

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.

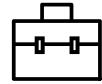
LACK OF JOB SECURITY

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