

Transgender in labour and employment

A travelling exhibition

Transgender issues as a topic in labour and employment

Factsheet 04e



Transgender people suffer from insecurities and discrimination in many areas of their daily life, in particular in their working life and when it comes to looking for a job. In order to improve the situation of transgender people in the work environment, the Berlin State Office for Equal Treatment and against Discrimination (LADS) has implemented the **Transgender at Work** project and created a travelling exhibition with the title **Transgender in Labour and Employment**.

The exhibition **Transgender in Labour and Employment** was created under the artistic direction of the photographer Anja Weber.

It consists of 12 individual portraits of transgender people who have had the courage to appear in public with their photo and their name. The photographs show how diverse these people are: they are transgender women, transgender men, as well as those who regard themselves as having no gender. They differ in terms of their skin colour, age, ways they express their gender, as well as their experiences. All these make up the various facets of their identity. These facets can make their situation on the job market or in employment significantly more difficult. This is the main point that the **Transgender in Labour and Employment travelling exhibition** conveys.



The photos show people in very different professions and working environments: university teachers, as lorry drivers as well as professionals working in offices, production and service companies, etc.

Those in the portraits are thus encouraging other transgender people to look for jobs openly as transgendered or to begin a transition process¹ in the workplace, if this is the right thing for them personally. The photographs are also directed at employers to encourage them to give transgender people opportunities and to recognise the potential that lies in those opportunities.

The images invite people to reflect on the life stories and the experience of discrimination and success of transgender people.



Do you know?

... that **30 % / 40 %** of transgender people are not considered when they apply for a job because of their transgender identity.²

... that **15 % / 30 %** of transgender people lose their jobs because of their transgender identity.³

... that **47 %** would never be open about their transgender identity in the workplace.⁴

... that only **21 %** live out their transgender identity openly in the workplace.⁵

You will find further information on the website of the LADS www.berlin.de/lads.

1 Transition describes the (medical, legal, social) process of expressing and approaching the perceived gender identity of a person that differs from the gender allotted to them on birth externally and physically.

2,3 See Franzen; Sauer: Expert report "Benachteiligung von Trans*Personen insbesondere im Arbeitsleben", on behalf of the Federal Anti-Discrimination Agency, 2010.

4,5 See "LGBT persons' experiences of discrimination and hate crime in the EU and Croatia", FRA European Agency for Fundamental Rights, results of those surveyed in Germany, 2013.

Key information about the exhibition

The exhibition is available in two formats:

Large-format exhibition:

Image size: 947 x 667 mm; Material: Inkjet prints behind 3 mm acrylic, 2 mm aluminium Dibond; 10 mm aluminium U-profile on the back. Transported in two wooden boxes.

Small-format exhibition:

Image size: 450 x 600 mm; Material: Direct prints, 2 mm aluminium Dibond; 10 mm aluminium U-profile on the back. Transported in one wooden box.

Are you interested in the exhibition and would you like to host it in your company, institution or organisation? Then get in touch with us.



Contact

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