

**Sexual Orientation Discrimination at the Entrance Gate of Employment: A Case of LGBT in Nigeria.**

ADEKOYA, Olatunji <<http://orcid.org/0000-0003-4785-4129>>

Available from Sheffield Hallam University Research Archive (SHURA) at:

<http://shura.shu.ac.uk/33004/>

---

This document is the author deposited version. You are advised to consult the publisher's version if you wish to cite from it.

**Published version**

ADEKOYA, Olatunji (2023). Sexual Orientation Discrimination at the Entrance Gate of Employment: A Case of LGBT in Nigeria. In: BAM2023 Conference proceedings. British Academy of Management.

---

**Copyright and re-use policy**

See <http://shura.shu.ac.uk/information.html>

# **Sexual Orientation Discrimination at the Entrance Gate of Employment: A Case of LGBT in Nigeria**

## **Summary**

This study will investigate the extent to which LGBTs in Nigeria face employment discrimination, particularly during recruitment. Specifically, drawing on the stigma theory, we aim to uncover the degree to which employers and those in charge of recruitment in Nigerian firms are likely to hire LGBTs and if and on what basis sexual orientation discrimination exists in Nigeria. Following the data collection, we aim to present our findings during the BAM conference.

**Track:** Gender in Management

**Paper Stage:** Developmental Paper

**Paper Type:** Empirical

**Word Count:** 2049

## **Introduction**

Nowadays, there has been an increase in studies on sexual identity and gender expression, given that they serve as a vital part of an “individual’s sense of self” (Vinney, 2021) and shape every aspect of human lives due to the socio-cultural expectations of people’s sexual identity (Cech and Rothwell, 2020). Some of these studies have also investigated the impact of sexuality in the workplace, especially how lesbian, gay, bisexual, and transgender (LGBT) employees fare in their workplaces, given the discrimination and hostility they face at work (Yılmaz and Göçmen, 2016; Gacilo et al., 2018), as well as the anti-discrimination policies and practices that have been implemented (Hossain et al., 2020). However, most studies tend to concentrate on discrimination in the workplace while less is researched about employer discrimination during the recruitment process, i.e., at the gate of entry (Conti et al. 2022).

Furthermore, unlike some developed countries and regions (e.g., the US, UK, and some parts of Europe), where anti-discriminatory laws prohibit people and employers from discriminating against LGBTs, there are laws that encourage direct discrimination in most parts of Africa (Pichon and Kourchoudian, 2019). According to the International LGBTI Association (ILGA), 33 of the 54 African states have laws that criminalise same-sex marriage, while in most of the remaining 21 countries where same-sex marriages are decriminalised, LGBT people do not often have full rights (Mendos et al., 2020). Particularly in Nigeria – the study context – there is a very low acceptance rate and zero tolerance for homosexuality. More specifically, there are laws (e.g., Same Sex Marriage (Prohibition) Act 2013 (SSMPA)) that criminalise same-sex marriage in Nigeria. For example, there is a maximum penalty of 14 years in some states, while in others where the Sharia law exists, the maximum penalty is death by stoning (Human Dignity Trust, 2022). Generally, homosexuality is regarded as a ‘taboo’ based on religious, socio-cultural beliefs and political sentiments in Nigeria, leading to systemic discrimination, social exclusion, and adverse health effects for its LGBT community (Oginni et al., 2020; Ogunbajo et al., 2021).

While there has been an increase in the recognition and internalisation of LGBT rights largely due to the international pressure on countries to legitimatise laws that support these protected characteristics (i.e., sexual orientation), there are still overwhelming issues related to the equal rights of LGBT individuals, especially in the workplace (Yılmaz and Göçmen, 2016).

Moreover, studies on LGBT rights and equal employment opportunities have been populated in the West, while less is known of the phenomenon in the global South despite the increasing levels of civilisation in the region. Against this backdrop, by using quantitative research methods, this study investigates the extent to which LGBTs in Nigeria face employment discrimination, particularly during recruitment. Consequently, our study aims to make important contributions to the literature. First, it will contribute to the extant literature on LGBT by examining the extent to which LGBTs face employment discrimination in a country (Nigeria) where homosexuality is criminalised, and LGBT rights and protection against discrimination are absent. Second, by contributing to the literature on stigma and workplace discrimination, our study will provide implications for research and policy on LGBT rights and protection.

### **Theoretical Background and Hypotheses Development**

LGBT is a term used to describe the different sexual orientations existing within the gay and gender non-conforming culture. The LGBT movement dates back to the 1960s, and over time, various inclusive forms of initialism have described the different sexual and gender identities (Blakemore, 2021). In most African countries, including Nigeria, homosexuality is heavily criminalised. As the subject of this study, Nigeria has a sentence of up to 14 years imprisonment for individuals found guilty of being gay, and in the northern states where the Sharia law is practised, the maximum penalty is lapidation (Oginni et al., 2020). These discriminatory laws are not restricted to gays alone. ‘Cross-dressers’, gender non-conforming and transgender are not left out. Notably, the Nigerian Federal Penal Code (Northern states) defines a ‘vagabond’ as a man who is publicly dressed like a woman or engages in sodomy as a source of income or vocation, and gives the maximum punishment for these ‘vagabonds’ (Human Dignity Trust, 2022). Consequently, these discriminatory acts significantly impact LGBT disclosure and sexual identity in many countries, especially those with laws prohibiting homosexuality (Lloren and Parini, 2017).

Schmader and Sedikides (2018) posit that when an individual’s sense of self is widely acknowledged and affirmed in their specific environment, they tend to experience a better feeling of social fit, leading to an increase in their interpersonal fluency, i.e. being comfortable in themselves with others. This implies that LGBTs are more likely to disclose their gender and sexual identity when LGBT identity-related issues are widely accepted and validated. Thus, with more LGBT supportive practices in the workplace, more room is created for advanced discussions, further increasing the psychological satisfaction of the employee (Fletcher and Everly, 2021). More so, when recruiters are aware of their existence, laws against sexual orientation discrimination may minimise recruitment bias and prejudice at the gate of employment (Cook and Glass, 2015). In many countries, asking applicants for their gender and sexual identity details is improper and illegal. However, this practice has still not been absorbed into the Nigerian recruitment culture. While many international firms give the option of picking the response “I prefer not to say”, or alternatively, provide more inclusive options for questions on gender/sex disclosure, most Nigerian firms give no such options or anything similar. Applicants are required to disclose these details whether or not they would prefer to, even though disclosure opens them up to different forms of discrimination and gender policing in the workplace (Immigration and Refugee Board of Canada, 2019).

The Stigma theory articulated by Erving Goffman in 1963 posits that stigma is a socially discrediting attribute that usually leads to the classification of people with certain attributes into undesirable stereotypes. Clair (2018) simplifies stigma as a word that connotes negative stereotypes. Thus, relating the stigma theory to workplace discrimination, this study focuses on the discrimination of LGBTs at the point of recruitment in Nigeria. Stigma and

discrimination imply that certain persons are socially excluded based on particular attributes that discredit them from enjoying a 'normal' social or relational exchange with others (Nath, 2011). Generally, stigma and discrimination are socially constructed phenomena based on certain beliefs, norms and values found unworthy or undesirable, causing the stigmatised to be disqualified from social acceptance (Flanagan and Lewis, 2019). Consequently, exhibiting undesirable characteristics often leads to stereotypes, which influence the way people perceive and interact with members of disadvantaged groups (or out-groups), creating an in-group/out-group distinction (Stone and Wright, 2013). Thus, LGBTs often find themselves within the disadvantaged or out-groups based on several categorical information that leads to judgements and reactions to situations (Jacobs and Meeusen, 2021).

In Nigeria, attempts to promote protective laws for the rights of LGBT people have been beset with ambiguity, alterations, and outright disregard and neglect that leaves LGBTs unprotected (Oginni et al., 2020). While religion is regarded as the most important component influencing the widespread negative reaction to homosexuality in the country (Brewer, 2014), Ukonu et al. (2021) asserted that despite continued biased opinions about the LGBT community, most people agree that they should be given equal social rights and services. Brewer (2014) and NOIPolls (2017) agreed that the older one is, the more likely they are to hold highly negative views on homosexuality, while younger generations are more open to discussing the subject. Thus, guiding our first hypothesis for the study:

H1: There are age differences in the preference for LGBT in Nigeria.

Furthermore, studies have shown that generally, transgender males enjoy more job recognition and respect after transitioning, earning more and enjoying significantly better performance appraisals. Furthermore, they receive patriarchal dividends that help them integrate into the male-dominated hierarchical system (Schilt, 2010). Conversely, after their transition, transgender women are more likely to encounter unemployment, pay deductions, and harassment (Yovorsky, 2016), suggesting that their admission into the workplace disrupts cis-normative expectations more than the admission of transgender men. Recent studies have shown that the preferences of recruiters are heavily impacted by a combination of race and gender, indicating that on the bases of expertise, employability, and charisma, men are usually rated higher by recruiters (Eaton et al., 2020), leading us to our second hypothesis:

H2: There are gender differences in the preference for LGBT in Nigeria.

While Waite and Dernier (2019) revealed that LGBT women seem likely to have employment experiences that differ from those of LGBT men, Suarez et al. (2020) found that prejudicial vulnerabilities are not equally spread among transgender people employees. Additionally, Westbrook and Schilt (2014) agreed that the rate at which gender is segregated in the workplace would influence the identity policing experienced by transgenders. Transgender women of colour, and those with lesser salaries and no formal education, have a greater risk of being excluded from the official employment market. Nemoto et al. (2011) suggest that the prominence of black transgender women in risky informal work underscores the increased hurdles transgender women have to face in the formal economy. In Nigeria, there seems to be a high preference for lesbians over gay men (Okanlawon, 2017; Olumide et al., 2018), especially among the heterosexual male population, most of whom express a profound bias against gay men. On this basis, we predict that:

H3: At least one of the gender identities (LGBT) faces more discrimination than the others in Nigeria.

In their study, Ukonu et al. (2021) examined the ongoing influences of socio-cultural institutions on the formation of opinion and decision-making due to the country's persistent atmosphere of unfavourable views of LGBT people. It addressed the consequences of institutional and political pressures on heterosexism and anti-homosexual prejudice in Nigeria. NOIPolls (2017) reported that 91% of Nigerians give no credence to the scientific or genetic justifications and explanations for sustained homosexual attraction, demonstrating that most Nigerians do not believe people can be born gay; and 83% of the surveyed expressed their unwillingness to accept a family member who claims to be homosexual. Most Nigerians believe that homosexuality is a violation of their culture and religious convictions (Oduah, 2014; Nwaubani, 2017) and, thus, is unacceptable. Ukonu et al. (2021) further revealed that the increased gay rights movement in Nigeria could lead to a legal issue and even cause strained family ties, as some people still continue to hold strong anti-homosexual sentiments. Thus, they predict a high possibility of future violence against the LGBTI community and their allies, advising that Rights activists should keep track of this and develop social media conversations that will aid the community in dealing with the problem. Based on these, we predict that:

H4: Religion, socio-cultural beliefs and political sentiments trigger LGBT discrimination in the workplace in Nigeria.

The Nigerian government's policy to criminalise homosexual partnerships is commonly assumed to be based primarily on deference for traditional cum religious values, but Ehiemua (2020) believes that the only valid reason for restricting fundamental human rights is when it can be proved that harm is caused to others. Ultimately, against this backdrop, this study investigates the extent to which LGBTs in Nigeria face employment discrimination, particularly during recruitment.

## Methods

Given that this is a developmental paper, we have only reached the data collection stage. This research will adopt a quantitative approach by collecting data using the survey method. With a target sample size of 200, a questionnaire will be developed and distributed via online social media platforms (e.g. emails, WhatsApp, LinkedIn). The questionnaire will be used to measure the degree to which employers and those in charge of recruitment in Nigerian firms are likely to hire LGBTs and if and on what basis sexual orientation discrimination exists in Nigeria.

## References

- Adisa, T.A., Adekoya, O.D. and Sani, K.F. (2021) 'Stigma hurts: Exploring employer and employee perceptions of tattoos and body piercings in Nigeria', *Career Development International*, 26(2), pp. 217-237.
- Blakemore E. (2021) 'From LGBT to LGBTQIA+: The evolving recognition of identity', Available at: [nationalgeographic.com/history/article/from-lgbt-to-lgbtqia-the-evolving-recognition-of-identity](https://nationalgeographic.com/history/article/from-lgbt-to-lgbtqia-the-evolving-recognition-of-identity)
- Brewer P. (2014) 'Public opinion about gay rights and gay marriage', *International Journal of Public Opinion Research*, 26(3), pp. 279-282.
- Cech, E.A. and Rothwell, W.R. (2020) 'LGBT workplace inequality in the federal workforce: Intersectional processes, organizational contexts, and turnover considerations', *Industrial and Labor Relations Review*, 73(1), pp. 25-60.

- Clair, M. (2018) 'Stigma'. In Ryan, J.M. (Ed.), *Core concepts in sociology* (pp. 318–321), Wiley-Blackwell.
- Conti, R., Kacperczyk, O. and Valentini, G. (2022) 'Institutional protection of minority employees and entrepreneurship: Evidence from the LGBT Employment Non-Discrimination Acts'. *Strategic Management Journal*, 43(4), pp. 758–791.
- Cook, A. and Glass, C. (2015) 'The power of one or power in numbers? Analyzing the effect of minority leaders on diversity policy and practice', *Human Relations*, 69 (7), pp. 1431-1456.
- Eaton, A., Saunders, J., Jacobson, R. and West, K. (2020) 'How gender and race stereotypes impact the advancement of scholars in STEM: Professors' biased evaluations of physics and biology post-doctoral candidates', *Sex Roles*, 82 (3/4), pp. 127-141.
- Ehiemua, G. (2020) 'Examining the use of law to preserve morals and lives in same sex marriage situation in Nigeria', *Ogirisi: A New Journal of African Studies*, 16, pp. 94-109.
- Flanagan, J.L. and Lewis, V.J. (2019) 'Marked inside and out: an exploration of perceived stigma of the tattooed in the workplace', *Equality, Diversity and Inclusion*, 38(1), pp. 87-106.
- Fletcher, L. and Everly, B.A. (2021) 'Perceived lesbian, gay, bisexual and transgender (LGBT) supportive practices and the life satisfaction of LGBT employees: The roles of disclosure, authenticity at work, and identity centrality', *Journal of Occupational and Organisational Psychology*, 94, pp. 495-508.
- Gacilo, J., Steinheider, B., Stone, T.H., Hoffmeister, V., Jawahar, I.M. and Garrett, T. (2018) 'The double-edged sword of having a unique perspective: Feelings of discrimination and perceived career advantages among LGBT employees', *Equality, Diversity and Inclusion*, 37(3), pp. 298-312.
- Hebl, M., Barron, L., Cox, C.B. and Corrington, A.R. (2016) 'The efficacy of sexual orientation anti discrimination legislation', *Equality, Diversity and Inclusion*, 35(7), pp. 449-466.
- Hossain, M., Atif, M., Ahmed, A. and Mia, L. (2020) 'Do LGBT workplace diversity policies create value for firms?', *Journal of Business Ethics*, 167, pp. 775–791.
- Human Dignity Trust, (2022) 'Types of criminalisation', Available at: <https://www.humandignitytrust.org/country-profile/nigeria/>
- Immigration and Refugee Board of Canada (2019) 'The Situation of Sexual and Gender Minorities in Nigeria (2014-2018)', Available at: <https://irb.gc.ca/en/country-information/research/Pages/situation-gender-minorities-nigeria.aspx>
- Jacobs, L. and Meeusen, C. (2021) 'Coming out of the closet, also on the news? A longitudinal content analysis of patterns in visibility, tone and framing of LGBTs on television News (1986-2017)', *Journal of Homosexuality*, 68(13), pp. 2144-2168.
- Lloren, A. and Parini, L. (2017) 'How LGBT-supportive workplace policies shape the experience of lesbian, gay men, and bisexual employees', *Sexuality Research and Social Policy*, 14, pp. 289–299.
- Mendos, L.R., Botha, K., Lelis, R.C., de la Peña, E.L., Savelev, I. and Tan, D. (2020) 'State-sponsored homophobia: Global legislation overview', Geneva: ILGA.

- Nath, V. (2011) 'Aesthetic and emotional labour through stigma: National identity management and racial abuse in offshored Indian call centres', *Work, Employment and Society*, 25(4), pp. 709–725.
- Nemoto, T., Bodeker, B. and Iwamoto, M. (2011) 'Social support, exposure to violence and transphobia, and correlates of depression among man-to-women transgender women with a history of sex work', *American Journal of Public Health*, 101(10), pp. 1980-1988.
- NOIPolls (2017) 'Social perception survey on lesbian, gay and bisexual rights', Available at: <https://theinitiativeforequalrights.org/wp-content/uploads/2017/05/Social-Perception-Survey-On-LGB-Rights-Report-in-Nigeria3.pdf>
- Nwaubani, A. (2017) 'LGBT acceptance slowly grows in Nigeria, despite anti-gay laws', Available at: <https://www.reuters.com/article/us-nigeria-lgbt-survey/lgbt-acceptance-slowly-grows-in-nigeria-despite-anti-gay-laws-idUSKCN18C2T8>
- Oduah, C. (2014) 'Gay Nigerians targeted as "un-African"', Available at: <https://www.aljazeera.com/features/2014/1/26/gay-nigerians-targeted-as-un-african>
- Oginni, O.A., Mapayi, B.M., Afolabi, O.T., Obiajunwa, C. and Oloniniyi, I.O. (2020) 'Internalized homophobia, coping, and quality of life among Nigerian gay and bisexual men', *Journal of Homosexuality*, 67(10), pp. 1447-1470.
- Ogunbajo, A., Iwuagwu, S., Williams, R., Biello, K.B., Kahler, C.W., Sandfort, T.G.M. and Mimiaga, M.J. (2021) 'Experiences of minority stress among gay, bisexual, and other men who have sex with men (GBMSM) in Nigeria, Africa: The intersection of mental health, substance use, and HIV sexual risk behavior', *Global Public Health*, 16(11), pp. 1696-1710.
- Okanlawon, K. (2017) 'Homophobic bullying in Nigerian schools: The experiences of LGBT university students', *Journal of LGBT Youth*, 14(1), pp. 51–70.
- Olumide, M., Morenike, O. and Olakunle, A. (2018) 'On being gay in Nigeria: Discrimination, mental health distress, and coping', *Journal of Gay & Lesbian Mental Health*, 22(4), pp. 372–384.
- Pichon, E. and Kourchoudian, G. (2019) 'LGBTI in Africa: Widespread discrimination against people with non-conforming sexual orientations and gender identities', Available at: [https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/637949/EPRS\\_BRI\(2019\)63794\\_9\\_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/BRIE/2019/637949/EPRS_BRI(2019)63794_9_EN.pdf)
- Schilt, K. (2010) 'Just one of the guys?', University of Chicago Press, Chicago, IL.
- Schmader, T. and Sedikides, C. (2018) 'State authenticity as fit to environment. The implications of social identity for fit, authenticity and self-segregation', *Personality and Social Psychology Review*, 22, pp. 228-259.
- Stone, A. and Wright, T. (2013) 'When your face doesn't fit: Employment discrimination against people with facial disfigurements', *Journal of Applied Social Psychology*, 43(3), pp. 515-526.
- Suarez, M.I., Marquez-Velardo, G., Glass, C. and Miller, G.H. (2020) 'Cis-normativity at work: Exploring discrimination against US trans workers', *Gender in Management*, DOI 10.1108/GM-06-2020-0201.

Ukonu, M.O., Anorue, I.L., Ololo, U. and Olawoyin, H.M. (2021) 'Climate of conformism: Social media users' opinion of homosexuality in Nigeria', *SageOpen*, journals.sagepub.com/doi/full/10.1177/21582440211040773

Vinney, C. (2021) 'What is the difference between gender and sexuality?', Available at: <https://www.verywellmind.com/what-is-the-difference-between-gender-and-sexuality-5207899#:~:text=Gender%20and%20sexuality%20are%20often,they%20are%20separate%20and%20distinct.&text=However%2C%20both%20gender%20identity%20and,an%20individual's%20sense%20of%20self>.

Waite, S. and Dernier, N. (2019) 'A research note on Canada's LGBT data landscape: Where we are and what the future holds', *Canada Review of Sociology*, 56(1), pp. 93-117.

Westbrook, L. and Schilt, K. (2014) 'Doing gender, determining gender: transgender people, gender panics and the maintenance of the sex/gender/sexuality system', *Gender and Society*, 28(1), pp. 32-57.

Yılmaz, V. and Göçmen, İ. (2016) 'Denied citizens of Turkey: Experiences of discrimination among LGBT individuals in employment, housing and health care', *Gender, Work & Organization*, 23, pp. 470– 488.