

## Transgender at Work

Measures to improve the situation of transgender people in the field of work and professional life.





## **Dilek Kolat**

Senator for Labour, Integration and Women's Issues

Transgender people are subject to feelings of insecurity and discrimination in many areas of daily life, in particular in their working lives and when looking for employment. This is apparent, for example, in the way that transgender employees are avoided by their colleagues in the workplace after they have come out. Or in the fact that transgender employees do not dare to come out in the workplace at all because they are afraid of their supervisor's reactions or the consequences.

Insecurities also exist on the part of supervisors, teams and the wider environment, as there is often insufficient information and experience required to deal appropriately with transgender issues.

Sharing experiences, the opportunity to identify problems and issues and developing new solutions collectively are the distinctive features that set **Transgender at Work** apart.

In bringing together key personalities in the working world and transgender organisations, the aim of **Transgender at Work** is to bring about a sustainable improvement in the situation of transgender people in the field of work and professional life. I am convinced that this collaboration represents a great opportunity.

Please make the most of it and join in.

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## INFORMATION, SHARING EXPERIENCES AND KNOWLEDGE TRANSFER

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Sharing experiences and knowledge transfer play an important part in improving the situation of transgender people when it comes to looking for a job, for example, or when working in a company. Key personalities in the field of work and professional life as well as representatives of transgender organisations are coming together as participants on **expert panels** and in appropriate **training courses** and sharing their experiences.

47%

would never be open about their transgender identity in the workplace.<sup>1</sup>

### **Transgender at Work offers subject-specific expert panels on:**

- \* access to the job market,
- \* transgender friendly company,
- \* support for transition processes in the workplace,
- \* empowerment.

**Information material** relating to all aspects of transgender issues and work are being designed specifically for HR officers, members of staff and works councils, colleagues and supervisors.



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## IMPROVING FUNDAMENTAL UNDERSTANDING

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Diversity is no longer a strange concept to organisations, administrative bodies and companies. At the same time, transgender issues are still a very sensitive or entirely a new subject for many. A national **company survey** on transgender issues is intended to provide information about how the topic is perceived in the private sector and which strategies are being used to establish a transgender friendly climate in businesses, for example.

## TRANSGENDER

Transgender is a term for persons whose gender expression or gender identity does not match to the gender they were assigned by society based on their sex at birth. Transgender is independent of sexual orientation; that means that transgender people can identify themselves as heterosexual, bisexual, homosexual or even asexual.



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## STRENGTHENING OF LEGAL SECURITY AND SELF-DETERMINATION

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Current studies show that transgender people suffer discrimination and experience feelings of insecurity in various situations in life. In addition, there are insecurities in the environment and uncertainties about the legal situation.

Drawing up an **expert legal report** should contribute to identifying potential areas of discrimination in German federal law and establishing ways of breaking down discrimination.

# 30%

report discrimination  
when looking for work.<sup>2</sup>



<sup>1,2</sup> EU LGBT survey - European Union lesbian, gay, bisexual and transgender survey, FRA- European Union Agency for Fundamental Rights, Results for Germany, 2013

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# HOW CAN YOU GET INVOLVED?

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As a company, institution, trade union, transgender organisation or association, you can make an important contribution. Your experience, ideas and also your unanswered questions relating to ways in which the position of transgender people can be improved in the field of work and professional life are important to us. Get in contact with us and find out what **Transgender at Work** has to offer and the materials it can provide. **Get in touch!**

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**BERLIN SUPPORTS  
SELFDETERMINATION  
AND THE ACCEPTANCE  
OF SEXUAL DIVERSITY INITIATIVE**



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