

# **GMB CONGRESS 2018**

## **CEC STATEMENT**

### **TRANS RIGHTS**

**WE ARE**

**GMB**

**UNION**

## CEC Statement on Trans Rights

- a. GMB represents all workers. We stand against bullying and hatred. That is core to our values, and will continue to be so in the defence of trans workers.
- b. Many employers do not adequately understand trans issues, nor do many working in services that trans people rely on.
- c. The debate about when someone can identify with a specific gender (or none) is one that has attracted much debate, not least within the Labour Party, about whether a gender recognition certificate is required to stand as a woman candidate.
- d. We must look at the world in which our trans members live.
- e. TUC Research from 2017 showed that almost half of all trans workers had experienced bullying or harassment at work. 30% of trans workers had had their status revealed without their consent. Seven in 10 trans respondents said that their experience of workplace harassment or discrimination has a negative effect on their mental health.
- f. As of the end of 2017, one Gender Identity Clinic has a waiting list of 30 months for the first appointment, with others having waits of between 1 - 2 years. There are 7 such clinics in the UK. Trans workers who already have costly travel expenses to and from clinics, often look for private treatment avoid waiting lists. The financial barriers - not withstanding the medical and emotional barriers - to obtaining a Gender Identification Certificate in order to legally reassign your gender, are significant.
- g. No gender identity journey is the same. GMB understands that intersectionality means members may face different challenges or have different needs based on BAME status or faith. A white middle class woman may have a completely experience to a working class BAME woman - that is not to say either is easy or without challenge, but that each challenge and personal experience is different.
- h. GMB supports our trans members, condemns transphobia in the strongest terms and commits to continuing to practically support and campaign alongside the trans community.
- i. As a union, we believe that trans members should be able to participate in our structures without a Gender Recognition Certificate, and on the basis of self-definition. We also believe that self-definition should be accepted within the Labour Party.
- j. We understand that different cultural, faith and gender issues in different communities require more than a one size fits all' approach to inclusivity. GMB will work nationally and regionally to provide training, advice and guidance - that builds on our Trans Workers Toolkit - in conjunction with specialists such as Stonewall, in order to support trans workers, their branches and reps.
- k. Alongside this, we will work nationally to look at how potential changes to legal definitions of gender could impact on all GMB members in terms of employment law and equality legislation to ensure that all members are protected in the workplace and in society more widely.