Supplementary information 3: European Health Literacy Survey (HLS-Q6) and support at work

Exploring work absences and return to work during social transition and following gender-affirming care, a mixed-methods approach: 'bridging support actors through literacy.'

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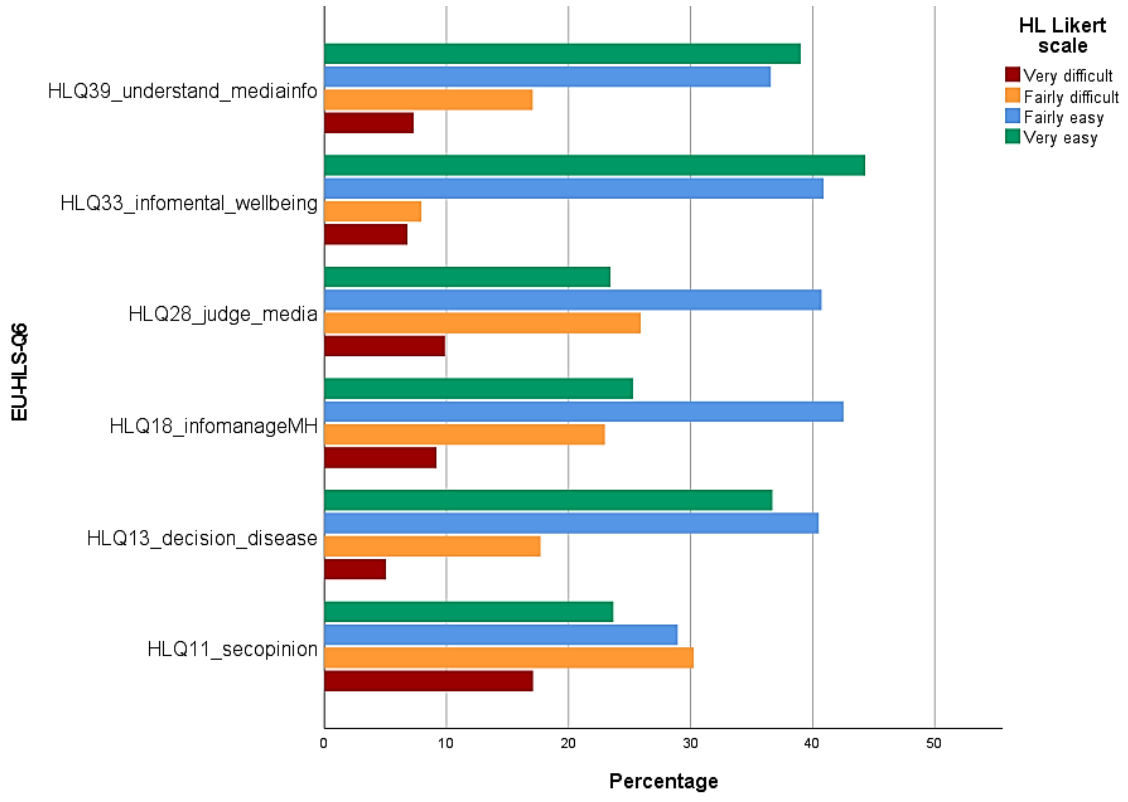

Figure 4: Detailed results of the short form EU-HLS-Q6 of Belgian TGD people

HL score was significantly correlated with health perception (τ_b=-0195; p=0.03), support from the occupational physician (τ_b=0.265; p=0.018), support from the internal prevention advisor (τ_b=0.286, p= 0.040) and support from HR (τ_b=0.265,p=0.018). Health literacy level was only associated with corporate seniority (χ= 10.96; p=0.027).

Support at work :accompagnying text with figure 5 and table 5

Perceived support at work was significantly higher (Fisher 5.468; p<0.05) when TGD people had a higher corporate seniority ; while age (p=0.658; F 0.605; education (p=1.00), full-timers versus part-timers (p=0.336), hierarchical position at work (p=0.565) or total occupational seniority (p=0.103), working as a supervisor (p=0.684), revealed no significant proportional differences of support.

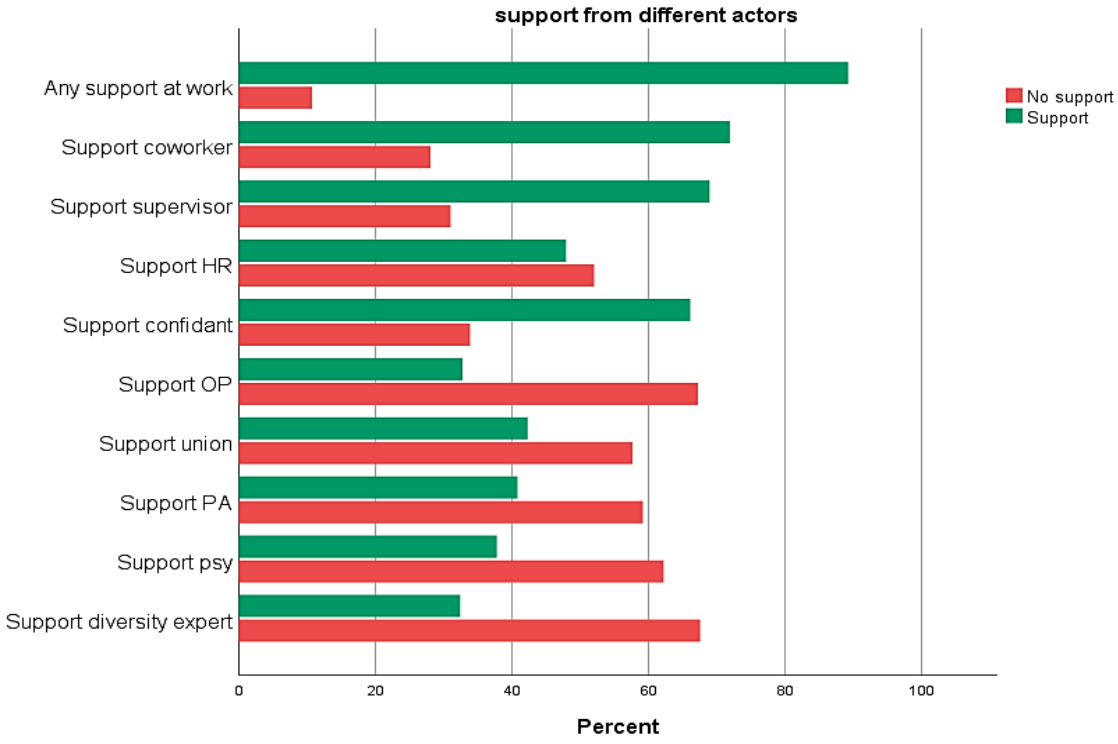

Figure 5: Levels of support of persons and services at work during transition

Table 5: Support at work for total sample and stratified by gender identity

	Total sample (n=128)		Trans men (n=42)		Trans women (n=51)		GD people (n=32)		p
	n	C%	n	R%	n	R%	n	R%	
Any perceived support (n=93)									0.09
no support	10	10.8	3	30.0%	2	20.0%	5	50.0%	
support	83	89.2	33	39.8%	34	41.0%	16	19.3%	
Support Supervisor (n=87)									0.16
no support	27	31.0	13	48.1%	6	22.2%	8	29.6%	
support	60	69.0	22	36.7%	26	43.3%	12	20.0%	
Support coworkers (n=89)									0.27
no support	25	28.1	10	40.0%	7	28.0%	8	32.0%	
support	64	71.9	24	37.5%	28	43.8%	12	18.8%	
Support HR (n=73)									**0.04***
no support	38	52.1	19	50.0%	12	31.6%	7	18.4%	
support	35	47.9	8	22.9%	20	57.1%	7	20.0%	
Support occup physician (n=58)									**<0.01***
no support	39	67.2	18	46.2%	12	30.8%	9	23.1%	
support	19	32.8	2	10.5%	14	73.7%	3	15.8%	
Support internal PA (n=49)									0.38
no support	29	59.2	11	37.9%	11	37.9%	7	24.1%	
support	20	40.8	7	35.0%	11	55.0%	2	10.0%	
Support psychosocial PA (n=45)									0.13
no support	28	62.2	12	42.9%	8	28.6%	8	28.6%	
support	17	37.8	5	29.4%	10	58.8%	2	11.8%	
Support confidant (n=62)									0.13
no support	21	33.9	6	28.6%	8	38.1%	7	33.3%	
support	41	66.1	19	46.3%	17	41.5%	5	12.2%	
Support union (n=52)									0.23
no support	30	57.7	13	43.3%	9	30.0%	8	26.7%	
support	22	42.3	7	31.8%	12	54.5%	3	13.6%	
Support diversity team (n=37)									0.56
no support	25	67.6	11	44.0%	8	32.0%	6	24.0%	
support	12	32.4	3	25.0%	5	41.7%	4	33.3%	

C% column percentage; R%: row percentages; services or persons not applicable were coded as missing for total support; PA: prevention advisor