

## **Abstract**

The following study is conducted in order to measure the perception and inclusion of gender diverse people within the structure of the Austrian workplace. Investigating its body, legislations, and legal policies. Furthermore, how gender diverse individuals' experiences are with respect to these policies, specifically within workplace. For long gender has been defined based on heteronormative norms that define "gender" as a function of sex concluding in the existence of only two binary genders of male and female forming the sexuality between these two opposing forces (Klysing et al., 2022). This heteronormative ideology rejects the non-normative or non-binary representation of gender. Hence any identity or expression of gender out of the context of heteronormative ideology is known to cause "gender trouble" due to its performative nature (Butler, 2006). Gender minorities are transgender people of either binary or non-binary gender identities plus intersex individuals. A deeper investigation will be conducted through a qualitative approach to gain perspectives of the lives of this minority group within Austria and how the society perceives them with respect to the inclusive laws and regulations set by the Austrian government. The results range from finding government trustworthy and helpful to completely the opposite by the majority.