

TRANS EMPLOYMENT RIGHTS IN THE EUROPEAN UNION

10 THINGS EQUALITY BODIES/NHRIS CAN DO⁵

1. Identify the inequality and discrimination experienced by trans people as a priority issue and address them in the organisation's strategic plan and corresponding annual work programmes. Human and financial resources need to be committed to developing this focus in the work of the institution, and to mainstream it throughout its work.
2. Take an inclusive perspective on trans people that encompasses sex, gender identity, and gender expression, including the potential for multiple discrimination faced by trans people.
3. Engage with trans people by meeting with and talking to their organisations (as well as individuals) to discuss their situation and experience, and to explore how to make existing equality legislation work for them. This would form the basis of the crucial mutual education that ensures equality legislation can contribute to addressing the issues of trans people.
4. Develop in-house capacity to address trans issues through staff training to enhance awareness, knowledge, and understanding of trans people and their issues. It would be useful for equality bodies to develop and provide this training in partnership with trans people and their organisations.
5. Support, and encourage support for, organisations of trans people, thus empowering the voice of trans people in society and ensuring a point of contact for all those that need it.
6. Conduct or commission research on the experience and situation of trans people. This work develops a visibility for trans people, builds a knowledge and understanding of their experience and situation, and stimulates a broader commitment to responding to trans people and their issues.
7. Target trans people specifically when raising awareness of their rights under equality legislation and on how best to exercise such rights. Communication strategies and materials need to be developed that are specific to the particular situation and needs of trans people.
8. Be strategic in developing casework on trans issues and identify methods to tackle underreporting. Successful casework should stimulate trans people to be more confident in asserting their rights and will encourage employers and service providers to address the rights of trans people in their practices and procedures. More broadly, casework could be pursued to test and clarify the extent to which equality legislation covers all trans people.
9. Address the complex and varied issues facing trans people with other stakeholders, thus championing equality for trans people and in supporting good practice in promoting equality for and preventing discrimination against trans people.
10. Build public awareness of and commitment to addressing trans equality issues.

5

Based on recommendations found in EQUINET (2010), Making Equality Legislation Work for Trans People, Brussels

http://www.equineteurope.org/IMG/pdf/trans_opinion_english.pdf, and **EQUINET** (2013), Equality Bodies Promoting Equality & Non-Discrimination for LGBTI People, Brussels http://www.equineteurope.org/IMG/pdf/lgbti_perspective_english_.pdf