no exaggeration to say that people nowadays are learning how to interact and accept homosexuals. To our surprise, less than 10% participants thought their sexual orientation had something to do with their work performance. However, as for those respondents that witnessed discrimination, 32% saw their homosexual co-workers being taunted by others and this indicated that though less and less discrimination occurs nowadays, there are still some serious incidents that are not acknowledged.

Our findings indicate that there is less discrimination than before. However, there remains much work to be done. Nowadays, people can still encounter several kinds of discrimination in the workplace. In light of the survey, 56% of respondents saw
homosexuals being taunted by coworkers. We can see from this finding that people consider homosexuals a joke and don’t know how to respect them. Another interesting finding is that homosexuals get less work opportunities. That is a problem that will have an influence on finance. While people may have a different sexual orientation, it doesn’t mean that they have a lower ability to work.

What should we do to decrease the number of gays experiencing discrimination? According to these interviews, some people suggested that the government should enforce laws to protect homosexuals’ rights, and some indicated that the government ought to educate its people about the correct concepts towards homosexuals from an early age. Yet, others had no faith in our government since women don’t even have the same rights as men, let alone gays. Besides the results mentioned above, we believe our study makes an important contribution to fighting anti-gay sentiments in Taiwan by promoting the rights of homosexuals and helping the public know more about them.

V. References

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