

United States Transgender/Transsexual Employment Survey

Thank you for agreeing to participate in this survey. To date, no national studies of employment experiences before and after transition have been conducted. This survey is an attempt to gather nationally representative information on how transitioning affects men and women in the workplace. The information will be reported as group averages and no names or other personal identifying information will be revealed. The data will be publicized through academic articles and transgender activist organizations.

This survey will ask you for information on three jobs: your last job before transition, your first job after transition, and your current job. Please fill it out as completely as possible.

If you received this survey via regular mail, please return it in the envelope provided. If you received this survey via email, please return it to:

Kristen Schilt
University of California, Los Angeles
Department of Sociology
264 Haines Hall
Los Angeles, CA 90095-1551

Please feel free to email any questions about the survey to Kristen Schilt at kschilt@ucla.edu.

A note on terminology: we realize that terms like “transsexual” and “transgender” carry different meanings and that words like “transition” do not always fit people’s perceptions of their experiences. We apologize for any discomfort these terms may cause; however, we needed to find ways to word the survey that would be consistent with common understandings.

Thank you for your time in taking this survey.

The Survey

Instructions: You will be asked to provide information about three different jobs you have held. Please answer each section of the survey as completely as you can even if you are currently not working for pay, only working part time, or are still undergoing gender change procedures. If exact numbers, such as salaries, are requested and you cannot remember the exact amounts, please estimate to the best of your abilities.

Section I. Please provide some background information on your gender identification.

1. What is your gender?
 Male Female Male-to-Female Female-to-Male
Other (Please specify) _____
2. What gender were you assigned at birth? Male Female
3. How old were you when you began to make changes to the gender you were assigned at birth? _____ years old
4. What procedures have you already used to get to where you are now? (Please mark all that apply)
 Surgical changes (“Bottom surgery,” Mastectomy, Breast Enhancement, Hysterectomy, etc.)
 Cosmetic Surgery (facial surgery)
 Hormone therapy
 Behavioral (speech training, clothing changes, etc)
 Other (please specify) _____
5. As of today, do you consider your change of gender complete?
 Yes No
6. If NO, what other procedures are you planning?
(Please mark all that apply)
 Surgical changes (“Bottom surgery,” Mastectomy, Breast Enhancement, Hysterectomy, etc.)
 Cosmetic Surgery (facial surgery)
 Hormone therapy
 Behavioral (speech training, clothing changes, etc)
 Other (please specify) _____

Section II. This section of the survey asks question about your work related activities BEFORE your gender transition. Please think back to the last time you worked for pay (part or full time) BEFORE you underwent any procedures to change your gender that would have been noticeable to supervisors or coworkers. This job may or may not be same job you have today.

If you NEVER worked for pay before your gender transition, please skip to question 21a.

7. What was the month and year you last worked for pay BEFORE your gender transition?

_____ Month _____ Year

Please answer the following questions about the job you worked at during this month and year. Because some people work at multiple jobs, these questions are about the MAIN JOB you worked at BEFORE your gender transition. The main job is the job at which you usually worked the most hours.

8. In what city and state was this job located?

_____ City _____ State

9. Which of the following best describes that employer? (Check one)

- Government (Federal, State, or Local—county, city, township)
- Private for profit company
- Nonprofit organization including tax exempt and charitable organizations
- Self employed
- Working in the family business

10. In what kind of business or industry was this job?

11. In the last year you worked at this job before your transition, what was your occupation? (for example: plumber, typist, farmer)

12. In the last year you worked at this job before your transition, how many hours per week did you USUALLY work at this job?

_____ hours per week

13. In the last year you worked at this job before your transition, how many weeks per year did you USUALLY work at this job?

_____ weeks per year

If you were working part time, please answer question 13a. If not, please skip this question.

13a. Some people work part time because they cannot find full time work or because business is poor. Others work part time because of family obligations or other personal reasons. What is your MAIN reason for working part time?

- Slack work/business conditions
- Could only find part time work
- Seasonal work
- Family/childcare obligations
- Health issues (not transition related)
- Health issues (transition related)
- School/training

Normal work week is part time
 Other (specify): _____

People are paid according to many different basis (hourly, weekly, annually, etc.). Please answer the following question based on the easiest way for you to report your total earnings.

14. In the last year you worked at this job before your transition, how much did you USUALLY earn at this job (including overtime pay, tips, and commissions) BEFORE taxes or other deductions? (You need ONLY report your earnings for ONE category.)

\$ _____ per HOUR
\$ _____ per DAY
\$ _____ per WEEK
\$ _____ per TWO WEEKS
\$ _____ per MONTH
\$ _____ per TWO MONTHS
\$ _____ per YEAR
\$ _____ per OTHER (specify) _____

14a. If you were not paid hourly, what is your best estimate of your hourly rate of pay?
\$ _____ per hour

15. How many years had you worked for this employer before you decided to begin transitioning? _____ years

16. Did you remain at this job after you began your gender transition?
 Yes No

17. If YES, how many years did you remain with this employer? _____ years

17a. If NO, what is the MAIN reason you left this last job?

Returning to school
 Temporary, seasonal, intermittent job completed
 Slack work or business conditions
 Health issues (not related to transition)
 Health issues (related to transition)
 Family/personal reasons (not related to transition)
 Left involuntarily (not related to transition)
 Left involuntarily (related to transition)
 Unsatisfactory work arrangements (hours, pay, etc.)
Other (specify): _____

18. What percentage of your time on this job was spent in face to face interactions with clients or customers? _____ percent (%) (Please estimate)

19. What percentage of your time on this job was spent in face to face interactions with coworkers or supervisors? _____ percent (%) (Please estimate)

20. In the last year you worked at this job before your transition, what was the highest level of school you had completed or the highest degree you had received?

- 11th Grade or less
- 12th Grade but no diploma
- High school graduate or equivalent (GED)
- Some college but no degree
- Associate degree in college
- Bachelor's degree (For example: BA, AB, BS)
- Master's degree (For example: MA, MS, MEng, MEd, MSW, MBA)
- Professional school degree (For example: MD, DDS, DVM, LLB, JD)
- Doctorate degree (For example: PhD, EdD)

Section III. This next section of the survey asks questions about your work related activities IMMEDIATELY AFTER your transition. Please answer these questions thinking about the first job you held for pay (part or full time) in which you were hired in your current gender.

21. Did you remain in the same job after your transition? Yes No

If YES, please answer the following questions to provide us information about any changes in your occupation, earnings, or other characteristics of your work after your transition.

If NO, please answer the following questions about this new job.

21a. What was the month and year you last worked for pay AFTER your gender transition?

_____Month _____Year

Please answer the following questions about the job or jobs you worked at during this month and year. Because some people work at multiple jobs, these questions are about the MAIN JOB you worked at IMMEDIATELY AFTER your gender transition. The main job is the job at which you usually worked the most hours.

22. In what city and state was this job located?

_____City _____State

23. Which of the following best describes that employer? (Check one)

- Government (Federal, State, or Local—county, city, township)
- Private for profit company
- Nonprofit organization including tax exempt and charitable organizations
- Self employed
- Working in the family business

24. In what kind of business or industry was this job?

25. In the last year you worked at this job, what was your occupation? (for example: plumber, typist, farmer)

26. In the last year you worked at this job, how many hours per week did you USUALLY work at this job?

_____ hours per week

27. In the last year you worked at this job, how many weeks per year did you USUALLY work at this job?

_____ weeks per year

If you were working part time, please answer question 27a. If not, please skip this question.

27a. Some people work part time because they cannot find full time work or because business is poor. Others work part time because of family obligations or other personal reasons. What is your MAIN reason for working part time?

___ Slack work/business conditions

___ Could only find part time work

___ Seasonal work

___ Family/childcare obligations

___ Health issues (not transition related)

___ Health issues (transition related)

___ School/training

___ Normal work week is part time

___ Other (specify): _____

People are paid according to many different basis (hourly, weekly, annually, etc.). Please answer the following question based on the easiest way for you to report your total earnings.

28. In the last year you worked at this job, how much did you USUALLY earn at this job (including overtime pay, tips, and commissions) BEFORE taxes or other deductions?

(You need ONLY report your earnings for ONE category.)

\$ _____ per HOUR

\$ _____ per DAY

\$ _____ per WEEK

\$ _____ per TWO WEEKS

\$ _____ per MONTH

\$ _____ per TWO MONTHS

\$ _____ per YEAR

\$ _____ per OTHER (specify) _____

28a. If you were not paid hourly, what is your best estimate of your hourly rate of pay?

\$ _____ per hour

29. What percentage of your time on this job was spent in face to face interactions with clients or customers? _____ percent (%) (Please estimate)

30. What percentage of your time on this job was spent in face to face interactions with coworkers or supervisors? _____ percent (%) (Please estimate)

31. In the last year you worked at this job, what was the highest level of school you had completed or the highest degree you had received?

- 11th Grade or less
- 12th Grade but no diploma
- High school graduate or equivalent (GED)
- Some college but no degree
- Associate degree in college
- Bachelor's degree (For example: BA, AB, BS)
- Master's degree (For example: MA, MS, MEng, MEd, MSW, MBA)
- Professional school degree (For example: MD, DDS, DVM, LLB, JD)
- Doctorate degree (For example: PhD, EdD)

32. When you were hired at this job, what gender did you mark on your job application?

Male Female

33. Were you open with your coworkers and supervisors about your prior gender transition?

Yes No

34. What gender did most of your of coworkers and supervisors see you as?

Male Female Male-to-Female Female-to-Male
Other (Please specify) _____

35. How often were you able to pass at work in your current gender:

- Always
- Most of the time
- Some of the time
- Rarely
- Never

36. In your workplace, which bathroom did you TYPICALLY use during the workday?

- Shared men's bathroom
- Shared women's bathroom
- Shared co-ed bathroom
- Private/individual bathroom
- Off worksite bathroom
- Other (specify):

37. Are you currently still employed at this job? Yes No

38. If YES, how many years have you remained with this employer? _____ years

38a. If NO, what is the MAIN reason you left this last job?

- Returning to school
- Temporary, seasonal, intermittent job completed
- Slack work or business conditions
- Health issues (not related to transition)
- Health issues (related to transition)
- Family/personal reasons (not related to transition)
- Left involuntarily (not related to transition)

Left involuntarily (related to transition)
 Unsatisfactory work arrangements (hours, pay, etc.)
Other (specify): _____

Section IV. This next section of survey asks questions about your work related activities at your MOST RECENT job.

39. Are you currently working for pay (part or full time)? Yes No.

39a. If NO, what was the month and year you last worked for pay (part or full time)?
_____ Month _____ Year

39b. If NO, what is the MAIN reason you are not currently working for pay?

Returning to school
 Slack work or business conditions
 Health issues (not related to transition)
 Health issues (related to transition)
 Family/personal reasons (not related to transition)
 Do not need to work
Other (specify): _____

40. Is your most recent job the same job you held after your transition and described in the previous part of the survey? Yes No

If YES, please answer the following questions to provide us information about any changes in your occupation, earnings, or other characteristics of your work since the period immediately following your transition.

If NO, please answer the following questions about this new CURRENT or MOST RECENT job.

Please answer the following questions about your CURRENT or MOST RECENT job you held for pay. If you are not currently working for pay, please answer the questions in regard to your last job held for pay. Because some people work at multiple jobs, these questions are about the MAIN JOB you worked at AFTER your gender transition. The main job is the job at which you usually worked the most hours.

41. In what city and state is/was this job located?
_____ City _____ State

42. Which of the following best describes that employer? (Check one)
 Government (Federal, State, or Local—county, city, township)
 Private for profit company
 Nonprofit organization including tax exempt and charitable organizations
 Self employed
 Working in the family business

43. In what kind of business or industry is/was this job?

44. In the last year you worked at this job, what is/was your occupation? (for example: plumber, typist, farmer)

45. In the last year you worked at this job, how many hours per week do/did you USUALLY work at this job?

_____ hours per week.

46. In the last year you worked at this job, how many weeks per year do/did you USUALLY work at this job?

_____ weeks per year.

If you are working part time, please answer 46a. If not, please skip this question.

46a. Some people work part time because they cannot find full time work or because business is poor. Others work part time because of family obligations or other personal reasons. What is your MAIN reason for working part time?

Slack work/business conditions

Could only find part time work

Seasonal work

Family/childcare obligations

Health issues (not transition related)

Health issues (transition related)

School/training

Normal work week is part time

Other (specify): _____

People are paid according to many different basis (hourly, weekly, annually, etc.). Please answer the following question based on the easiest way for you to report your total earnings.

47. In the last year you worked at this job, how much do/did you USUALLY earn at this job (including overtime pay, tips, and commissions) BEFORE taxes or other deductions? (You need only report your earnings for one category.)

\$ _____ per HOUR

\$ _____ per DAY

\$ _____ per WEEK

\$ _____ per TWO WEEKS

\$ _____ per MONTH

\$ _____ per TWO MONTHS

\$ _____ per YEAR

\$ _____ per OTHER (specify) _____

47a. If you are/were not paid hourly, what is your best estimate of your hourly rate of pay?

\$ _____ per hour

48. What percentage of your time on this job is/was spent in face to face interactions with clients or customers? _____percent (%) (Please estimate)

49. What percentage of your time on this job is/was spent in face to face interactions with coworkers or supervisors? _____percent (%) (Please estimate)

50. What was the month and year you were first hired by this employer?
_____Month _____Year

51. When you were hired at this job, what gender did you mark on your job application?
_____Male _____Female

52. Are/were you open with your coworkers and supervisors about your prior gender transition?
_____Yes _____No

53. What gender do/did most of your of coworkers and supervisors see you as?
_____Male _____Female _____Male-to-Female _____Female-to-Male
Other (Please specify) _____

54. How often are/were you able to pass at work in your current gender:
_____ Always
_____ Most of the time
_____ Some of the time
_____ Rarely
_____ Never

55. In your workplace, which bathroom do/did you TYPICALLY use during the workday?
_____ Shared men's bathroom
_____ Shared women's bathroom
_____ Shared co-ed bathroom
_____ Private/individual bathroom
_____ Off worksite bathroom
_____ Other (specify): _____

Section V. Please answer the following demographic questions.

56. What is your month and year of birth? _____ Month _____ Year

57. What is the highest level of school you have completed or the highest degree you have received?
_____ 11th Grade or less
_____ 12th Grade but no diploma
_____ High school graduate or equivalent (GED)
_____ Some college but no degree
_____ Associate degree in college
_____ Bachelor's degree (For example: BA, AB, BS)
_____ Master's degree (For example: MA, MS, MEng, MEd, MSW, MBA)

Professional school degree (For example: MD, DDS, DVM, LLB, JD)
 Doctorate degree (For example: PhD, EdD)

58. Which is your race or ethnic origin?

Black, Non-Hispanic
 Hispanic
 Native American
Other _____

White, Non-Hispanic
 Asian/Pacific Islander

59. How would you describe your sexual orientation?

Gay
 Bisexual
 Celibate or asexual
Other _____

Lesbian
 Straight/Heterosexual
 Not sure/in transition
 Queer

60. What is your relationship status? Married Single/Never Married
 Partnered Divorced

61. How did you receive this survey? _____

Thank you for your participation!

Feel free to use the backside for any comments or experiences at work you would like to share.