

RECOMMENDATIONS

FOR THE GOVERNMENT

- 01 Speeding up the adoption of the Gender Affirmation Law to ensure the right to change civil status and protect transgender individuals comprehensively.
- 02 Incorporate the terms “gender identity” and “sexual orientation” into legal frameworks to establish a foundation for developing and enforcing labor protection policies of transgender individuals.
- 03 Develop and expand financial assistance policies for gender-affirming healthcare services.
- 04 Improve the legal framework and policy development for psychological counseling and mental healthcare services tailored to the needs of transgender individuals and the LGBTI community.

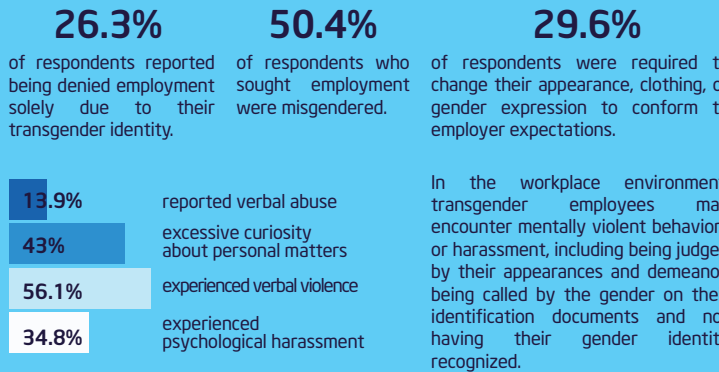
FOR EMPLOYERS

- 05 Encourage businesses, organizations and institutions to integrate gender and sexuality diversity and inclusive practices into human resources training and internal policies.
- 06 Establish and implement anonymous and confidential reporting mechanisms that are gender-sensitive, prioritizing the rights and safety of affected individuals while integrating community network support.
- 07 Establish specialized welfare policies, such as supplementary health insurance, financial aid programs, flexible leave policies to assist gender-affirming healthcare for transgender employees.
- 08 Establish and develop psychological support and counseling programs for workers, especially transgender individuals.

FOR COMMUNITY-BASED ORGANIZATIONS AND GROUPS

- 09 Develop employment platforms that are friendly to transgender individuals and the LGBTI community.
- 10 Establish career counseling and skills development programs for transgender individuals.
- 11 Enhance primary psychological support capabilities and build referral systems for mental health care services within the transgender community.

STIGMA, DISCRIMINATION, VIOLENCE AND THEIR CONSEQUENCES ON ASPECTS OF ECONOMIC WELLBEING



At that time, I already knew I was a transgender man and I had changed my appearance, so I didn't use the women's restroom; I used the men's restroom. Some colleagues who knew me and treated me well, so when we saw each other in the restroom, they would say things like, 'Oh, this guy is using the restroom today', they sounded very cheerful. Some people who didn't like it would say directly 'Why the #### is this pédé in here', they would curse directly, or they would say unpleasant things, like 'You're a #### woman, why are you in the men's restroom.'

Dat*
a 31-year-old transgender man, migrant.

#: replaced offensive language with placeholder symbols

Levels of gender identity disclosure may affect the experience of violence in the workplace. Transgender people who are open about their gender identity tend to face more violence than those who are not.

53.9%

of people who experienced stigma, discrimination, or violence suffered from prolonged stress, declining self-esteem, and diminished work motivation. Many suffered insomnia, chronic headaches, depression, and in severe cases, withdrawal from the labor market or social isolation.

COPING STRATEGIES WITHIN THE COMMUNITY

When faced with discrimination, many participants chose to remain silent, withdraw from work environments, or accept unfair conditions to sustain their income. Others seek support from the community or transition to informal, freelance jobs to avoid prejudice and safeguard their wellbeing.



ROLE AND LIMITATIONS OF COMMUNITY GROUPS

Currently, transgender community serves as an emotional support space and fosters shared stories and solidarity, thereby contributing to a sense of belonging and acknowledgement. However, the research also indicates that supportive activities related to careers, job information, and protection of labor rights within the community are still quite limited.



Visit PAPI's website to read the full report.

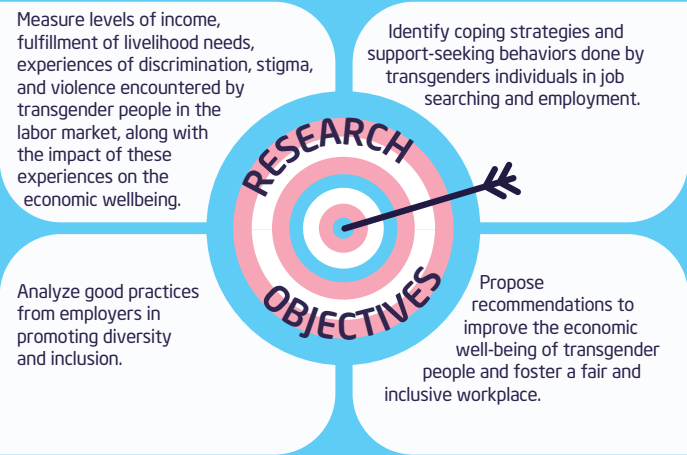
Governance and Participation: A Series of Policy Discussion Papers

ASSESSMENT OF THE ECONOMIC WELLBEING DIMENSION OF TRANSGENDER PEOPLE IN VIET NAM

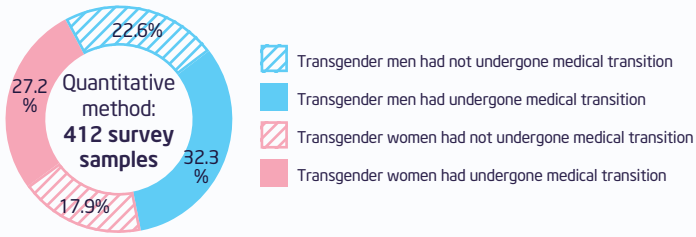
INTRODUCTION

The research, "Assessment of the Economic wellbeing dimension of transgender people in Viet Nam" was conducted by a research team from IT'S T TIME organization and two experts, Dr. Hoang Tu Anh (MD, PhD) and Vu Thanh Long (MSc, PhD Candidate), with funding from the Embassy of Ireland through the PAPI research program of the United Nations Development Programme (UNDP) in Viet Nam. This study serves as a crucial initiative in providing in-depth insights into issues related to the economic wellbeing of the transgender community in Vietnam, a demographic group facing specific challenges in assessing employment opportunities , education and social services.

The research aims to explore the economic wellbeing of transgender individuals by analyzing the relationship between income, livelihood demands and labor experiences. These factors directly impact the work motivation, overall health, and career prospects of transgender people. Based on these findings, the study proposes recommendations to organizations in public and private sectors to enhance social welfare, promote gender equality and inclusive development for vulnerable groups.

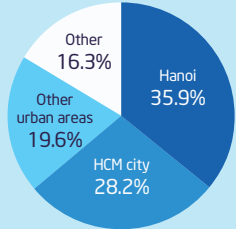


RESEARCH SUBJECTS AND SCOPE

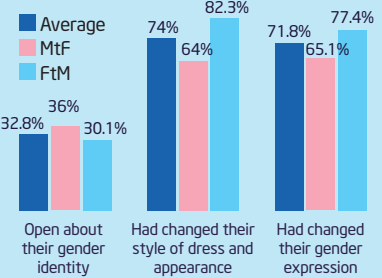


10-12/2024

Hanoi, Ho Chi Minh City
An Giang Province,
Hai Phong City



THE LEVEL OF GENDER IDENTITY DISCLOSURE



EMPLOYMENT STATUS, INCOME, AND WELFARE ACCESS



The average income of transgender people is higher than the per capita income for both formal and informal labor groups. However, a majority work in informal sectors or freelance positions.

only 51.1% having social insurance coverage



Transgender men (FtM) are more likely to be employed full-time and tend to have higher average incomes compared to transgender women (MtF). Factors such as educational attainment, residential status, and employment contracts are positively correlated with income levels and welfare access.



Transgender women, migrants, individuals with educational level below college/university, or those working without formal employment contracts often experience greater difficulties in securing social security benefits.

CORRELATION BETWEEN INCOME, WELFARE AND LIVELIHOOD DEMANDS

- The majority of transgender people's current income primarily covers basic living expenses such as food, transportation and accommodation.
- Investing in career development or undergoing gender-affirming medical procedures often exceeds their financial capacity.
- Specific needs such as hormone therapy or gender-affirming surgery remain uncovered by health insurance. The costs associated with services ranges from tens to hundreds of millions of VND, posing a substantial financial burden for many transgender individuals.

The first issue is that the cost is too high; advanced training classes cost around eight to over ten million dong per subject, per technique, while there are so many techniques and trends...



*: The name given to the object by the research team

FACTORS INFLUENCING ECONOMIC WELLBEING AND WORKPLACE EXPERIENCES OF TRANSGENDER INDIVIDUALS

The economic wellbeing of transgender individuals is shaped by multiple intersecting factors.



Firstly, it stems from the lack of comprehensive legal protection for diverse SOGIESC. Viet Nam currently has no national laws or regulations explicitly protecting LGBTI individuals from discrimination based on sexual orientation, gender identity, or gender expression (SOGIESC) in the workplace. The Law on Gender Affirmation has yet to be passed, creating significant barriers for transgender individuals in recruitment and employment, especially when their gender markers on legal documents do not align with their physical appearance, increasing the risk of stigma and exclusion.



Secondly, in many Vietnamese businesses, policies specific to transgender employees have not yet been prioritized or institutionalized, relying mainly on the willingness and awareness of leadership instead. Feedback and complaint mechanisms remain unsafe and ineffective, while gender-based prejudices persist without being adequately addressed, causing transgender employees to hesitate to speak out.

Conversely, positive factors, such as accessible education, formal employment contract, open-minded work environment, and support from family, friends, and colleagues have been proven to contribute optimistically to job stability and socio-economic welfare improvement among transgender individuals.

