

In February 2011, the National Center for Transgender Equality (NCTE) and the National Gay and Lesbian Task Force (NGLTF) released the largest-ever survey of transgender and gender non-conforming people, *Injustice at Every Turn: A Report of the National Transgender Discrimination Survey* (available at http://transequality.org/PDFs/NTDS_Report.pdf). Nearly 6,500 responded to this wide-ranging questionnaire. Here are some highlights relating to transgender people and employment:

Getting and staying on the job

- Transgender and gender non-conforming respondents experienced unemployment at twice the rate of the general public
- Over one-quarter (26%) reported that they had lost a job due to being transgender or gender non-conforming
 - MTFs: 36%
 - FTMs: 19%
- 47% have experienced an adverse job outcome, “such as being fired, not hired or denied a promotion because of being transgender or gender non-conforming”

On-the-job harassment

- 78% have experienced at least one negative workplace consequence
- 50% have been harassed by someone at work
- 41% have been asked inappropriate questions about their transgender or surgical status on the job
- 7% have been victims of physical violence at work
- 6% have been sexually assaulted at work
 - Undocumented noncitizens reported an on-the-job sexual assault rate of 19%

Underemployment

- 44% said they were underemployed

Invisible employees and co-workers

- 28% said none of their co-workers knew they were transgender
- 68% of cross-dressers said no one at work knew they cross-dressed

Documentation

- Of those who have transitioned gender, only one-fifth (21%) have been able to update *all* of their IDs and records with their new gender
- One third (33%) of those who have transitioned had updated *no* records
- 41% have a driver’s license/state ID card that doesn’t match their gender identity
 - With updated driver’s license: 52% employment discrimination
 - Without updated driver’s license: 64% employment discrimination

- 49% of those who have transitioned genders have updated their Social Security records
- 12% of those who have tried to change the gender on their professional license or credential were denied

Bathrooms

- 14% of those who transitioned on the job and kept their job were nonetheless denied access to the correct bathroom

Spouses/partners and children

- 14% reported that due to their gender identity, their *spouse or partner experienced job discrimination*
 - If the transgender person lost their job due to bias, the *spouse's* risk of experiencing his or her own job discrimination doubled, to 28%
- 11% reported that due to their gender identity, their *child experienced job discrimination*
 - If the transgender person lost their job due to bias, the *child's* risk of experiencing his or her own job discrimination more than doubled, to 25%

Underground economy

- 16% of trans people have worked in the underground economy
- 11% have done sex work (compared to an estimated 1% of all US women)
 - 15% of MTFs have done sex work
 - 7% of FTMs
 - 44% of African-Americans
 - 28% of Latino/as
 - 6% of those with graduate degrees
 - 29% of those who have experienced domestic violence
- 61% of those who have done sex work, drug sales or other underground work “also say that they had experienced discrimination in hiring in the traditional workforce.”

The good news

- The vast majority (78%) of those who transitioned from one gender to the other reported that they felt more comfortable at work and their job performance improved
- Although transgender and gender non-conforming people ages 18-24 are less likely than their peers to be in school, 22% of those ages 25-44 are currently in school (compared to 7% of the same-age general population)
- Survey respondents had a higher average educational level than the general public (47% had a college or graduate degree, compared to 27% of the general population)