

Trans and Gender Diverse People's Employment Experiences

Workforce Participation and Workplace Treatment

Findings from the TRANSform
Australian national trans health survey



Key Findings

A total of **807 trans and gender diverse people** completed this 2024 Australian national survey. Compared to the Australian general population, this sample of trans people experienced:



- 1.4 x more likely to have a **tertiary qualification**.
- 4 x higher rate of **unemployment**.
- 3 x higher rate of long-term **unemployment** (>12 months).



In the **previous 12 months**:

- 1 in 17 (6%) had been **unfairly looked over or not hired** for a job.
- 1 in 17 (6%) had been **physically threatened, harassed, or assaulted at work**.
- 1 in 14 (7%) had **left a job because they did not feel safe**.



Of those who were **currently working**:

- 1 in 5 (19%) were working **multiple jobs** out of necessity.
- 1 in 5 (21%) were working in a job **below their skill level**.
- 1 in 6 (18%) wanted and were **available to work more hours** than they were currently working.
- 9 in 10 (88%) 'agreed' or 'strongly agreed' that they were **treated fairly and respectfully by their supervisor/s**.
- 9 in 10 (89%) 'agree' or 'strongly agree' that they were **treated fairly and respectfully by their coworkers**.

"I haven't been employed or seriously sought employment since transitioning, due to a combination of fear of discrimination and deteriorating mental health from the climate of anti-trans hostility."
–Abbie, trans woman.

"I lost both of my last two jobs due to anti-trans sentiment."
–Jamie, non-binary.

"I am currently working from home because I don't feel safe in the office where I work."
–Blake, trans man.

"As a leader in education, I was 'strongly advised', if I wanted to remain in post, not to disclose/discuss my non-binary status."
–Sara, non-binary.

"[My] coworkers refused to use my pronouns because it was 'political'.
–Lauren, trans woman.

"I have been outed in a job interview group/panel by a prospective employer."
–Devon, trans man.

Recommendations

Strategies to target trans employment disparities. Governments must commit to reducing employment disparities through a targeted response:

- Stronger workplace protections and enforcement.
- Increasing awareness of and reducing discrimination against trans and gender diverse people.
- Targeted employment and skills programs for trans and gender diverse people.
- Improving workplace rights literacy amongst trans and gender diverse people.

Trans-inclusive workplace cultures. All trans and gender diverse people should have a safe and affirming employment experiences, achieved through:

- Inclusive workplace initiatives, systems and spaces.
- Visible allyship in the workplace, such as recognition of LGBTIQ+ days of significance.
- Best-practice aligned gender affirmation support plans and legislation-aligned policies.