

Trans* at work

**a project to improve
the work situation of transgender people**

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What are the gains?

Recommendation & Information

- Recommended measures to take
- Information leaflets

Dissemination & „Insemination“

- Disseminating the project and its content
- Putting trans people's matters on the agenda
- New activities being started by the participants

Process itself

- Experience of working and learning together

objectives, target groups, measures

Main objectives

- Decrease discrimination against transgender in the labour market and workplace
- Increase acceptance of gender variability and expression
- improve the situation of transgender in the labour market and workplace
- Empower transgender in the labour context

Target groups

- Employers
- transgender as employees –
- trade unions &
- employee committees
- employer association
- employment centres
- NGO's

Measures

- Round-Table-Talks to develop new approaches & specific materials
- Survey on experiences & attitudes of employers towards transgender
- Expertise about discrimination of transgender in the German legal system
- Dissemination of good-practices on local, national and European level

Lessons learnt?

**Interdisciplinary-
approach worked
well.**

**Being a project
by the Senate
Department work
well**

**Output should be
principle
Guidelines**

**Output should be
a variety of
practical
suggestions**

**One year is a
short period for
such a project
(not recommended)**

What can cities do?

Cities are employers.

Be an example of Best Practice when it comes to trans employees!

Cities have influence on companies, associations etc.

Use your influence!

Cities put things on the agenda and make them visible

**Put trans on the agenda!
Make it visible!**

**Thank you very much
for your attention!**

For more information:

<http://www.berlin.de/lb/ads/index.en.html>