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A mixed methods approach to explore return to work among transgender and gender-diverse people

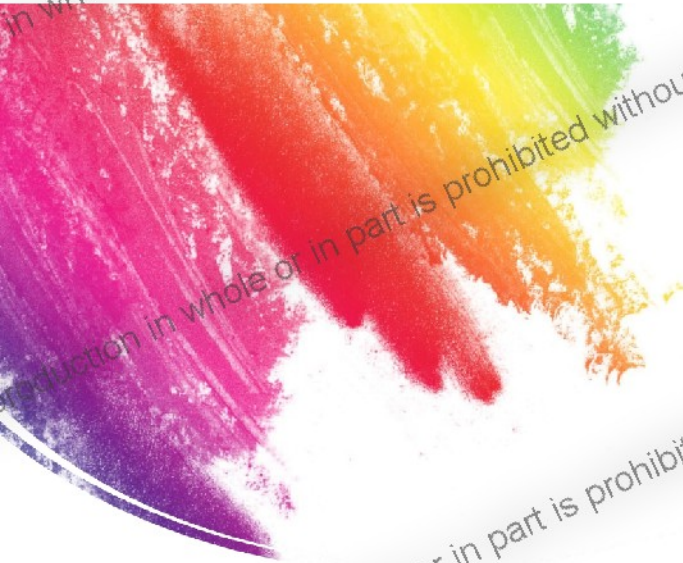
"Transitioning is not just about you; your entire environment goes through the transition with you."



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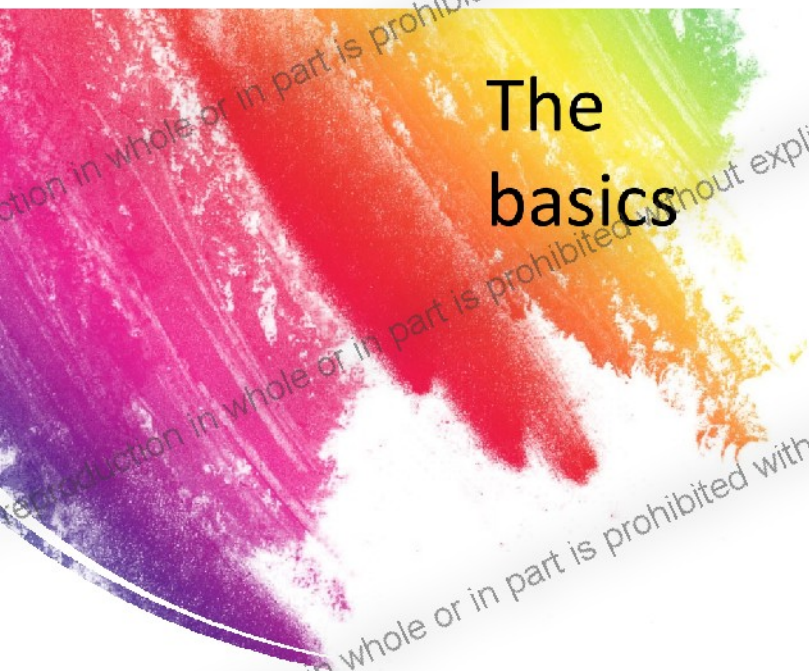
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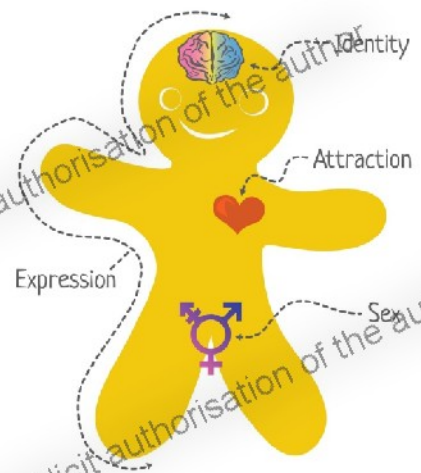
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The basics

The Genderbread Person v4 by its pronounced METROsexual com





Identity ≠ Expression ≠ Sex
Gender ≠ Sexual Orientation

Sex Assigned At Birth
Female Transsex Male

PLOS ONE

OPEN ACCESS PEER REVIEWED
RESEARCH ARTICLE

Return to work of transgender people: A systematic review through the blender of occupational health

Joy Van de Caute , Katrijn Van Schoorisse, Dominique Van de Velde , Joz Motmans , Lutgart Braeckman

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GAP OF KNOWLEDGE REGARDING WORK ABSENCES AND RTW DURING GENDER TRANSITION



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N=128 :
83 Dutch-speaking and
45 French-speaking



23 interviews :
17 Dutch speaking
and 5 French-speaking

Exploring work absences and RTW of TGD people:
Concurrent mixed data collection between October - July 2021

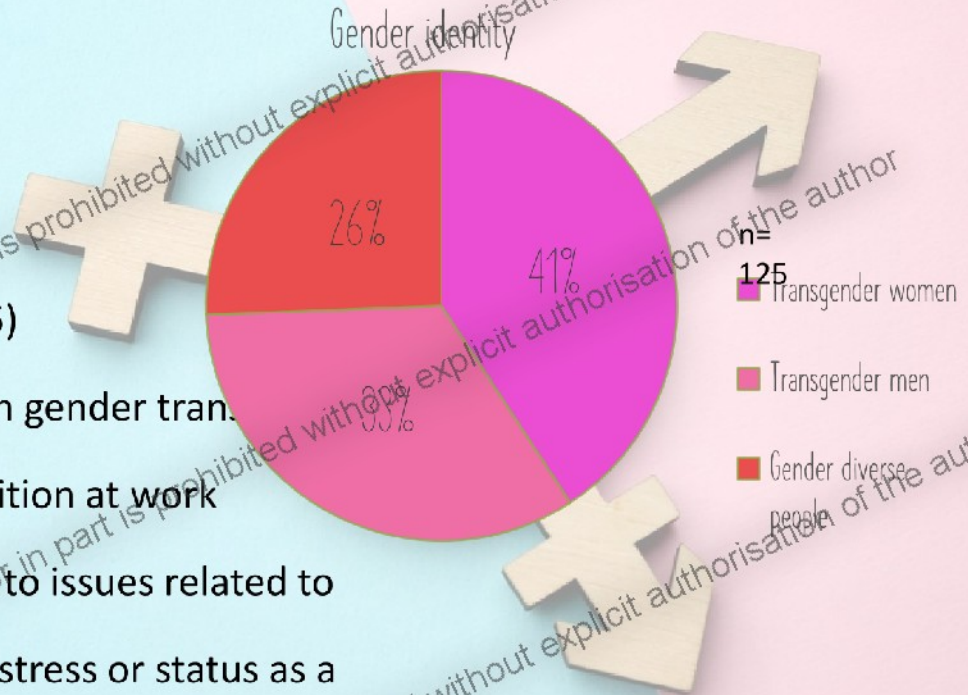
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Age: 40,2 years (\pm 11.85)

109 reported on steps in gender transition

86,2% did a social transition at work

Low turnover rates due to issues related to gender minority stress or status as a transgender person



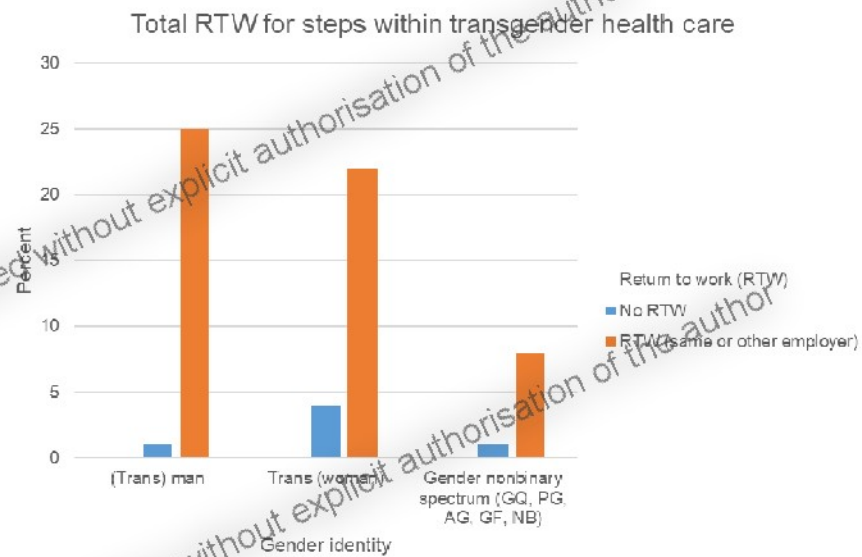
Majority choose transition-related gender-affirming care and return to work

Median sick leave for GAC is 38 days but higher for transgender women (60 days)

General median sick leave past 12 months is 14 days

BUT most considered their transition ongoing and COVID pandemic

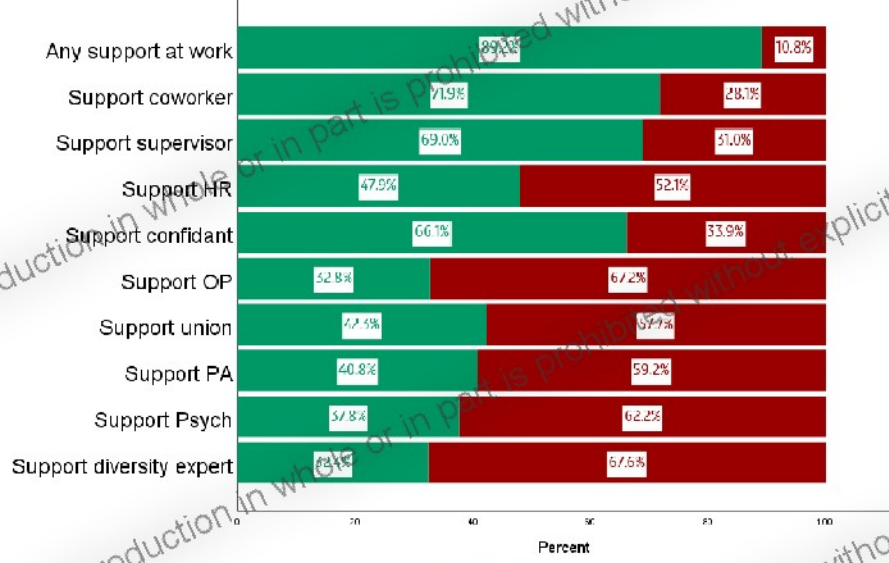
Low response on RTW (n= 61)



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No support
Support

Raising awareness of corporate actors and clear communication

“So, you don't have to go ‘shopping’ and then have to repeat the whole explanation.”

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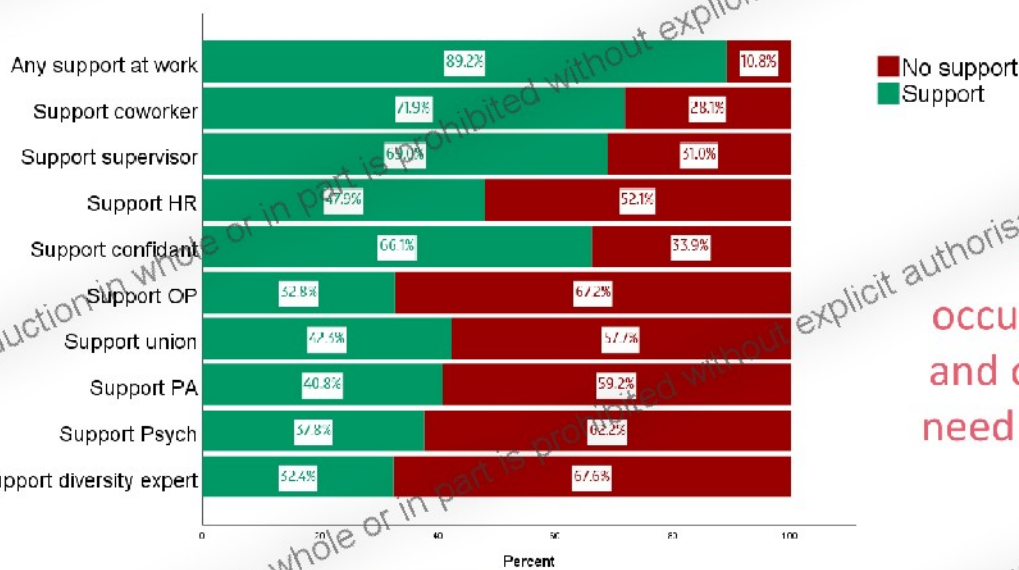
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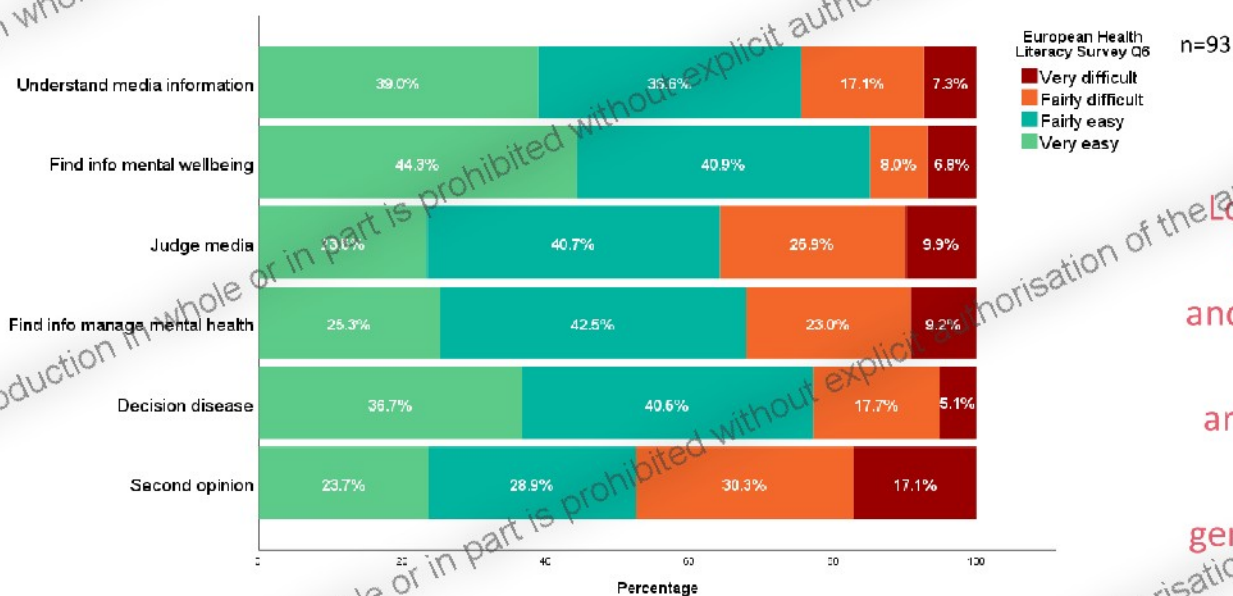
Time for action for occupational health services and occupational physicians: need for training to be an ally

"I am convinced occupational physicians can be useful for work accommodations, but at our workplace, I think these doctors have no affinity with transgender people."

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Low occupational health literacy and social insurance literacy are major barriers to navigating gender transition at work.

“Just knowing that there is such a thing as an occupational physician would have made a significant difference for me”

“I was put onto sickness benefits for my surgery..suddenly my wage was not deposited... but nobody told me.. They always assume you know it all.”

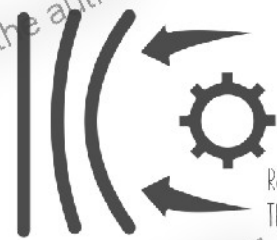
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licit auth

**'The people
pleaser'**



Resilience by sukma aditia
The noun project

**Gender minority stress, maladaptive coping and
high frequency of ambulant gender-affirming care
is
burdensome on work-life balance**

**“My scattered leave has impacted my work-life greatly”
“I can take sick leave but we agreed that if I can use vacation days
then...”**

SO : “a doctor who has no knowledge of transgender health or has no experience with transgender people cannot give adequate advice about this”..

- Empowering by raising health literacy of all actors (general, occupational, social, gender-affirming)
- Improving balance work-life & gender-affirming care
- Importance of occupational medicine (trust, visits, RTW/transition plan)



Strengths, bias and future considerations

Being the first
**Co-created with TGD
(healthcare) community**
TGD-validated
questionnaires
Multidisciplinary team
and members of the
LGBTQIA+ community

Sample size
Criteria
Definitions
General population-
validated questionnaires



Ongoing study: perceptions of stakeholders and occupational physicians (ONZ-2023-0026)

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A mixed methods approach to explore return to work among transgender and gender diverse people

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