

Scottish Trades Union Congress (STUC)

1 Do you have any comments on the proposal that applicants must live in their acquired gender for at least 3 months before applying for a GRC?

Yes

If yes, please outline these comments:

Trans people are some of the most disadvantaged and discriminated people in Scotland and the UK. There is evidence that trans people face a number of barriers in accessing health services, so removing requirements for applicants to provide medical evidence that they have lived in their acquired gender for two years would minimise barriers for trans people accessing their human rights.

2 Do you have any comments on the proposal that applicants must go through a period of reflection for at least 3 months before obtaining a GRC?

No

If yes, please outline these comments:

3 Should the minimum age at which a person can apply for legal gender recognition be reduced from 18 to 16?

Yes If you wish, please give reasons for your view:

At the age of 16 you can change your name, leave school, get a job, vote in elections, and enter into marriage or a civil partnership. Given the evidence that trans pupils are particularly disadvantaged, with more than two in five having tried to take their own lives, and the evidence that transitioning improves trans people's mental health, we should be supporting young people to apply and obtain legal recognition at 16.

4 Do you have any other comments on the provisions of the draft Bill?

Yes If yes, please outline these comments:

People who identify as non-binary people are extremely disadvantaged in society and the workplace. An estimated three in ten experienced a hate crime or incident because of their gender identity and half have hidden or disguised the fact that they are LGBT at work because they were afraid of discrimination. While we recognise the Scottish Government have announced it is setting up a working group on this issue, we believe people who identify as non-binary should have access to the same rights and systems as transmen and transwomen. As such, non-binary people should be included in the self-declaration model. We do not believe cost implications associated with administrative changes are an adequate reason not to make these changes and reasonable adjustments should and can be made. It must be possible to see progress being made, particularly within the public sector, to ensure that non-binary people are able to access their rights.

5 Do you have any comments on the draft Impact Assessments?

No

If yes, please outline these comments: