

Influences on Occupational Identity through Trans and Gender Diverse Identity: A Qualitative Study about Work Experiences of Trans and Gender Diverse Individuals

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Abstract : Work experiences and satisfaction as well as the feeling of belonging has been narrowly explored from the perspective of trans and gender diverse individuals. Hence, the study investigates the relationship of values, attitudes, and norms of occupational environments and the working identity of trans and gender diverse people of the Australian workforce. Based on 22 semi-structured interviews with trans and gender diverse individuals regarding their work and career experiences, a first insight about their feeling of belonging through commonality in the workplace could be established. Community between the values, attitudes and norms of a trans and gender diverse individuals working identities and profession, organization and working environment could increase the feeling of belonging. Further reflection and evaluation of trans and gender diverse identities in the workplace need to be considered to create an equitable and inclusive workplace of the future. Consequently, an essential development step for the future of work and its fundamental values of diversity, inclusion, and belonging will consist of the acknowledgement and inclusion of trans and gender diverse people as part of a broader social identity of the workplace.

Keywords : belonging, future of work, working identity, trans and gender diverse identity

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