



FALKLAND ISLANDS
GOVERNMENT

EQUALITY MATTERS

EQUALITIES IN THE FALKLAND ISLANDS

Community Views on Equality and
Discrimination in the Falkland Islands -
Survey Findings





Background

In March 2024 the Falkland Islands Equalities Project was launched. The Falkland Islands Government (FIG) has committed to working with the community to advance equality and principles of non-discrimination. The project supports the Falkland Islands Plan 2022 - 2026 and is working towards modernised equalities policy and legislation.

FIG is exploring whether legislation which will provide new and modernised legal protection from discrimination is appropriate for the Falkland Islands. Implementation of new legislation will allow the Falkland Islands to fulfill its international equalities obligations. Anti-discrimination legislation promotes and protects people's right to equality of status, opportunity, and treatment on the basis of various 'grounds of protection'. FIG will consider what grounds should be proposed as 'protected characteristics' and where principles of non-discrimination should be applicable.

The 'Community Views Survey on Equality and Discrimination in the Falkland Islands' was launched on the 4th of September 2024 and ran until the 30th of October 2024. The aim of the survey was to better understand views and experiences of equality and discrimination in the context of the Falkland Islands.

The survey was available online in English, Spanish, Tagalog, and Shona. Paper copies were also available with the addition of easy read and large print formats. The survey was also sent electronically to students and those on medical leave overseas. The Falkland Islands Community Support Team and SHEILD Programme helped to deliver the survey to members of the community they support.

Public information sessions to promote the survey and to provide additional information were held in Stanley, Goose Green and Fox Bay. The Equalities Team also presented to the Chamber of Commerce and several community groups.

About the Survey

The information gathered through the survey will help towards shaping the future of equalities policy and legislation in the Falkland Islands. Questions included in the survey are for the following purposes:

- to provide data about equalities in the Falkland Islands
- to provide information to assist the development of policy and legislation
- to gauge public opinion and identify what is important for the people of the Falkland Islands

The survey's information is part of a data-driven process which will allow the Equalities Team to propose and formulate legal and policy recommendations to address the needs and concerns of the Falkland Islands. Centering policy and legislative interventions for equalities around community responses and perspectives lie at the core of this exercise.

Due to the small population of the Falkland Islands and to ensure anonymity of respondents the data has not been disaggregated. The survey is one part of the work being undertaken by the Equalities Team and as such does not make any policy assumptions.

*Please note that totals throughout the report may not add to 100 due to rounding.



Who took part in the Community Views survey?

261 people participated in the survey. This is approximately **10%**¹ of the adult population in the Falkland Islands. It was not a requirement to answer every question and some respondents opted out of answering all the questions.

Sex

257 respondents answered this question. **58%** identified as female, **40%** as male, **1%** as other and **1%** preferred not to disclose.

Gender Identity

259 respondents answered this question. **97%** stated their gender identity aligns with their biological sex assigned at birth, **2 %** stated it did not and **1%** preferred not to disclose.

Age

Participants were asked to identify their age group out of 8 age ranges. **259** respondents answered this question. The percentage of respondents for each age category is listed below.

- 16-18: **0%**
- 19-24: **3%**
- 25-34: **18%**
- 35-44: **24%**
- 45-54: **27%**
- 55-64: **14%**
- 65-74: **7%**
- 75 +: **6%**

Where survey respondents mainly live

256 respondents answered this question. Survey respondents predominately (**89%**) live in Stanely with **8%** living in camp and **2%** overseas. No respondents from MPC completed the survey.

Residency Status

256 respondents answered this question. **71%** of survey respondents stated they were Falkland Islanders or Falkland Island Status Holders. **11%** stated they hold a Permanent Residence Permit and **18%** stated they are a Work Permit holder.

Religion

259 respondents answered this question with **43%** stating yes, they regard themselves as having a religion. **50%** stated they do not regard themselves as having a religion and **7%** preferred not to disclose.

¹ Resident population aged 16+ in 2021 Census was 2,617



Disability

259 respondents answered this question. **12%** of respondents considered themselves to have a disability, **86%** did not consider themselves to have a disability and **2%** preferred not to disclose.

National Identity

Respondents were able to tick more than one response regarding national identity and expand on the examples given in the survey. The answers given demonstrate the breadth of nationalities living in the Falkland Islands.

260 respondents chose to answer this question and **2** respondents preferred not to disclose. Of those that responded to this question:

- **27%** stated their national identity is Falkland Islander, **27%** British, **22%** Falkland Islander/British, **2%** Chilean, **2%** Filipino, **1%** St Helenian and **1%** Zimbabwean.
- **9%** stated they were Falkland Islander and one of the following: British/English, British/Other, British/Scottish, British/Uruguayan, British/Zimbabwean, Canadian, Chilean, British/Filipino, British/Filipino/St Helenian, French, Irish, New Zealand, Spanish, St Helenian, or Zimbabwean.
- **2%** stated they were British and one of the following: Filipino, Chilean, Dutch or St Helenian
- The remaining **7%** indicated they were from a range of countries.

Ethnicity

FIG wanted to find out more information about how people in the Falkland Islands define their race or ethnic background. The question is based on the principle of self-identification with respondents being provided the opportunity to tell us how they identify in terms of their race or ethnic background. **239** respondents chose to answer this question.

- **84%** stated they are White
- **3%** stated they are Asian
- **5%** stated they are Black/African/Caribbean
- **8%** stated Mixed/Multiple ethnic backgrounds
- Less than **1%** of respondents stated their race or ethnic background was not listed

Sexual Orientation

259 respondents answered this question. **87%** of survey respondents stated their sexual orientation as being straight or heterosexual, **5%** gay or lesbian, **3%** bisexual, **2%** other and **3%** preferred not to disclose.

Caring Responsibility

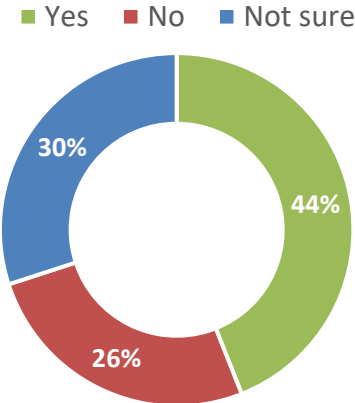
255 respondents answered this question. **40%** of respondents stated yes, they have caring responsibilities for a child/children and/or other adult/s, including caring for a person with a disability. **58%** stated they did not have any caring responsibilities and **2%** preferred not to disclose.

The people the survey did not reach

An additional **76** people completed the 'About You' section but did not go on to complete the survey in more depth. This data has not been incorporated and presented in this report.



Do you think that the Falkland Islands are an inclusive community?

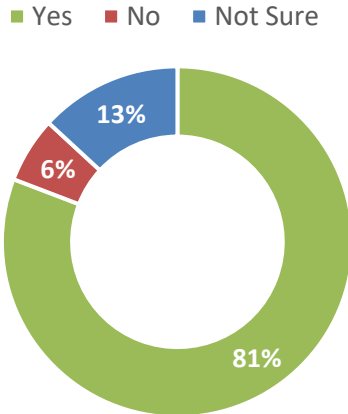


Participants were asked whether they thought the Falkland Islands is an inclusive community. **254** participants answered this question. A higher proportion of respondents agreed that the Falkland Islands are an inclusive community, however **30%** remain not sure.

Discrimination in the Falkland Islands

Discrimination is when someone is treated less favourably than another person. For example: this could be due to a person’s race, disability, or sexual orientation. Discrimination can come in different forms including direct discrimination, indirect discrimination, harassment and victimisation. Participants were asked for their views and experiences of discrimination in the Falkland Islands.

Do you believe discrimination happens in the Falkland Islands?



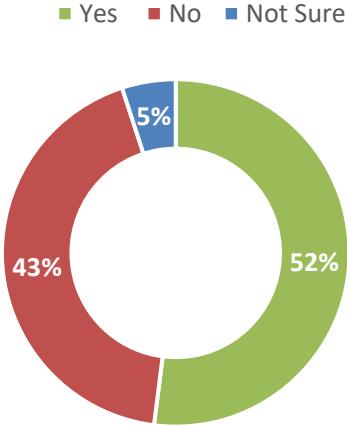
258 respondents answered this question, most respondents believe that discrimination happens in the Falkland Islands with only a small proportion believing that it does not.

Respondents were also able to expand on the type of discrimination they felt exists in a free text box. Of the **81%** of respondents that felt discrimination happens **172** expanded on their answer indicating that they believe instances of direct, indirect, harassment and victimisation occur in the Falkland Islands.

Other types of discrimination mentioned by respondents include racism, xenophobia, sexism, ableism (concerns regarding the treatment of persons with disabilities) ageism, and homophobia.

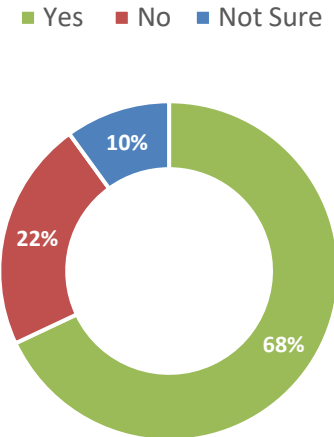


Do you feel you have been subjected to discrimination in the Falkland Islands?



257 respondents answered this question with just over half of respondents indicating they feel they have been subjected to discrimination in the Falkland Islands. A small proportion were not sure.

Have you witnessed discrimination happening to another person(s) in the Falkland Islands?



255 respondents answered this question with a larger proportion stating 'yes', they feel they had witnessed discrimination happening to another person. **10%** were not sure.

Protected Characteristics

Modernising equalities legislation in the Falkland Islands is a key consideration of the Equalities Project. FIG are considering how best to introduce anti-discrimination legislation that will protect people from being treated unfairly in the Falkland Islands on various grounds.

The survey asked for people's thoughts on whether new legal protection should be given to grounds most frequently associated with discrimination with a view to making them 'protected characteristics' in future legislation.

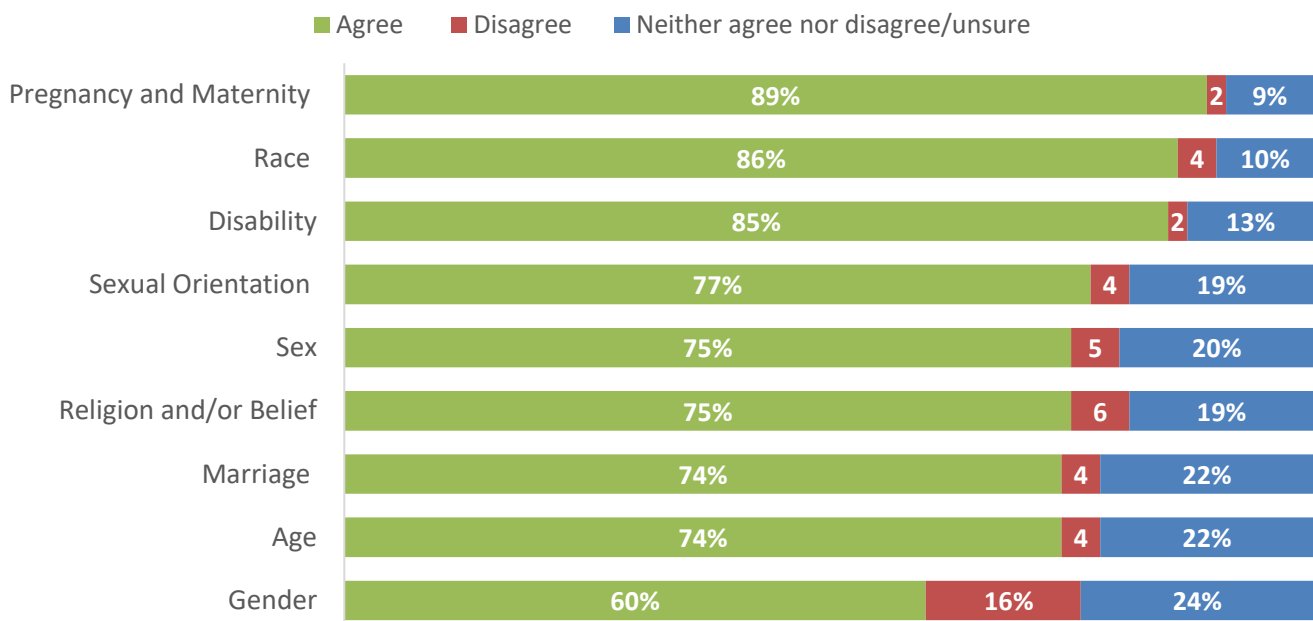
Due to the breadth and complexity of equalities, FIGs assumption is that any future legislative work may be implemented in a phased approach. This will be informed by what is most important to the people of the Falkland Islands and aligned with international commitments already made. Information from the survey will help us identify what people feel strongly about and where issues of inequality and discrimination appear to be most prevalent.

The survey asked about nine grounds based on interpretations of the non-discrimination provision in the Falkland Islands Constitution Order 2008², international human rights obligations regarding equalities and non-discrimination, and the UK Equality Act 2010³. The survey also gave people the opportunity to suggest other characteristics that they think should be considered. Definitions were provided to help respondents understand the terminology used in the questions. It is noted that further work will be needed to ensure any definitions used in future policy and legislation are appropriate for the Falkland Islands.

Thoughts on whether grounds frequently associated with discrimination should be given new specific legal protection in the Falkland Islands

The survey asked participants to indicate their level of agreement on whether certain grounds should become a 'protected characteristic'. The report presents the list of grounds in order of strength of agreement from respondents.

For clarity in the report, we have condensed the categories of responses.⁴ For all grounds listed below a higher proportion of respondents selected strongly agree than slightly agree.



² [The Falkland Islands Constitution Order 2008 \(legislation.gov.uk\)](http://legislation.gov.uk)

³ [Equality Act 2010 \(legislation.gov.uk\)](http://legislation.gov.uk)

⁴ For example: 'agree strongly' and 'agree slightly' are presented as 'agree', 'strongly disagree' and 'slightly disagree' are presented as 'disagree', and 'neither agree nor disagree' and 'unsure' are combined.



A large proportion of respondents either strongly agreed or slightly agreed that all the grounds listed in the survey should be given legal protection from discrimination.

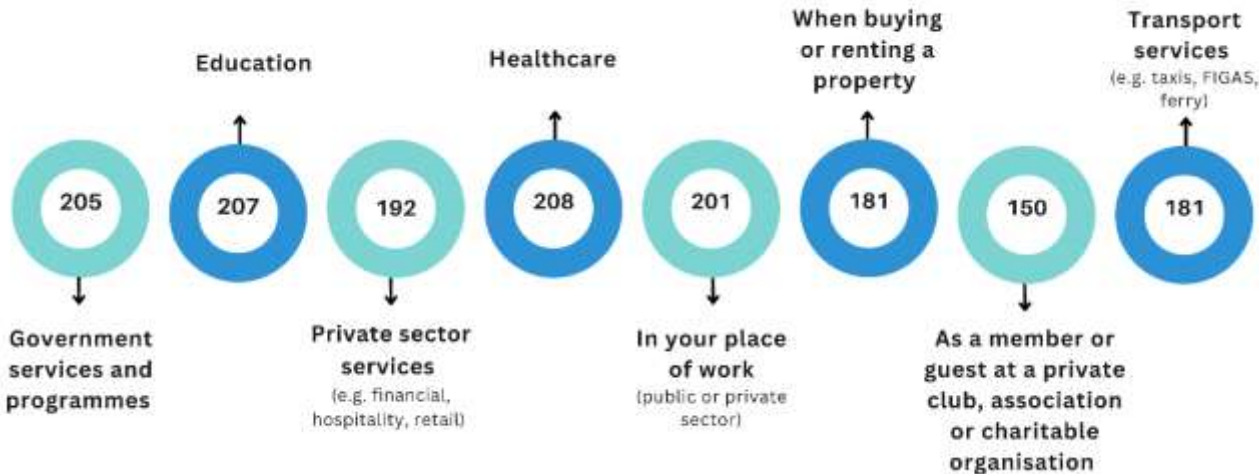
- Pregnancy and maternity, race and disability received the highest agreement from respondents.
- There was a small percentage difference in the number of respondents that agreed with sexual orientation, religion, age, marriage and civil partnership, and sex.
- Gender received the lowest agreement from respondents. **16%** of respondents disagreed and **24%** were unsure.

Other characteristics

Respondents were given the opportunity to expand in a free text box where they thought other grounds should be protected from discrimination. The suggestions were largely linked to the grounds listed above and were a useful insight into community perspectives.

Range of situations

FIG are considering a range of different situations where discrimination may happen. The survey sought views on a range of situations where discriminatory practices and behaviors may be expressly prohibited.⁵ Respondents were asked whether they thought legal protection should be given in **8** specific situations. The numbers below display the number of respondents that chose each option available. Respondents were able to choose all that apply. They are displayed in no particular order.



⁵ Please note that this work does not cover personal interactions.



Exceptions

The survey asked people for their views on when it may be permissible to treat people differently, these are called exceptions. Exceptions already exist in the Falkland Islands and are permitted under the Falkland Islands Constitution Order 2008. An example was given in the survey to help respondents understand the terminology.

Example: FIGs recruitment policy gives preference to Falkland Islands Status and PRP holders. When a candidate has Status or PRP and they meet the essential criteria for the role, they must be appointed ahead of any Work Permit candidates, even if they don't score as highly as other candidates.

Respondents were given the opportunity to provide their thoughts on when an exception in equalities legislation should or should not be permitted in a free text box. **132** respondents took the opportunity to share their thoughts on when an exception in equalities legislation should or should not be permitted.

Key themes raised included: maintaining the status quo ensuring preference for local recruitment, concerns over the fairness and impact of recruitment policies, education which develops skills and will provide better career opportunities, infrastructure and housing concerns, policy revaluation to reflect the growing population and changing socio-economic landscape of the Falkland Islands, and cultural considerations.

Positive action

Positive action is a form of exception. It allows you to do something to help a person on certain grounds and is sometimes done if people are at a disadvantage and the action will help to overcome or minimise that disadvantage.

Example: An employer finds that women are underrepresented across their management team compared to the rest of the workforce. They decide to offer a management training course for women. The aim is to help correct the balance at management level and it becomes more representative of the business as a whole.

Do you agree that positive action should be used in certain circumstances in the Falkland Islands?

■ Agree ■ Disagree ■ Neither agree nor disagree/ unsure



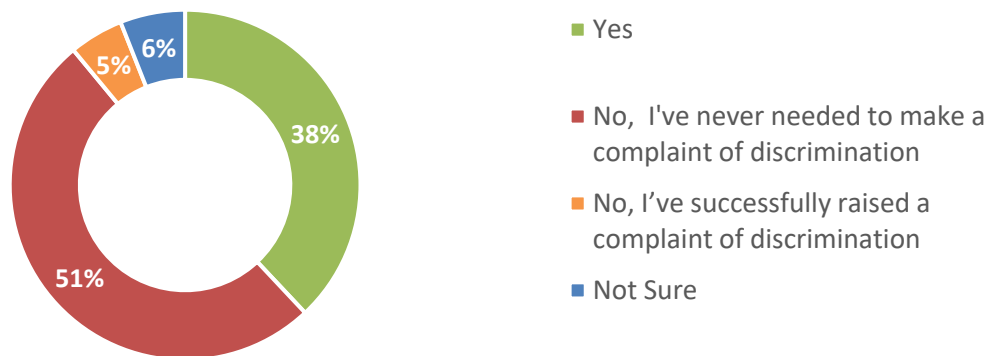
237 respondents answered this question. **42** respondents took the opportunity to expand on their answer by using a free text box.

The answers included a variety of opinions regarding themes around equality, discrimination, ensuring the use is justified and proportionate, and concerns over the treatment of various demographic groups.

Raising a complaint

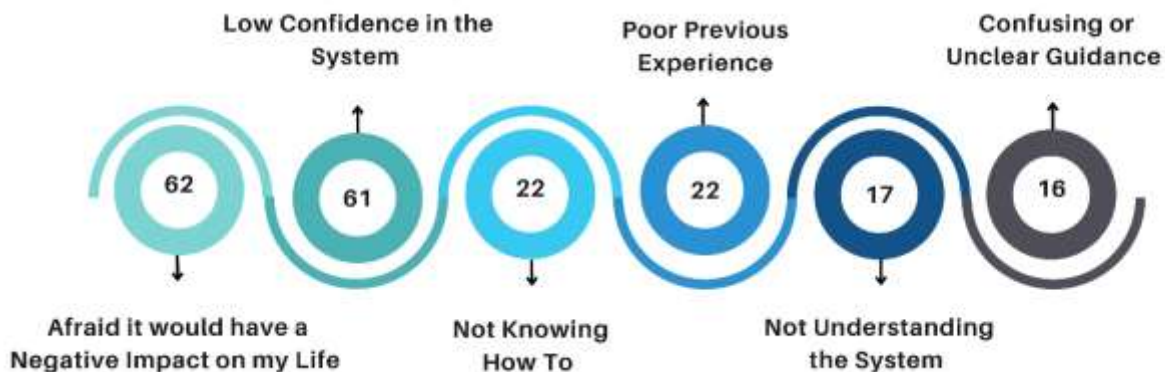
To avail the protection equalities legislation may provide, there needs to be an effective mechanism for raising a complaint of discrimination. To help us understand what is currently happening, participants were asked about their current experience of raising a complaint of discrimination.

Has anything prevented you from raising a complaint of discrimination?



238 respondents answered this question. **89** respondents answered 'yes' they have been prevented from raising a complaint of discrimination. Respondents were given the option to explain why they felt they were prevented from raising a complaint with pre-determined drop-down boxes. Respondents could tick as many that applied. The option to expand in a free-text box was also provided.

1 respondent selected they 'Left the Falklands and felt they couldn't raise a complaint overseas'. The other reasons selected and number of respondents that selected that reason are displayed in order below, with the main reason as to why respondents felt they could not raise a complaint listed first:





If you faced a problem with discrimination, where would you look for help?

To help FIG understand where people currently go for help if they faced a problem with discrimination participants were given a list of possible options and were able to tick all that applied. They are listed below in no particular order.

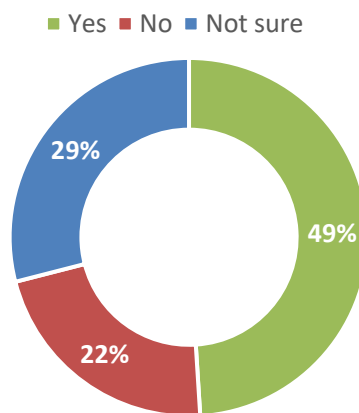
- **121:** Friends
- **112:** Family
- **18:** Social media (e.g. Facebook)
- **50:** Principal Complaints Commissioner
- **69:** Advice Centre e.g. CAB
- **52:** Government Website
- **80:** Private Law Firm

40 respondents stated they wouldn't know where to look. **27** respondents expanded on this and suggested other sources of information. This included, their employers, general internet searches, MLAs, and the police.

Are you aware of the Falkland Islands Government Complaints Procedure?

239 respondents answered this question. **18** respondents stated 'yes' they were aware of FIGs complaints procedure and have used it. **117** respondents were also aware of it but have never used it. **87** respondents answered 'no' they were not aware of FIGs Complaints Process and **17** were unsure.

Does your employer have an equality, diversity, and inclusion policy (or similar)?



The 107 respondents that answered 'yes' were then asked whether they would they know to raise a complaint of discrimination with their employer. **10** respondents answered, 'yes and have used it'. **76** answered 'yes but have never used it', **10** respondents stated no and **9** were not sure.



Recurring Feedback

Several common themes feature throughout the survey responses:

- Strong support for protecting individuals and groups of people from discrimination.
- Personal experiences and anecdotes linked to all forms of discrimination including racism and sexism.
- The need for careful consideration and tailored approach ensuring that all groups are treated equitably.
- To ensure the work accommodates the unique context of the Falkland Islands.

Next Steps

The Falkland Islands Government would like to thank all respondents for taking the time to complete the survey.

The Equalities Team will continue to engage with the community as the equalities work progresses. Community engagement will be conducted using a variety of platforms including focus groups, in-depth discussions, individual discussions, and discussions with subject matter experts. Information gathered will inform future equalities policy development in the Falkland Islands. Formal public consultation will occur on future policy proposals.

