

Global Workplace Trans Equality Index 2020

Zoning System

In the global arena, organisations operate in different groups of countries with varied challenges presented in each. This uneven playing field makes direct comparisons difficult.

To assess how organisations approach gender identity equality globally, countries are grouped into three broad zones based on whether they provide for legal gender recognition and whether there exist clear national employment protections for transgender people. Within each zone, countries are further sub-categorized based on particular criteria (e.g., presence of harmful restrictions for legal gender recognition). This system of grouping is intended as a guide to help formulate and assess practice.

Zone 1: Countries with legal gender recognition (with/without non-binary gender identity recognition and with/without varying forms of harmful restrictions) and employment protections against discrimination on the grounds of gender identity.

Zone 1A: Countries with legal gender recognition (with non-binary gender identity recognition and without harmful restrictions) and employment protections against discrimination on the grounds of gender identity.

Zone 1B: Countries with legal gender recognition (without non-binary gender identity recognition and without harmful restrictions) and employment protections against discrimination on the grounds of gender identity.

Zone 1C: Countries with legal gender recognition (without non-binary gender identity recognition and with harmful restrictions) and employment protections against discrimination on the grounds of gender identity.

Zone 2: Countries with legal gender recognition (with/without non-binary gender identity recognition and with/without varying forms of harmful restrictions) but no employment protections against discrimination on the grounds of gender identity.

Zone 2A: Countries with legal gender recognition (with non-binary gender identity recognition and without harmful restrictions) but no employment protections against discrimination on the grounds of gender identity.

Zone 2B: Countries with legal gender recognition (without non-binary gender identity recognition and without harmful restrictions) but no employment protections against discrimination on the grounds of gender identity.

Zone 2C: Countries with legal gender recognition (without non-binary gender identity recognition and with harmful restrictions) but no employment protections against discrimination on the grounds of gender identity.

Zone 3: Countries that lack legal gender recognition and employment protections against discrimination on the grounds of gender identity.

Zone 3A: Countries that lack legal gender recognition and employment protections against discrimination on the grounds of gender identity, but do not criminalise transgender identities.

Zone 3B: Countries that lack legal gender recognition and employment protections against discrimination on the grounds of gender identity, and criminalise transgender identities.

ZONE	CRITERIA			
	WP PROTECTIONS	GR CONDITIONS		NO CRIMINALISATION**
		NB INCLUSION	NO HARMFUL RESTRICTIONS*	
1(a)	✓	✓	✓	✓
1(b)	✓	x	✓	✓
1(c)	✓	x	x	✓
2(a)	x	✓	✓	✓
2(b)	x	x	✓	✓
2(c)	x	x	x	✓
3(a)	x	x	x	✓
3(b)	x	x	x	x

*Harmful restrictions include any number of the following:

- Compulsory sterilization or medical intervention;
- Psychological diagnosis or assessment requirements;
- Divorce/spousal veto requirements;
- Prevention of legal changes of name and/or gender on official documentation.

**Criminalisation includes sanctions against transgender people incorporated under laws against homosexuality, on public order, as well as sanctions against sex work.

Zone 1

Zone 1A

Belgium, Denmark, Germany, Malta

Zone 1B

Ireland, Luxembourg, Netherlands

Zone 1C

Austria, Croatia, Czech Republic, Estonia, Finland, France, Greece, Hungary, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, United Kingdom

Zone 2

Zone 2A

None in the EU currently.

Zone 2B

None in the EU currently, but Brazil would be an example of a non-EU country falling under this zone.

Zone 2C

Italy, Latvia, Lithuania, Poland

Zone 3

Zone 3A

Bulgaria, Cyprus

Zone 3B

None in the EU currently, but Nigeria would be an example of a non-EU country falling under this zone.