SOGIE-BASED HUMAN RIGHTS VIOLATIONS AT WORK

PRE-EMPLOYMENT

Education and training opportunities
Educational and training opportunities are often denied to LGBTQ persons due to harassment, bullying, and violence, perpetrated by peers as well as teachers.

Gender recognition in educational certificates
Difficulties in obtaining accurate gender identity documents, including school records, adversely affect employment prospects.

RECRUITMENT

Gendered eligibility conditions
Discriminatory eligibility requirements place gender restrictions on some jobs, which exclude transgender and gender non-binary persons.

Informal sector work
Transgender and gender non-binary persons often take up work in precarious employment spaces in the informal sector, or work as sex workers and resort to begging.

POOR CONDITIONS OF WORK

Sexual harassment and violence
Where LGBTQ persons’ identities are presumed or known in the workplace, they can experience discrimination and harassment including bullying, sexual harassment, assault and mis-gendering.

Toilets
Toilets are gendered at most workplaces. This means that transgender and non-binary people face difficulties in accessing sanitation facilities at work.

Dress codes
Gendered dress codes can create obstacles in freely expressing with one's gender.

LACK OF JOB SECURITY

Arbitrary dismissal
LGBTQ persons often suffer impediments to job security in their employment as a result of workplace harassment or the threat of harassment, and arbitrary and/or discriminatory dismissals.

Forced to leave work
Many LGBTQ people are forced to leave work due to harassment, threats of harassment, and other poor conditions of work.

RIGHT TO WORK

AVAILABILITY
ACCESSIBILITY
JUST AND FAIR CONDITIONS OF WORK
JOB SECURITY

RIGHT TO EDUCATION

RIGHT TO EQUALITY AND NON-DISCRIMINATION

RIGHT TO LEGAL GENDER RECOGNITION

RIGHT TO LIBERTY AND SECURITY OF PERSON

RIGHT TO SAFE DRINKING WATER AND SANITATION