Chapter 11
"Problems and Suggestions":
Non–Governmental Organisations of Sexual Orientation Minorities in the Context of Turkey and United Kingdom

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ABSTRACT

The purpose of this study is to explore problems of Non-Governmental Organisations (hereafter NGOs) of sexual orientation minorities in micro-national, meso-organisational, and micro- individual levels in the context of Turkey and UK. In order to conduct this research, documentary analysis has been made on the reports of NGOs of sexual orientation minorities. For Turkey, findings show three main problematic themes relating to legislation and regulations (macro-national), organisational survival and freedom (meso- organisational), and personal life of LGBTs (micro-individual). For UK, findings show three main themes as politics and practices of regulations (macro-national), visibility of LGBT organisations (meso-organisational), and problems regarding the personal lives of LGBTs. The main limitation of this study is to consider merely reports of LGBT organisations and news which are stated in these reports. The originality of this research comes from considering NGOs of sexual orientation minorities in the diversity management studies.

INTRODUCTION

Sexual orientation minorities are defined by Ozturk and Rumens (2015) as individuals whose sexual orientation, gender identity or sexual practices differ from the majority sector of the society in which they live. Generally, the majority of the population is deemed to be heterosexual. This definition of sexual orientation minorities also includes transgender individuals: a person who consider themselves to be the opposite gender, and in parallel with this information, organisations of sexual orientation minorities (hereafter LGBTs) in the field of non-governmental organisations also consider transgender people in the movement of sexual orientation minorities.

In this study, I will focus mainly on the UK and Turkey in order to state the challenges faced by LGBTs and their non-governmental organisations (NGOs). I have made suggestions to overcome these challenges based on the situations reported by the NGOs. I have chosen Turkey and the UK for this study because of their specific contexts. In Europe, the UK is a country that holds crucial advancements for LGBT rights and studies. On the other hand, Turkey is a secular country with a certain population of Muslims. This is an obstacle for LGBT organisations due to their struggles with religious conservatism. Therefore, I have decided to explore the challenges regarding LGBT individuals in these two vastly differing contexts. In order to indicate the challenges for LGBTs in both countries and make suggestions based on these challenges, I have drawn attention to the concepts of diversity and diversity management in order to discuss LGBTs as one of these particular strands. Then I have explored the lack of studies in the diversity management literature that focus on LGBTs. Based on this literature, I state the existing studies of LGBT individuals. Then, in order to conduct a comparative approach between Turkey and the UK, I have introduced and discussed documentary analysis as a research method. However, I have presented my findings in their own country contexts in order to understand the different challenges LGBTs can face in Turkey and the UK. Based on the documentary analysis of LGBT organisations in the UK (Stonewall and Unison), and Turkey (Kaos GL, Pink Life, SPOD), I have carried out a macro-national, meso-organisational, and micro-individual analysis of the two countries. Through discussing the findings of this research, I present overviews regarding suggestions for the diagnosed problems in both country contexts.

DIVERSITY AND DIVERSITY MANAGEMENT

Many organisations created equal opportunities policies due to the implementation of equality regulations, especially in the UK, and because of this they started to refer to themselves as "equal opportunities employers". Equal opportunities amongst employers led to the promotion of different approaches, such as diversity management (Kandola & Fullerton, 1994) and mainstreaming (Rees, 1998) by equal opportunities professionals (Lawrence, 2000). The concepts of "diversity management" and "mainstreaming" have been used to link equal opportunity views in terms of establishing strategic organisational objectives. This bond created more awareness and helped others to recognise diversity as well as promoting a broad equal opportunities agenda for both older workers and sexual orientation minorities (LGBTs) (Lawrence, 2000).

The legal framework related to Equal Opportunity Approaches (EOA) emphasise the equal treatment of individuals irrespective of their sex or ethnic origin. The main logic behind this notion is to ensure that these factors may not be become a criterion for being promoted, rewarded, or appointed with respect to an individual's occupation (Liff, 1997). However, even though organisations adopt the principles of equality, some cases indicate that members of one sex or ethnic group can still be indirectly discriminated against. Such unequal treatment can be legitimised if the criteria creating this difference can be indicated in a justifiable way on grounds different to that of sex or race (Liff, 1997).

EOA has also been criticised in terms of being outwardly effective and specifically focusing on women, the disabled and ethnic minorities (Collins & Wray-Bliss, 2000; Liff, 1997; Kandola & Fullerton, 1994). This approach has widely tackled moral considerations for social justice amongst different groups of employees. However, Kirton and Greene (2005) illustrate a contradiction and confusion regarding the EOA by noting the distinction between the liberal approach (which focuses on social justice for the

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