

TRANS EMPLOYMENT RIGHTS IN THE EUROPEAN UNION

10 THINGS TRADE UNIONS CAN DO⁴

1. Raise awareness within the trade union and ensure that in line with the Gender Recast Directive, gender reassignment (which is increasingly understood as referring to gender identity and gender expression) is included in the definition of sex. Trans rights must be explicitly addressed in the framework of the trade union's equality agenda.
2. Ensure that there is a clear commitment at all levels of the trade union on trans equality, and ideally have a committee that is tasked with developing policy on trans equality and inclusion.
3. Draw up specific policies on trans workplace rights and ensure that trans issues are explicit and visible within the trade union's equality policies. This could include specific policies on addressing recruitment discrimination, workplace bullying and harassment, gender reassignment, and gender recognition.
4. Make it a goal to organise and recruit trans people into the trade union. This also means increasing the visibility and participation of trans members at all levels of the trade union.
5. Set up an LGBTI trade union network (or include trans within the scope of the gender equality network) to bring together trans members so that they can help the trade union to develop policies, procedures, and practices on equality.
6. Provide resources for a newsletter, email list, and web site to raise awareness of the trade union's role in promoting trans equality. Hold seminars, workshops, and conferences on trans issues to give visibility to the trade union's work in this area.
7. Mainstream trans equality issues into all areas of the trade union's work so that it is progressed through the decision-making bodies and in collective bargaining.
8. Ensure that trans rights and equality are included in the trade union's education and training programmes, and that trade union representatives and negotiators are trained on trans people's rights.
9. Make trans workplace issues a part of equality policies that can be discussed with employers. Improving the working lives of trans workers can only be achieved by working with employers to tackle discrimination and harassment in the workplace.
10. Work in partnership with trans community organisations and NGOs and hold joint campaigns and community-based events, marking trans specific days such as Transgender Day of Remembrance (TDoR), and participating in public events such as Pride Parades.

4

Recommendations based on an adaptation of the ETUC leaflet: Extending equality – Trade unions in action! (2008)

[Available in 22 European languages]: http://www.etuc.org/publications/etuc-leaflet-extending-equality-%E2%80%93-trade-unions-action#.VGUUn_-QfIV; and **ETUC** (2008), Extending equality: Trade union actions to organise and promote equal rights, respect and dignity for workers regardless of their sexual orientation or gender identity, Brussels http://www.etuc.org/publications/extending-equality-0#.VH5Zve_wvlU