

“Role of State in Facilitating Alternative Livelihood Opportunities for Transgender Persons”

Chapter 01 - An Introduction to Challenges Faced by Transgender Persons in the Domain of Livelihood and Income Generation

As per the 2011 Census, there were around 4,87,803 transgender people living there. Even while it showed the size of the population, it lacked information on the socio-economic status of transgender people. The marginalization of transgender people in society is a result of both socio-economic exclusion and cultural restrictions on their options for employment and other means of subsistence. The transgender population has numerous daily challenges in their interactions with society that are exclusively based on their gender identity. This condition has existed since the founding of the nation-state, including in the case of India. These problems include not having a family, feeling alone and rejected, the democratic deficit, dropping out of school, mental, sexual, and physical harassment, the educational gap, discrimination in housing and rentals, lack of employment opportunities, human trafficking, political disenfranchisement, security issues, and more (Patowary, 2023). Their daily existence is severely limited in several ways, one of which is related to work opportunities.

The stigmatization of transgender people from birth, their early departure from home, their lack of education, and their lack of employable skills demonstrates the socio-economic vulnerability of this community. As a result, trans people are forced to choose dangerous careers like commercial sex solicitors or alms seekers (Ganju, D. 2016).

One of the respondents named Nanditha, who works in an NGO, when asked about the root cause of transgender persons ending up in sex work or alms seeking, argued that "The majority of these people come from rural backgrounds where schooling is inadequate, especially for cisgender children. At every stage of society, these people experience exclusion: from their families and schools to their friends. This forces them onto lonely pathways that result in issues like exploitation and bodily and emotional harm. These people have little choice but to imitate those who accommodate them when they interact with members of the community. They end up in these circles in this way. Due to their circumstances—which include being stigmatized since childhood, having low educational attainment, lacking family support, and occasionally being from a "low caste"—they are forced to choose these professions, which prevents them from reaching their full potential." She went on to share her adverse experiences "when I went to pursue my studies for a degree in a university, I was struck by the absolute stigma and discriminatory behavior of the fellow students, it was sick for me, I had live in a boys hostel due to lack of separate dormitory arrangements, lack of knowledge around one's sexuality was another thing which caused trouble for me, it was due to this reason that I had to drop out of that university."

One of the respondents in the field survey, Monalisa, shared her plight, "Earlier, I used to work as a cook at the organization named 'Pudami' which provided me 4-5 thousand rupees a month, but I had to leave later, and right now I am dependent upon begging for money, I earn about 25 thousand rupees a month by begging. I have grown old now; I face major health

issues, so I cannot work much, so this is the only option I have. Also, I need to take care of rent for the house, cosmetics, and my medical expenses, so this is the only option I have." The community is subjected to severe health risks, including HIV infections, sexual assault, homelessness, physical attacks, and violations of civil rights by state authorities, such as the police force (UNDP Report, 2016). The community also has a very difficult time finding employment due to a lack of skills and a minimum primary education. Not to mention, transgender people who work in formal industries also experience discrimination in many forms.

Moreover, sex work and begging are embedded with severe hazards. When asked about what are some hazards related to sex work and begging that the respondents have witnessed, Ms. Prema, who works in Suraram center, argued, "Due to a lack of opportunities and money, as well as the influence of my transgender friends, I pursued a career in sex work when I was in Mumbai. Although the income was good, the industry at the time involved a lot of violence. For example, I remember a fellow transgender friend who was a sex worker being attacked with an iron rod by a client; the victim passed away immediately. Theft and clients failing to pay bills were other major problems for us, and there was also a fear of HIV transmission." Shastra, another respondent who currently works as a security personnel at the Suraram center, recalled her past experiences of working as a sex worker, "It is not a sustainable way of livelihood, there is violence, often we have to deal with rowdies and rogues, so yes, it is not feasible for anyone but if we do not have any option so we continue with begging and sex work." Gulab, whose only source of income is seeking alms, reiterated that "Such income sources often expose individuals to health risks, violence, and legal issues; several of my friends have faced the same. It is not just hazardous for the community members because of violent clients but also due to the theft and violence inflicted by some trans sex workers who rob young and vulnerable clients."

Ninety-seven percent of transgender workers report having experienced prejudice at work, according to the National Council for Transgender Persons' "Status Report on Transgender Persons in India 2022". Transgender people frequently experience harassment at work from coworkers as well as direct superiors. This is a vicious loop that operates at all levels with resilience. It is, therefore, difficult for this specific marginalized demographic to break free from this cycle and select alternative work options. Simran, one of the respondents who completed her Masters in Social Work and Criminology from TISS Mumbai, argued, "I have experience working with transgender inmates. Frequently, they are punished for offenses that are entirely malicious, such as public nuisance, and remand is not procedurally sound. Additionally, transgender inmates endure lengthy stays in prisons without adequate support, and most significantly, they are denied the opportunity to earn a living during that time. For these reasons, remand needs to be made procedurally sound, and rehabilitation should be encouraged to prevent them from returning to a state of complete dependence."

The 2014 NALSA judgment by the Supreme Court of India recognized the rights of transgender individuals, yet implementation has been patchy, and socio-economic inclusion remains elusive. The lack of formal education and vocational training opportunities for transgender individuals is exacerbated by dropout rates due to bullying and discrimination in educational institutions (Nanda et al., 1990).

It is also challenging for transgender people to find "mainstream" career opportunities for a variety of reasons, such as not having had access to basic education since childhood, not having skill-based training, and not having financial support. Here, the state's involvement becomes necessary to give historically underrepresented gender minorities alternative work opportunities and rehabilitative opportunities.

Based on the findings of the field study, the following jobs represent the predominant primary livelihood activities of transgender persons:

- (A) Self-employed informal, unorganized sector activity, such as tailoring (26.9%)
- (B) Risky survival tactics at the subsistence level, such as seeking alms (19.2%)
- (C) Jobs in the formal sector (19.2%)
- (D) respondents without jobs (15.8%)

This breakdown shows a significant reliance on erratic, unreliable sources of revenue without respect for workers' rights. Although noticeable, formal job engagement is rare. A startling 19.2% of the respondents rely on socially stigmatizing means to fund their basic necessities, such as begging for alms. Community ecosystems have a significant influence on pathway choices, as seen by the 62.5% of the respondents who embrace methods suggested by transgender peers and networks. These highlight the need for systems that can make better use of these community channels.

The study's targeted group suffers greatly from living in impoverished conditions, primarily as a result of long-standing discrimination and a stigmatized perception of society that drives the already marginalized group to the periphery of society. Because of this, the targeted group is faced with career options that are neither durable, progressive, or accruing in nature. Instead, these careers, which include commercial sex solicitation and alms-seeking, pose a severe risk to the health and well-being of the transgender community.

This research also intends to investigate data-driven procedural mapping of current schemes and the obstacles encountered during their implementation. Additionally, the study will concentrate on how transgender people may be connected to current welfare programs, such as the Ayushman Bharat Scheme, PM Jan-Dhan Yojana, and the Public Distribution System, to mention a few, in order to provide them with fair access and inclusion.

Chapter 2 – Situating the research problem in broader context – Identifying the challenges faced by the transgender individuals in finding alternate and formally recognized professions

The literature studied for this proposal underscores the urgent need for a dignified and progressive alternative livelihood opportunities for transgender individuals in contemporary society. While the Transgender Persons Act of 2019 has made significant strides in recognizing their rights and prohibiting discrimination in various aspects of life, it has been criticized for its failure to provide employment reservations, despite the landmark NALSA judgment.

The impediments faced by transgender individuals in obtaining traditional job opportunities are multifaceted. The prevalence of illiteracy within the community, as evidenced by various studies, is a substantial challenge. A significant portion lacks formal education, making them ill-prepared for the job market. Additionally, the absence of valid identity proofs and familial abandonment further hinders access to education and employment. Consequently, many turn to beggary or commercial sex solicitation to survive as described by author Ekta Rose in her paper '*Educational Rights – Transgenders*' (2022).

These alternative professions carry immense risks. The prevalence of HIV within the transgender community is alarmingly higher than the national average, as indicated by the *15th round of HIV Sentinel Surveillance* conducted by the National AIDS Control Organization in 2021. Transgender individuals frequently grapple with homelessness, violence, and discrimination, as highlighted by Spicer (2010) and Polimetla and Rao (2022). Abandoned and homeless transgender individuals often resort to begging and sex work, which exposes them to physical violence and emotional trauma, creating a vicious cycle of oppression.

Discrimination, stigma, and exclusion is also pervasive in traditional job sectors. Transgender individuals who do strive for formal employment often face a hostile work environment, with discrimination at multiple levels, including peers and superiors. This behavior is eloquently described as '*The Vicious Cycle of Workplace Inequality*' by A. Revathi in her book '*A Life in Trans-Activism*'.

The lack of education exacerbates this discrimination. Transgender individuals face bullying and exclusion in educational institutions, leading to high dropout rates and limiting their educational opportunities as described by Babbar, S. in her writing, '*The Socio-Legal Exploitation of the Third Gender in India*' (2016). This lack of education not only impacts their personal and professional growth but also hinders their access to healthcare, housing, and social benefits, intensifying their economic exclusion and insecurity.

Furthermore, the literature review for the study scrutinizes the impediments to the effective execution of state initiatives aimed at improving the employment prospects of the transgender community in India. Numerous challenges hinder the successful implementation of these initiatives, and these are elucidated with reference to specific research studies.

For instance, difficulties arise from schemes like the Public Distribution Scheme, where eligible transgender individuals often fail to benefit due to a lack of documentation, as reported by UNDP (2021). Kerala, with its inclusive policy for emancipating transgender

individuals, demonstrates superior results, as indicated by Chakkunny et al. (2020). Short visioned drafting of schemes, such as those discussed in the *KDS Report (2017)*, hinder effective implementation by failing to address the broader concept of investment.

Moreover, the literature highlights that micro-finance programs tailored to the community face challenges linked to gender identity, with transphobia being particularly pertinent, as observed in the study conducted by Priya Lall and others in the '*Journal of the International AIDS Society*'. Potential strategies to mitigate stigma include cognitive coping mechanisms and peer mentoring by respected individuals within the community.

Additionally, the literature discusses the under-representation of transgender individuals in the political arena, delving into the multifaceted factors contributing to their lack of political participation. Social and cultural stigma, lack of documentation, lack of awareness about their political rights, and fragmentation of the transgender community into different subgroups are identified as key reasons. These factors culminate in marginalization, exacerbating the challenges faced by the transgender community.

Culture also has a big influence on how people view gender, sexual orientation, and gender identities, transgender population experiences discrimination differently in different cultures throughout the world (Khan, F. 2022). The study also focuses on providing intel upon meaningful participation and involvement of transgender persons in workspaces to comprehend the needs of transgender communities and the global health burden. With the inclusion of "T" to the acronym "LGBT," transgenderism has been inserted into a "global gay" framework, enabling the categorization and elucidation of trans existing occurrences according to the US model (Halberstam, J. 2016). We will have a look at how international violence against LGBTQ+ people is also influenced by cultural context, as various legal, religious, familial, and societal structures shape attitudes and experiences and how it results into lack of opportunities for transgender individuals

The role of civil society and non-governmental organizations (NGOs) in amplifying the demands and needs of transgender individuals seeking alternative employment opportunities is emphasized. Transgender advocacy groups and NGOs are instrumental in raising awareness, advocating for rights, providing support, offering skill development, and facilitating job placement for the community.

Furthermore, the review underscores the vital role of the state in facilitating alternative employment opportunities for the transgender community. Initiatives such as the Transgender Persons Act of 2019, various skill development programs, job placement assistance, and loan programs are discussed as measures aimed at addressing the challenges faced by transgender individuals.

In conclusion, the literature studied substantiates the urgent need for comprehensive measures to enhance dignified income generating prospects of the transgender community in India. The research proposal aims to investigate these issues and propose solutions to break the cycle of oppression that transgender individuals often encounter in accessing traditional job opportunities and the perilous alternatives they often resort to. This research proposal also aims to address these issues by exploring solutions to enhance the socio-economic prospects of transgender individuals by involvement of state's proactive role in creating dignified and decent income generative opportunities.

Chapter 3 – Research Methodology

. A *mixed-method approach* was adopted as the study technique since both quantitative and qualitative data types were gathered, and their interactions were also looked at. The questionnaire also includes open-ended and closed-ended questions, which are commonly employed with qualitative and quantitative approaches. Therefore, it is necessary to implement the mixed technique. Converging qualitative and quantitative results also makes it possible to make the appropriate inferences. It is typical for such deep understanding and insights to be overlooked when only quantitative or qualitative methods are used. This tactic also makes the research design more flexible. Instead of restricting the researchers to a specific set of questions, it helps them formulate a range of queries.

Purposive and snowball sampling were combined in this study. This is so that we can choose and interview people who have particular qualities that are incredibly pertinent to the study's goal, thanks to purposive sampling. Adding additional units to the sample by recruiting from already existing units is known as snowball sampling. Snowball sampling can be useful in studies involving individuals with specific traits who would be challenging to locate in other ways.

3.1 Why were alternative sampling techniques abandoned?

Other sampling techniques, such as random sampling, may not be feasible in this case since they require a list of every subject in the population. Since our survey inquires about the consumption of online fitness content regardless of variances like their fundamental identities or geographical distribution, stratified random sampling and quota sampling should also be avoided as they would entail the development of sub-strata. Since there are no precise criteria for separating the population into distinct clusters, the cluster sampling technique cannot be applied in this case.

A combination of primary and secondary research is used in the study. Thirty-one transgender respondents were interviewed using a questionnaire-based survey, and twelve transgender participants were interviewed in a semi-structured, in-depth interview, which provided the basis of the primary research. In addition, targeted group talks were held to talk about the difficulties transgender people have finding other means of income. Interviews with Miss Rachana Mudraboyina and Tashi Choedup, members of the Telangana Welfare Board for Transgender Persons, were also conducted to gain a thorough understanding of concerns pertaining to transgender employment.

This research focuses on the livelihood concerns of transgender people and how the state may support them in choosing an alternative, honorable, secure, and creative employment option that defies the standard gender roles that are assigned to them at birth. The area of concern to be examined in this instance is "Livelihood," as defined by Chambers and Conway (1991), which is the term for the material and social resources necessary for an individual to be able to support themselves. It ought to encourage sustainability, give people the tools they need to handle economic shocks, improve their current skills, and protect the environment's natural resources. The term "transgender" refers to a broad range of self-identified identities, including transwomen, transmen, and transsexuals, as well as regional approximations like Hijras, Jogtas, and Kinnar, as recognized by the World Health Organization, when discussing

the target section of the study, i.e., transgender individuals. The study involves four broad objectives:

- 1. Examining the role of the state in facilitating alternative employment opportunities for transgender persons*
- 2. Examining the role of the market and civil society in facilitating alternative employment opportunities for transgender persons*
- 3. Scrutinizing existing Government Policies and initiatives aimed at creating alternative employment opportunities for transgender persons and promoting inclusivity and diversity in the workforce*
- 4. Analyzing legal measures such as anti-discrimination laws that protect transgender people's right to work*

Using these methodologies, my research seeks to provide transgender people in the Greater Houston area with a comprehensive and nuanced understanding of the alternative livelihood opportunities available to them, shedding light on the obstacles they face as well as potential solutions for their social and economic empowerment.

Chapter 4 – Finding and analysis for survey and detailed interviews conducted for the topic ‘role of state in facilitating alternative livelihood opportunities for transgender persons’.

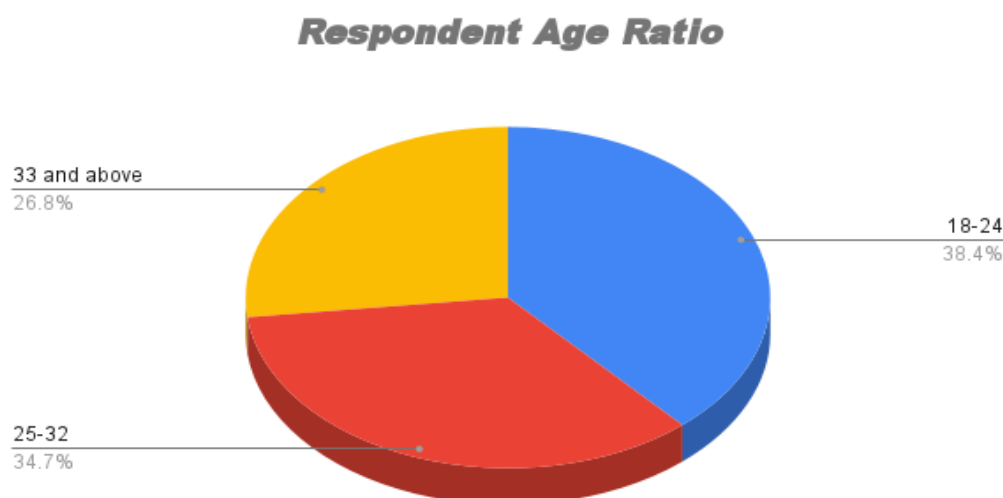
The data described below defines the findings for the study done for the purpose of identifying the discrepancies and demographic features of the transgender persons and their sources of livelihood and income, what are the sources of these income sources and what are the concerns surrounding the source of livelihood and how it is impacted by the socio-economic and academic standing of the respondent studied, it also looks at the state initiatives like ‘Suraram jute mill’ which employs transgender individuals, it also presents the willingness of the respondents to alternate livelihood opportunity is provided by the state, The study aims at understanding these aspects of the responses and provide a holistic and inclusive solution to the issues concerning the livelihood opportunities available for the transgender persons and what role could the state facilitate in doing so.

4.1 Introduction -

This research surveyed 31 transgender individuals to study their socio-economic status, existing livelihood means, and perspectives on accessing viable alternative income opportunities facilitated by state interventions. A mix of quantitative data and qualitative insights were gathered to enable a multidimensional understanding.

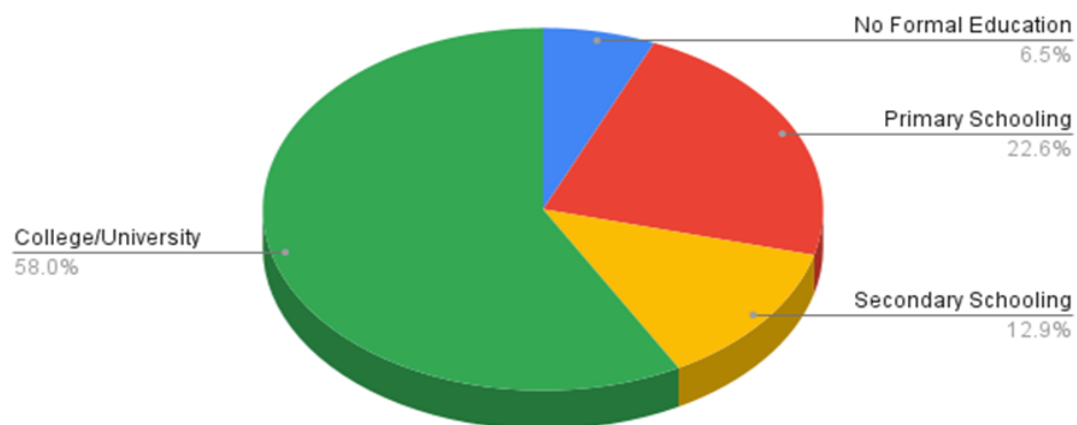
4.2 Demographic and Education Profile -

Age-wise bifurcation indicates a predominance of youth in age group 18-32 years in the present study constituting 61.3% respondents. Only 22.5% were above 33 years showcasing survey participation majorly by young adult transgender persons. This has implications for policy and scheme design to align with aspirations and needs of the young cohort.



In terms of education attainment, the respondents can be categorized into three tiers. 7.7% are highly educated having graduated and even completed post-graduation evidencing their academic capabilities given sufficient access and opportunities. 30.7% have had limited primary level schooling signifying drop-outs potentially due to bullying, prejudice or family pressure to adopt traditional customs. Most saliently, 58.1% have attended colleges or universities demonstrating willingness and ability to pursue higher education when social barriers are lower. On the flip side, 3.8% were illiterate indicating absolute deprivation and denial of education access underscoring area for policy level interventions.

Educational Level of the Respondent

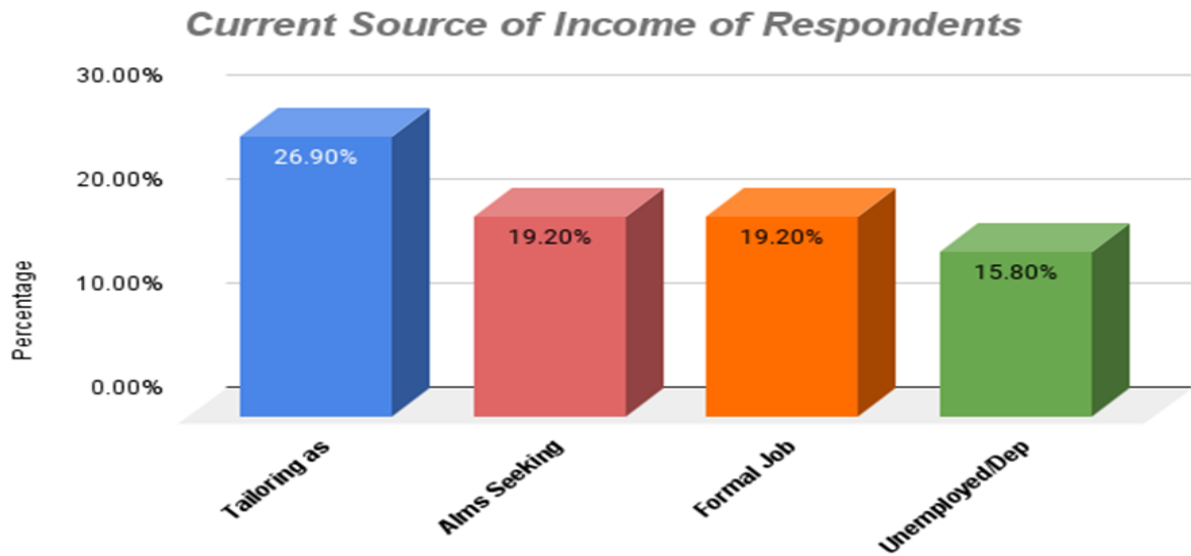


Thus, while substantial education attainment exists, tailored catch-up mechanisms for groups facing absolute or relative denial are necessitated alongside mechanisms to promote pathway to highest education levels by leveraging the innate academic appetite. (recommendations to come later)

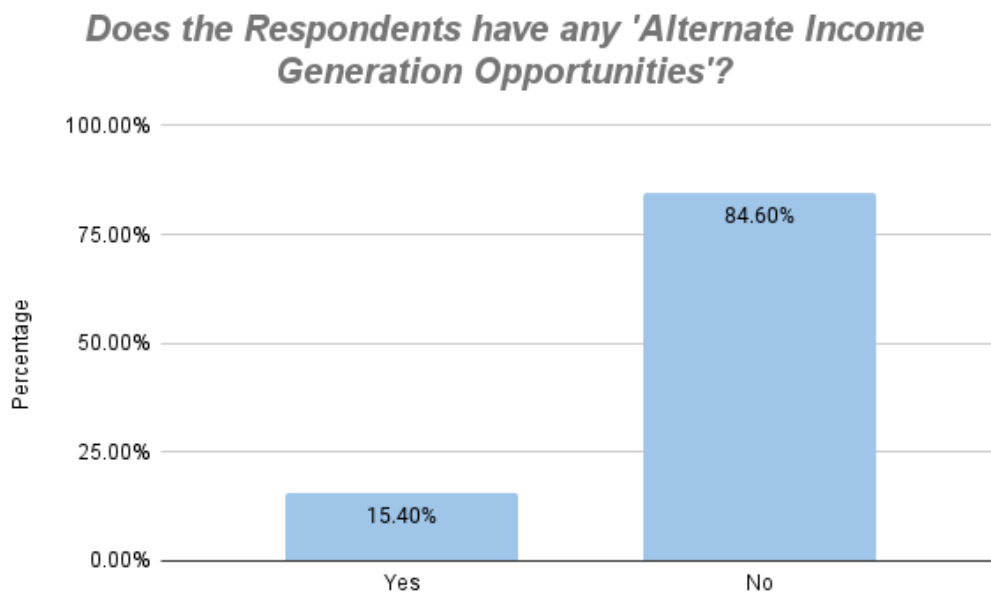
4.3 Livelihood Status Quo -

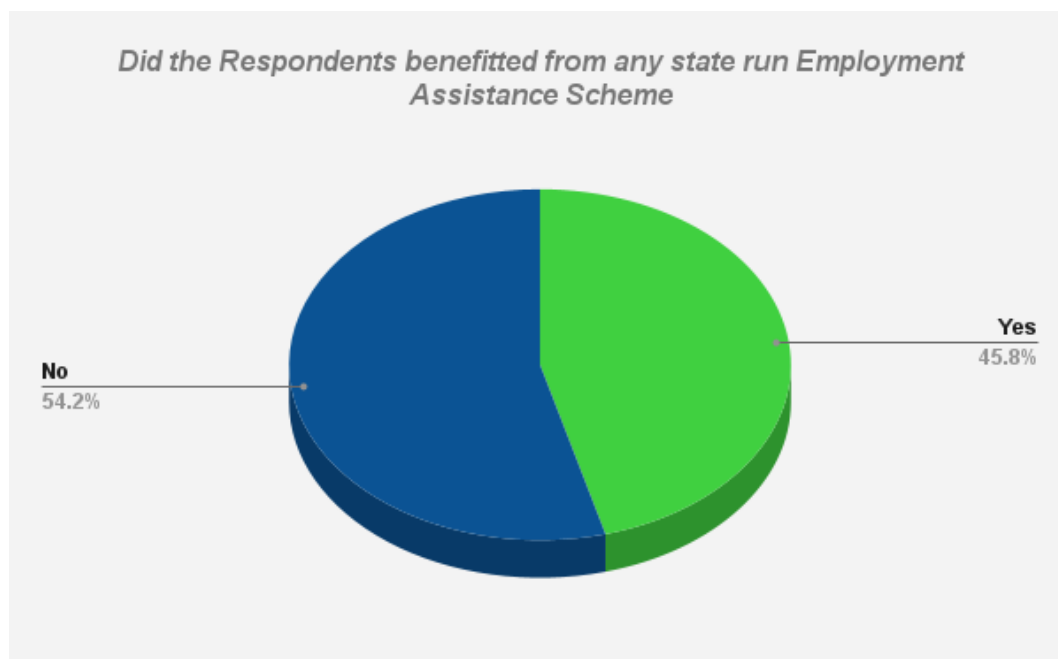
Predominant primary livelihood activities can be clubbed as –

- (A) Self-employed informal unorganized sector work like tailoring (26.9%)*
- (B) Subsistence level risky survival strategies like alms seeking (19.2%)*
- (C) Formal sector jobs (19.2%)*
- (D) Unemployed dependents (15.8%)*



This breakdown indicates heavy reliance on inconsistent informal sources lacking income security or dignity of labour. Formal job participation is evident but not widespread. An alarming 19.2% meet survival needs through socially denigrating options like seeking alms donating to the already vulnerable financial status.

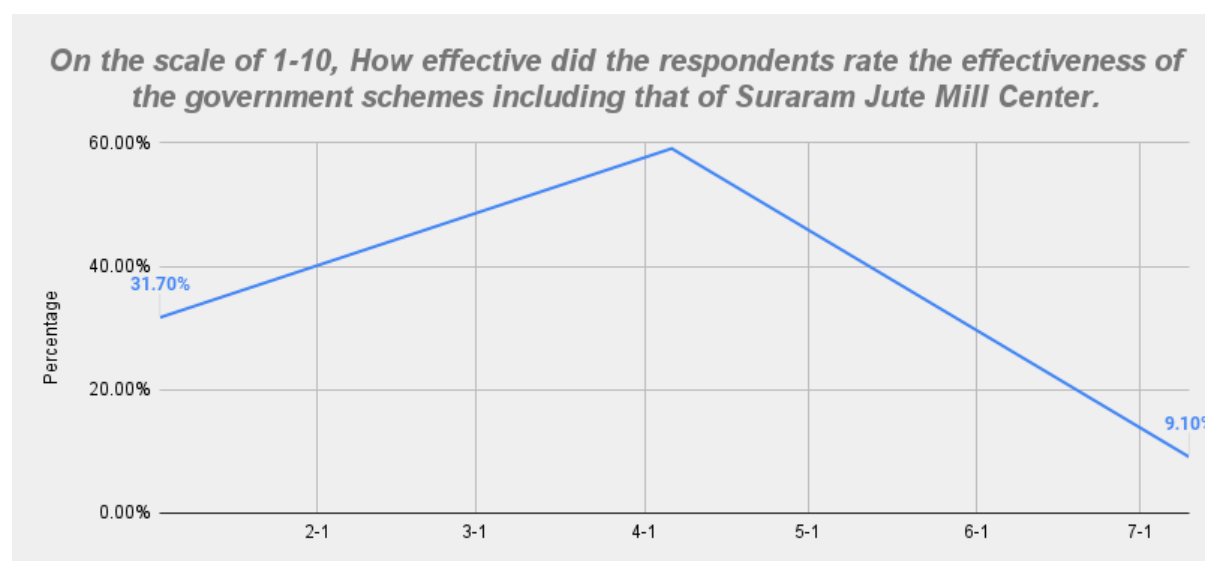




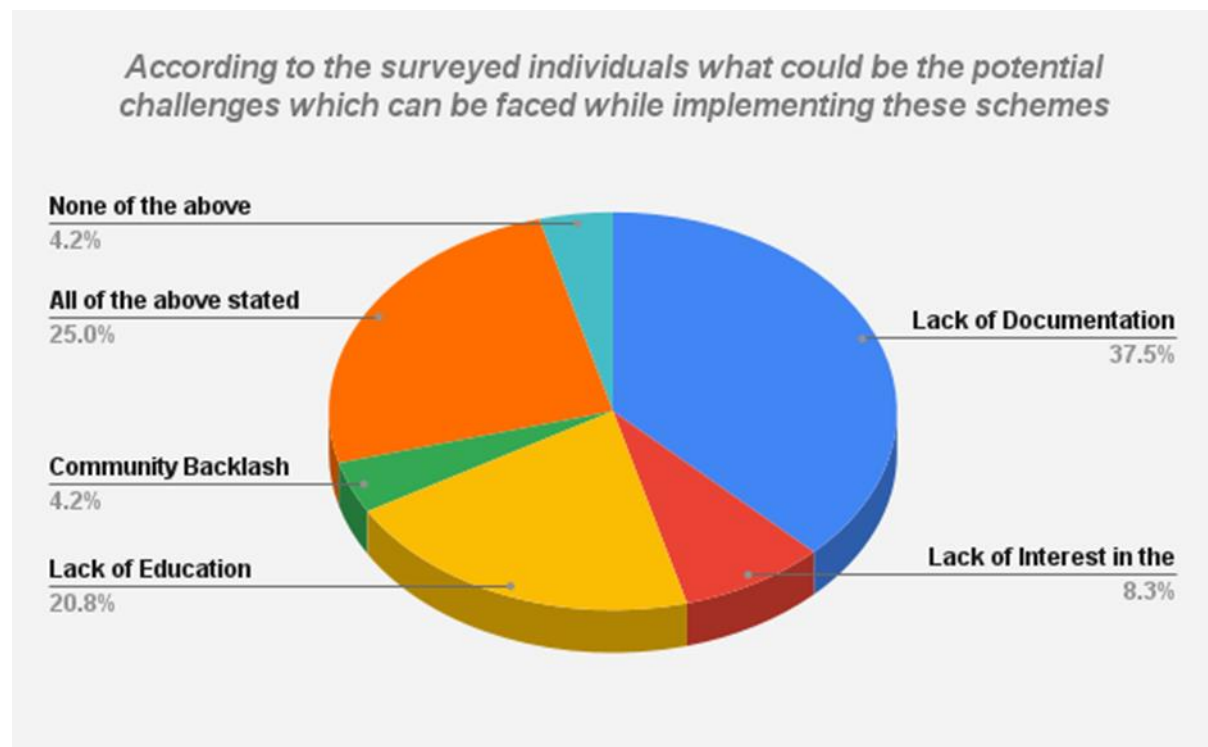
Pathway choices are hugely shaped by community ecosystems as evidenced by 62.5% adopting means introduced through transgender peers and networks. These spotlights need for mechanisms that can leverage these community connect channels more constructively.

4.4 Awareness and Impact of Existing Government Schemes -

The survey yielded an abysmal finding that 84.6% respondents were unaware of any existing government skill programs or job schemes targeted at the transgender population. Within the miniscule 15.4% who knew schemes like Suraram Jute Bag Tailoring Centre, majority rated their effectiveness between 1-6 on scale of 10 highlighting lack of information dissemination and actual utilization on ground. Reasons cited for poor ratings centred on issues like unavailability, inadequate coverage, and disinterest from the government bodies mandated with implementation.



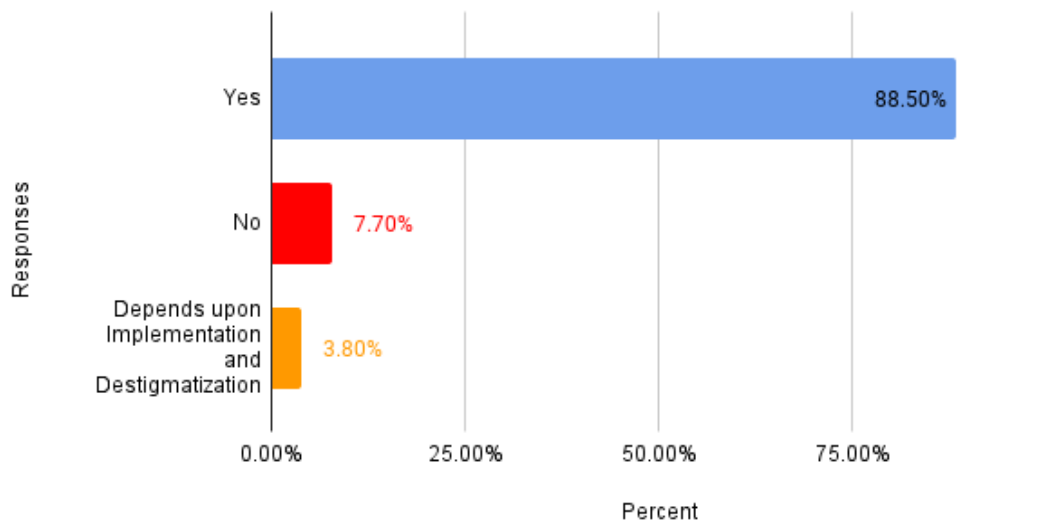
This indicates a major gap in last-mile reach of well-intentioned policies to the intended beneficiaries. Also flagged is need for sensitization of government agencies in removing latent bias or apathy along with more active tracking of scheme performance and beneficiary centric modifications.



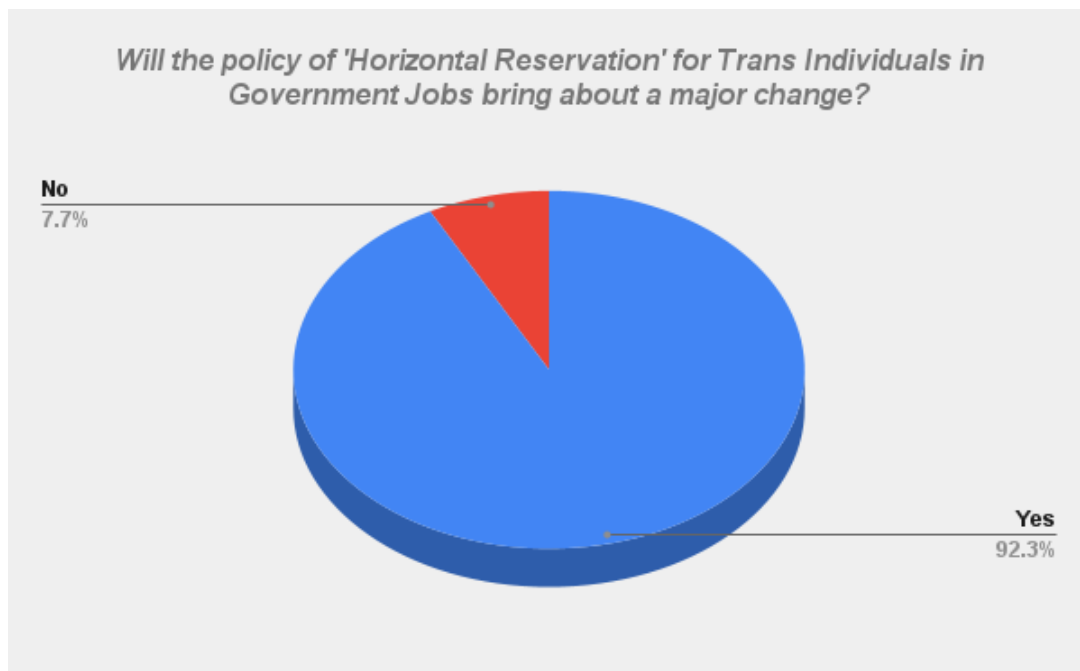
4.5 Willingness for Alternative Income Opportunities -

An overwhelming 88.5% participants endorsed that access to government 'micro-credit support' can enable exploring self-employment and micro-entrepreneurship as sustainable alternative livelihoods moving away from high-risk survival modes like alms seeking. Scope for skill training in varied avenues like tailoring, driving, hotel management etc matched with easier credit access resonated strongly evidencing latent entrepreneurial need given sufficient enablers.

Can state funded Micro finance schemes for self employment help create an alternative income generation opportunities for transgender individuals



On policy, 92.3% felt horizontal reservation for transgender individuals in government contract jobs can positively enable quitting traditional custom bound hazardous work bearing adverse economic, social and health implications. This underscores community preparedness for inclusion efforts and mainstream opportunities hitherto denied because of binary socio-cultural constructs.



4.6 Summary –

Survey data analysis spotlighted outcomes across four dimensions:

(A) *Current heavy reliance on inconsistent informal work and high-risk survival options*

- (B) Severe lack of awareness around existing government assistance schemes and programs*
- (C) Latent appetite for self-employment and aided participation in formal job economies*
- (D) Endorsement for access-enabling policy measures like micro-credit, skill training and reservation that bear transformational potential if implemented effectively.*

The findings establish that targeted mechanisms explicitly addressing transgender specific marginalization around education, skilling, credit and jobs can significantly expand livelihood choices enabling voluntary shift away from hazardous means conventionally adopted for sustenance. However, the efficacy is contingent upon governments proactively championing ground implementation, real-time performance tracking and addressing latent biases impeding access to intended beneficiaries in the community. The transgender groups for their part have signalled willingness to embrace such empowering alternatives that facilitate dignified living on their intrinsic merits.

➤ Analysis -

4.7 Problems witnessed on the field

The trans community suggests that a lack of suitable career opportunities, widespread gender-based discrimination, and a lack of employable skills are the main reasons behind the majority of the community's unemployment. These factors further marginalize the trans community when it comes to employment opportunities. The respondents' skill sets were not only varied but also multifaceted. Some of the responders possessed multiple knowledge of these skills. These abilities include nursing, cooking, jute bag making, IT/Computing, etc. However, due to various forms of legal and informal barriers that generate inhibitions, a sizable portion of these skilled respondents were working as prostitutes or alms seekers. Most respondents expressed a desire to pursue various business ventures, such as food carts, saree shops, beauty salons, etc., but these come with specific challenges. The response was overwhelmingly positive when asked about the respondent's entrepreneurial aspirations.

The majority of respondents agreed that none of them could give an exact figure of their monthly income because it depends on their profession, which is sex work and alms-seeking. The proportion of income earned by the transgender community is primarily irregular, with a probability that they earn an average of 7000-8000 rupees a month.

4.8 Examining the role of the state in facilitating alternative employment opportunities for transgender persons

The results of the field study showed that 84.6% of participants were not aware of any government job or skill initiatives that catered to the transgender community. For example - One of the respondents, Monalisa, a cook currently dependent on seeking alms as her only source of income, explained that her lack of opportunities stems from a combination of factors, including her health problems, social and cultural marginalization, and lack of education. A total absence of any form of economic support from the Government augments it. These factors not only limit her employment opportunities but also act as a barrier to information that could help her access programs that could benefit her. Such feelings of total

abandonment from the state became even stronger during the COVID-19 pandemic. Monalisa recalls that "there were facilities for migrant laborers during the COVID-19-led lockdowns, but we transgender people who were begging received no assistance at all and lost everything we had saved up during that time. NGOs and some pastors helped us get through that difficult time. Since begging itself is difficult and I have health problems from being obese, the Government should give some safety net so that we are not entirely dependent on it as a source of income."

The interviews highlighted the lack of social security protections for transgender people in India, especially in the midst of the COVID-19 pandemic. The pandemic brought to light the community's susceptibility, as numerous individuals experienced a loss of revenue streams and received negligible to non-existent government assistance (Subramanian, Nandini, et al. 2021). When asked about the plausible role of the state in making her situation less dire, she argued that issuing ration cards to them would reduce their dependence on begging and sex work. Most of the meagre 15.4% of respondents who were aware of programs like Suraram Jute Bag Tailoring Center assessed its efficacy between 1 and 6 on a 10-point scale, underscoring the absence of information available and the programs' real-world use. Low ratings were attributed to problems such as non-accessibility, insufficient reporting, and a lack of enthusiasm from the government agencies tasked with carrying them out.

This suggests that well-meaning programs are not reaching their intended beneficiaries in the last mile. In addition, Raunak, one of the transmen who participated in the field survey, argued that the state's poor track record in helping transgender people engaged in sex work is due to a "lack of recognition and redressal" to sex work. Once the Government grants legal recognition to sex work, they may be eligible to participate in various beneficial programs. Simran, too, believes that the very first and indispensable step on the part of the state should be to first decide whether the activity of sex work and begging merit the formal definition of jobs via legal channels. Only then will the question of the social security net arise. Along with more active monitoring of scheme performance and beneficiary-centric adjustments, the need for government officials to become more sensitive to the need to eliminate latent bias or apathy is also highlighted.

One of the respondents, Nanditha, argued that the state needs to account for the intersectionality of social identities while deciding social welfare measures for transgender persons. For example - a transgender person who also belongs to a scheduled caste needs a specially tailor-made welfare measure when compared to a transgender person from, say, a "forward caste." Treating transgender persons as a uniform cohort by the state can result in faulty policy measures. Ishita, a transwoman working in an AI-based start-up firm in Hyderabad, argued that in order to address income-generating needs, the state must divide transgender people into rural and urban categories. In the former case, MNREGA cards can be issued to transgender people in rural areas, and they can also be connected to other social welfare programs to ensure their social welfare. In the latter case, vocational training in fields such as tailoring, basic computing skills, or beautician can be offered by the state to transgender people so they will not have to rely solely on sex work or begging.

88.5% of participants in the field study agreed that micro-entrepreneurship and self-employment can act as viable alternatives to high-risk survival strategies like alms-seeking by accessing the Government's "micro-credit support."

Opportunities for skill development in various fields, such as driving, hotel management, and tailoring, combined with more straightforward credit acquisition struck a powerful chord, suggesting a latent desire for entrepreneurship given the right conditions. One of the participants, Gulab, argued, "I think the state can make a big difference by providing vocational training programs specifically for transgender people. This will need to be done over time, along with raising awareness among employers to lessen discrimination and guaranteeing access to opportunities for microfinance and entrepreneurship that are catered to the transgender community."

One of the issues highlighted by the participants of the field survey was that the Government took temporary, half-hearted, piece-meal measures for providing alternate livelihoods, most of which provided very meager monthly income without social security benefits. One of the respondents, named Simran, rightly argued that "People seek work because of economic sustainability and a steady source of income, and transgender people who are involved in sex work or prostitution because of their socio-economic status find this sustainability in these two professions. However, the state fails to account for the long-term sustainability of the income generation opportunities."

Similarly, a transwoman named Prema too argued that "The real issue is the opportunities that the state offers. For instance, even if the Government offers training programs to become a beautician or tailor, will those jobs enable the participants to make enough money to support themselves? No, because the income would be significantly less than what is made from begging or sex work. For example, the jute bag mill where we work pays Rs. 15000 per month, but in sex work, an individual may earn anywhere from Rs. 50000 to Rs. 60000 monthly. The rent for transgender people is also inflated, and there are unmet needs and desires for a better lifestyle that everyone wants. How is it possible for someone to maintain these costs on such a meager salary?"

A common challenge faced by most of the transgender persons, as vividly apparent from the above interviews, was a high cost of living, which fed into the vicious cycle of sex work and begging. One of the respondents, Gulab, reiterated that "the Government can provide free bus passes, monthly pensions, and other similar benefits to transgender people. Rental housing is problematic, and trans people can be covered by health programs. At the very least, this will lower the cost of living for impoverished transgender people." When explicitly asked about the role of the state in creating other job prospects, she argued that "the state could set up dedicated job fairs for transgender individuals, offer grants or subsidies for starting small businesses, and partner with NGOs to create a supportive ecosystem for skill development and employment. Ensuring the sustainability of these alternate income sources is key. This includes continuous support, counseling, follow-up, and creating a community network that provides emotional and financial support."

Moreover, there have been numerous documented cases where the state authorities themselves have acted as the perpetrators of gender-based apartheid. Raunak argued that "there is a great deal of discrimination, not only from the general public but also from authorities. Before any other changes can be made, such practices emanating from within the system must be countered. Cooperative models such as the "Transmilk Producing Society" could be used to include these (transgender persons involved in begging and sex work) less fortunate groups in the formal income generation methods." This problem was reiterated by

Gulab when she argued, "One major issue is the lack of awareness and sensitivity among the officials and trainers about transgender issues, leading to discrimination and discomfort in state-sponsored programs." Thus, some respondents did not seem optimistic with respect to the plausible contribution of the state in providing economically and socially sustainable employment opportunities to the community. Raunka argued, "I do not think state intervention can make things easier for the individuals; rather, it makes things even more complex as the state provides minimal job roles which are not fit for everyone. The income that states can provide is not enough, not to forget how trans individuals who are students cannot pursue such part-time income generation methods while pursuing education. Hence, in order to make things easier, transgender community involved in sex work or begging themselves have to open sources for horizontal income, and civil society can help them in this."

However, not all respondents seemed dissatisfied with the Government's efforts towards amelioration of transgender persons mired in poverty and helplessness. A former sex worker, Ms. Prema, who worked as a jute bag maker in the Suraram center, argued, "I am very satisfied with my current job, so I believe that similar programs can be effective in hiring other community members as it gives us enough to sustain our lives and take care of our everyday errands. Overall, everything is good. The only remaining problem is continuity; we have a one-year contract. While the offered amount is sufficient to get by, we would greatly benefit from an increase given the difficulties we face in finding housing, maintaining our health, and providing for our families." However, she believes that the need of the hour is for the state to create a wider and more robust network with NGOs and activists involved in protecting transgender rights for such benefits to reach a wider audience.

To summarize, the field findings show that mechanisms that specifically address transgender-specific disadvantage in the spheres of education, skill development, credit, and employment can significantly increase the range of livelihood options available, allowing people to make the transition away from hazardous jobs that have historically been used for sustenance. Nevertheless, governments must actively support ground implementation, real-time performance tracking, and addressing latent prejudices that impede community members' access to intended benefits in order for the program to be effective.

4.9 Examining the role of the market and civil society in facilitating alternative employment opportunities for transgender persons

NGOs and transgender advocacy groups play a crucial role in promoting awareness, standing up for rights, offering assistance, developing skills, and assisting in the community's employment opportunities. Although the NGOs have been instrumental in providing alternative jobs to the community members, these jobs, too, are embedded with the same structural issues as those offered by government initiatives, i.e., lack of adequate monetary compensation given the myriad challenges faced by transgender persons, which puts extra inflationary pressure on them. Nanditha, who works with an NGO, argued that due to a lack of security at her job, she failed to realize her dream of buying a house or spending more on her family, which could provide her an opportunity to maintain closer relations with her family.

Nanditha, when asked about the possible role of NGOs in the amelioration of livelihood-related circumstances of transgender persons, argued, "Depending on an individual's financial situation, NGOs can best meet the needs of the most vulnerable groups, such as those whose only source of income is sex work or begging. These groups can also benefit from additional skills training, such as basic soft skills training and other similar training sessions, which could help them to become less dependent on sex work and begging. In the COVID era, for example, conditions were very dire; all transgender sex workers and those who begged suffered greatly and were only able to arrange some meals if they received assistance from NGOs."

As far as the role of the market is concerned, the field findings are not very encouraging and optimistic. Ishita, an employee of an AI start-up, talks about her experience working in a workplace where access to restrooms becomes a significant concern, where asking questions about one's gender identity all the time causes mental health problems, where employers prefer cisgender employees, and where transgender people find it challenging to get hired because they cannot hide their gender identity. Ishita also mentions the lack of resources to address these issues as her organization lacks a diversity and inclusivity cell. She added further, "Identifying as trans has frequently resulted in job applications being rejected; therefore, in order to obtain employment, I had to identify as cis-male. In addition, I stopped using the restroom of my choice after being asked about it. The stigma also operates in other ways; I was forced to work from home while my coworkers did office work, so gender identity undoubtedly presents a barrier for trans people. In my case, identifying as transgender at a later stage in my life helped me pursue higher education, whereas identifying sooner would have interfered with my studies too."

Gender identity has undeniably been an implicit factor in the human resource market, where jobs requiring direct face-to-face communication with clients, customers, and even students are significantly impacted by the halo effect generated from the "appearance" of the employee. Any "appearance" that deviates from the conventional constructs of how one is supposed to look and behave does not go unpunished. Raunak, a trans-man who works as a freelancer, said, "I like working as a freelancer because it removes the stigma associated with my gender in a formal employment setting. However, I still question who would hire me if I decided to pursue my dream of becoming a teacher. I am in great misery over this. I have academic accomplishments and have been brought up in a protective atmosphere by my family and friends. Still, I cannot guarantee career success because gender identity may play a significant role." Lack of sensitization at the workplace with respect to gender incongruence seems to be a universal challenge that almost all respondents in the corporate setup faced. Nanditha, one of the respondents who works as a project coordinator, argued that "I had some difficulties at work because there was a lack of awareness about gender dysphoria. I also frequently encountered people asking inappropriate questions and a lack of facilities to accommodate non-cisgender people. Fortunately, I was never mistreated in terms of my performance because of my competency. Still, once again, the problem is that people's perceptions of me are based on the gender I identify with."

POTENTIAL SECTORS UNDER WHICH GOVT. CAN TRAIN INDIVIDUALS FOR AN ALTERNATE LIVELIHOOD OPPORTUNITY

RESPONSES OF THE SURVEYED INDIVIDUALS -

1. BEAUTICIAN COURSES



2. TAILORING AND FASHION DESIGNING



3. SOFT SKILLS TRAINING



4. BUSINESS MANAGEMENT & BASIC COMPUTING SKILLS



5. HOTEL MANAGEMENT



6. TRAINING FOR DRIVING CAB

4.10 Scrutinizing existing Government Policies and initiatives aimed at creating alternative employment opportunities for transgender persons and promoting inclusivity and diversity in the workforce

The Government has been proactive in taking steps for the amelioration of transgender persons with respect to providing them with alternative sources of livelihood. For instance, Rehabilitation centers like the Suraram Jute Bag Manufacturing Center (funded by the Government every year with Rs. 26 lakhs) have been constructed with funds allotted by the State government. Here, transgender individuals receive skill development to enable them to launch their own businesses and lead dignified lives.

The first-ever instance of gender-inclusive community policing in the country was marked with the opening of a 'Transgender Community Desk' by the Cyberabad police at the Gachibowli Police Station. It acts as the central point for the transgender community in the Cyberabad Commissionerate to file grievances. The desk provides support in the preparation of court filings for offenses involving violence or prejudice against transgender individuals. Along with other services, the desk works with the Department of Women and Child Welfare, the District Legal Services Authority, and other organizations to provide counseling, legal aid, soft skills, life skills training, job placements, and connections to welfare programs. For transgender people in need of an emergency transit stay, the bureau works with a non-governmental organization called Prajwala to put up a safe environment.

The Society for Cyberabad Security Council (SCSC) facilitates access to job opportunities and arranges life skills, employability, and training sessions on a regular basis.

Economic Rehabilitation Scheme for Transgender Persons: Under this program, transgender people can apply for a one-time subsidy of Rs 50,000, which they can utilize as seed money to turn their entrepreneurial ideas into tangible products. They will be able to transition from prostitution and begging to more promising job opportunities thanks to this.

In order to uphold and advance the rights of the community, the Indian Union government passed the Transgender Persons (Protection of Rights) Act of 2019. Nevertheless, more than one-third of those polled during the summer internship were unaware of the specifics of this act's protection of transgender people's rights. The fundamental idea of liberation by legislation is degraded due to the information asymmetry between the legislators and the recipients. Tashi Choedup, highlighting the loopholes of the act, argued that "The Transgender Persons (Protection of Rights) Act 2019 is problematic primarily because it makes prostitution and begging illegal. For many transgender people, they are frequently their only source of income. Therefore, making these actions illegal without offering long-term, acceptable alternatives could lead to police harassment and coercive rehabilitation of transgender individuals. Additionally, a large number of transgender people could not be emailing literate or internet savvy. The national transgender portal, which offers the ability to register online and track the progress of transgender cards and certifications, might not be beneficial in these situations."

Chapter 5 – Mapping Best Practices followed in Corporate nationally and globally for promoting Inclusivity in hiring, work space retention and employee friendly policy for Transgender Individuals -

In this chapter, we'll look at the modern strides made by way of multinational organizations in India and past toward fostering transgender inclusivity in their employment rules. As a pupil of public policy, my studies delves into the intersection of company practices and government projects, shedding mild at the evolving position of the kingdom in facilitating alternative livelihood possibilities for transgender people. By examining the techniques adopted with the aid of leading corporations, this examine contributes to the discourse on growing inclusive and supportive work surroundings for the transgender community.

5.1 The Tata Group –

The Tata Group has introduced a robust mechanism of not just destigmatizing the LGBTQ+ community but has made incremental efforts in not just inclusion of the community but to live up to their aspirations, the tata group has introduced trans inclusive mechanisms in Tata Consultancy Services as well as the Tata Steels. Following are some of the best practices introduced by the tata group to make its workplace more trans-inclusive –

- ***Diversity & Inclusion (D&I)*** team was being established soon after the Supreme Court's judgement of 2014, which recognized inclusion of transgender persons as 'third gender' and mandated inclusion in workplaces across sectors.
- The D&I team works to promote LGBTQ+ (lesbian, gay, bisexual, transgender, queer+) inclusion within the workplace. Some of their initiatives included implementing processes with ***POSH (Prevention of Sexual Harassment)*** and ethics committees to address bullying and sexual harassment based on LGBTQ+ identities, utilizing intranet communication to encourage LGBTQ+ employees to connect with the team for support and feedback, engaging in dialogue with the transgender community to advocate for workplace inclusivity, and implementing gender-neutral bathrooms and dress codes to allow transpersons to express their gender identity freely. The D&I also has a '***Chief Diversity Officer***' in place to look after the needs of LGBTQ+ staff.
- Also, the Tata group has partnered with the Humsafar trust, a Mumbai based NGO which not only provides a list of potential LGBTQ+ candidates for recruitment but also conducts formal sensitization for HR leads and other business leaders.
- The organization also encourages 'communication in the workplace' alongside an environment where other LGBTQ+ employees would feel safe enough to volunteer their experiences with leaders and other colleagues.
- TCS as well as Tata Steel also run an '***allies network initiatives***' by the name of 'Qolors' and MOSIAC respectively which aims at creating safe, respectful, dignified space for LGBTQ+ individuals to work and achieve success in their career.

- These initiatives helps the LGBTQ+ members to discuss and share their stories at workplaces or through virtual meets with their counterparts across nations. This helps community members to express one's joy as well as sorrows and live up to their aspirations.
- Also in the *post section 377 era*, the tata group looks forward to initiate measures for spreading awareness not just at workplaces but beyond, whereby sensitization drives will be conducted at educational institutions and TCS looks forward for initiating efforts to further integrate LGBTQ+ members via mentoring, a buddy system, inclusion councils, employee networks and personal development programmes.
- In a path breaking approach towards ensuring Gender Equality and Inclusivity, TCS become the first organization in 2019 to introduce a new health insurance policy which redefines 'spouse' as a partner; which covers up to 50 per cent cost of sex or gender reassignment surgery.

5.2 L'Oréal India –

- L'oreal is one of the global leaders in assuring gender inclusivity not just in the FMCG sector but also overall, this can be seen in the recognitions and awards won by the organization including ***EDGE (Economic Dividends for Gender Equality) certification*** for the fourth year in recognition of their efforts to build an inclusive organizational culture based on and accepting of gender equality and diversity.
- L'oreal follows the ethically driven strategy of 'Diversity, Equity & Inclusion' while hiring, promoting and branding its product.
- One of the DE&I commitments of loreal to its employees, consumers and suppliers includes 'Continued support towards promotion of gender equity and foster inclusive environments for LGBTQIA+ community'.
- L'oreal is one the members of '***Open for Business***', a coalition of global businesses and civil society for building consensus on inclusion of LGBTQIA+ community in business and economic areas.
- Back in 2018, L'Oréal was one of the first companies to officially support the 'Standards of Conduct' introduced by the 'United Nations' to combat the discrimination faced by the LGBTQIA+ community. These standards go beyond fair employment practices and are designed to foster overall social change.

Some of the steps taken by Loreal for inclusion of the LGBTQIA+ community includes –

- i. Creation of an internal thinktank by the name of '***OUT@L'Oréal employee network***', which designs innovative campaigns for promoting the cause of LGBTQIA+ rights in USA.
- ii. Kickstarting a campaign by the name of 'FREE TO BE' initiative, it is a network of employees from the LGBTI community which encourages the sharing of best practices within the Group subsidiary. L'Oréal Mexico is also part of the '***Pride***

Connexion', a group of companies that are fighting discrimination against LGBTI people.

- iii. An active network of employees was formed in United Kingdom and Ireland in 2017 under the 'OUT@L'Oréal' initiative for 'auditing internal policies to meet the needs of the LGBTIA+ community'. Also, in 2019, the subsidiary launched a policy to ensure there is comprehensive support and understanding for employees wishing to transition.

5.3 Axis Bank –

- Axis bank was one of the first Indian banks to announce a 'charter' of policies and practices for its employees and customers from the LGBTQIA+ (lesbian, gay, bisexual, trans, queer, intersex, asexual, among others) community in 2021.

- After the historic verdict on Section 377 of the Supreme Court of India, Axis Bank was one of the leaders in the Indian banking sector to embrace the policy of inclusion and equity at workplace as well as for the LGBTQIA+ customers.

- Under its #DilseOpen philosophy, which are part of its larger Environmental, Social, Governance (ESG) initiative, it launched a charter of policies and practices to be utilized for employees as well as the customers, these policies work towards diversity, equity & inclusion as workplace.

- Apart from prioritizing gender inclusivity at workplace, these set of policies allows employees to list their partners for mediclaim irrespective of gender, sex or marital status.

- The charter provided the employees with the right to dress in accordance to their choice of gender expression, hence promoting gender inclusivity as workplace.

- Gender neutral washrooms at all major offices and the right to choose washroom of one's choice are some of the most important highlights of the policies introduced.

- Also, a separate 'Redressal Process' is being established on the lines of 'Human Rights Policy' for the employees who face any difficulty at workplace with relation to their gender identity

- *Last but not the least, in order to make banking more uninhibited and inclusive, Axis bank introduced some measures to be followed at the branches, some of them includes –*

- i. The customers can now open a joint account or a term deposit with their 'same sex partner'.
- ii. Gender non-binary, gender fluid and transgender customers can use the title 'Mx' before their names for opening a savings or term deposit accounts.
- iii. Customers can make their same sex partner as the nominee for their account.

5.4 Razorpay –

- Razorpay became the first payment gateway company which revamped its ***Employee Health Insurance policy*** to assure the rights of the LGBTQIA+ community.
- Under the revised health insurance policy will now include live-in partners, same-gender partners.
- Razorpay's new health insurance policy now covers 'Gender Reassignment Surgery' without any cost limitation and is only subjected to co-pay.
- Also, razorpay included 'infertility treatments' for people of all gender in its revised health Insurance policy, which is another incremental step towards all-inclusive, diverse and supportive environment for its LGBTQIA+ employees.

5.5 Accenture –

- Accenture's record at providing an equitable and inclusive workspace to people irrespective of their gender can be understood better as Accenture was being as 'Gold Employer for LGBT+ inclusion' by '***India Workplace Equality Index 2023***', for the fourth consecutive year.
- Accenture provides professional development programs including '***LGBTIQ+ Leaders Learning***', '***Hues of the Rainbow***' and mentorship keeping in mind the Indian cultural and work context
- Other actions include inclusive policies and equal benefits for all gender employees, including up to 100% coverage for gender reassignment surgery under the Accenture Mediclaim benefits.
- Stepping towards an inclusive workplace, Accenture provides LGBTQIA+ friendly recruitment, promotion and retention guidelines.
- ***All gender restrooms across facilities are being provided at all centres.***
- Accenture conducts 'LGBTIQ+ inclusion awareness' through our '***Ally Network***' of 50000+ in India, and 119,000 LGBTIQ+ Allies in all countries in which we operate.

5.6 Tech Mahindra –

- Tech Mahindra is one of the only seven organizations included into the 'Bloomberg Gender Equality Index', 2021.
- Working towards better 'LGBTQIA+ friendly infrastructure', all large campuses at Tech Mahindra have ***gender neutral washrooms, medical rooms, gymnasiums, and indoor games facilities for use by all associates.***

- *Some of the company initiatives that make it a great place to work for LGBTQ workers includes -*

- ‘Adoption leave for LGBTQ parents’ and up to 12 weeks of leave for single parent.
 - i. Health insurance benefits extended to same-sex partners.
 - ii. ‘Flexible working hours’ and ‘work from home’ availability for new parents.
 - iii. ‘Kaleidoscope’ is an initiative for LGBTQ employees that gives them an ‘open platform’ to reach out to a larger audience and educate and bring awareness.

5.7 Microsoft –

- One of the early supporters of the LGBTQ, Microsoft has been an ally of the community ever since the early 1990s.
- One key conduit for creating a supportive workplace is the internal employee group, Gay and Lesbian Employees at Microsoft or ‘**GLEAM**’ (which also includes transgender, queer, and bisexual employees, and their allies). Founded in 1993 with a dozen employees, GLEAM now has more than 2,000 members globally, with 40 chapters in 36 countries.
- One of the leading organization at advocating rights of LGBTQIA+ community, its LGBTQ+-focused policy efforts have included officially endorsing the Washington state campaign that fought a proposed law aimed at preventing transgender people from using their bathroom of choice; joining with other businesses in signing an amicus brief contending US federal law prohibits employment discrimination based on sexual orientation; and opposing a section of India’s penal code that criminalizes same-sex relationships.
- Apart from ‘gender neutral infrastructure, equitable pay and inclusive healthcare services’, Microsoft provides ‘**customized LGBTQIA+ Microsoft services**’ at demand which shows its efforts towards advocating for the rights of the LGBTQIA+ community.
- ***In the last 30 years, Microsoft has donated over \$15M to organizations that support LGBTQIA+ communities, and in 2023 alone, it has donated over \$1.4M.***
- To recognize the launch of our 2023 Pride campaign and products, Microsoft is contributing an additional total of \$200,000 to Outright International, Stonewall, SAATHII, Casa Rara and GLAAD to help in the fight for LGBTQIA+ equity and equality.

5.8 Hindustan Unilever Limited –

- One of the Indian companies to be named top employers for LGBTQ people as per the work equality index in 2020, ‘Hindustan Unilever Limited’ is making continuous efforts to establish a sense of diversity and inclusivity in the workplace.
- *Some efforts made by HUL to support LGBTQ employees include –*
 - i. ‘**Workshops and sessions**’ to educate people about the LGBTQ community
 - ii. Gender-inclusive restrooms
 - iii. Provision of ‘all spousal benefits’ to same-sex partners.

- iv. Gender transition support.
- v. *‘Conscious hiring efforts’* from the LGBTQ talent pool.

Chapter 6 - Policy Interventions based upon the Findings and Detailed interviews conducted for the topic ‘Role of State in Facilitating Alternate Livelihood Opportunities for Transgender Individuals’ –

6.1 Legal Framework and Anti-discrimination Laws –

Discrimination and stigma around the gender is rampant in formal as well as the informal sectors and especially in the formal sector where many of the surveyed graduate transgender individuals aspire to be, discrimination manifests itself in multi-dimensional manner, impact not just career prospect but also mental health related issues of the individuals. Starting from the hiring practises, unjust terminations, constant questioning about one’s gender dysphoria and eventual harassment makes it difficult for the community members to focus on overall career advancement, Even under the educational system, lack of supportive facilities, systematic exclusion lead to high dropout rates which creates a ripple effect upon the lives of the transgender individuals, something similar can be noticed in the detailed interviews conducted upon several community members.

For Instance, ‘Simran’, who is one of the respondents mentions the necessity of ‘Economic Sustainability’ and ‘social security’ that formal employment provides, but which is inaccessible to the transgender individuals due to systemic barriers and discrimination. This shows how necessary the need for comprehensive anti-discrimination policies are for the progress of the community.

Moreover, ‘Ishita’ another respondent shares her experiences of workplace discrimination, being questioned about her gender identity and the lack of infrastructural support. Providing a supportive professional work environment is the one way to assure dignity of labour of transgender individuals at workplaces.

Policy Intervention required –

Clear Definition of Discrimination - Policies need to begin with a clean and comprehensive definition of what constitutes discrimination primarily based on gender, sexual orientation, gender identification, and expression, this includes direct and indirect discrimination, harassment, and any form of bias that impacts trans individual's employment opportunities, work environment, and get benefits of a healthy career growth. The ambit of ‘Prevention of Sexual Harassment at Workplace Act, 2013’ must be expanded for transgender individuals also.

Preventive Measures - Organizations should implement preventive measures to ensure an inclusive workplace. This must include -

- Establishing Diversity & Inclusion (D&I) teams with a dedicated ‘Chief Diversity Officer’ to oversee initiatives.
- Partnering with LGBTQ+ advocacy groups for recruitment and sensitization training for HR and leadership.
- Implementing gender-neutral facilities and dress codes.
- Providing comprehensive health insurance policies that recognize diverse family structures and cover gender affirmation procedures.

- Encouraging the formation of employee networks and ally initiatives to foster a supportive environment.

Reporting Mechanisms – The policy needs to establish clear, confidential, and handy reporting mechanisms for personnel to record discrimination or harassment. This could be better implemented by -

- Setting up committees much like POSH (Prevention of Sexual Harassment) and ethics committees that in particular address problems associated with LGBTQ discrimination.
- Ensuring that the method is respectful and continues the confidentiality of people who come in advance with legal proceedings.

Penalties and Remedies - Define clean penalties for individuals determined responsible of discrimination or harassment against transgender individuals, starting from warnings to termination, relying at the severity of the act. Remedies need to also be outlined by the organization to guide victims, which might also consist of counselling services, reassignment of roles if vital, and other support mechanisms to restore dignity and respect.

Affirmative Actions – Implementation of affirmative moves to promote equality and inclusivity at workplace is necessary to address the concerns of the community. Steps for it must include -

- Hiring quotas or targets for LGBTQ+ individuals to make sure representation.
- Career improvement applications and mentorship for LGBTQ+ personnel.
- Recognition of LGBTQ+ events and celebrations inside the organization to sell visibility and recognition.
- Conducting normal schooling and sensitization classes for all personnel to foster an environment of appreciate and understanding.

6.2 Legal reputation of transgender identities without requiring surgical or clinical intervention, allowing individuals to get admission to government documentation and services according with their gender identity -

Transgender individuals frequently stumble upon obstacles when their gender identity does not in shape the gender assigned at beginning, especially in legal files. This mismatch regularly outcomes in systemic discrimination, limiting their get admission to healthcare, training, employment, and social offerings. The modern requirement for scientific or surgical evidence to understand one's gender identity no longer handiest violates bodily autonomy however also places an undue monetary burden on transgender individuals, many of whom won't want or cannot have enough money to undergo such strategies.

For example, 'Gulab' (name changed) describes their primary source of income as begging, with occasional assist from community activism. The lack of dignity and credibility in society complicates their get admission to employment possibilities and social services, tethering their livelihood to volatile and unsafe method. Implementing a coverage for felony reputation based totally on self-identity could appreciably ease Gulab's get entry to formal job

opportunity and government resources, presenting a pathway out of poverty and marginalization.

Policy Intervention Required –

The complete measures followed with the aid of various groups to foster LGBTQ+ inclusivity can help function a strong framework for broader societal adjustments. These corporate practices now not best decorate administrative centre diversity and inclusivity however additionally set a precedent for legislative and societal shifts in the direction of the popularity and recognize of self-identified gender identities. There are several adjustments required for assuring these practices.

Legislative Amendment –

- Tata Group and Accenture have pioneered inclusive regulations, along with spotting partners no matter gender and overlaying expenses for gender reassignment surgical treatment underneath fitness rules.
- This corporate willingness to well-known and guide self-recognized genders without requiring medical proof may be a version for legislative amendments. Necessary Amendments under the ‘Transgender Persons Act, 2019’ are required for this.
- Laws may be revised to allow for gender self-identity on criminal documents, inspired through those corporate practices, removing the want for medical evidence of gender transition, which is regularly invasive and discriminatory.

Public Awareness Campaign –

- Companies like L'Oréal and Microsoft have released campaigns and projects (for example, L'Oréal's "FREE TO BE" initiative and Microsoft's Pride marketing campaign) to promote LGBTQ+ rights and inclusion. These campaigns attain a extensive target audience and exhibit the advantages of embracing diversity.
- Governments can release comparable public attention campaigns, knowledgeable by way of those corporate efforts, to educate the general public and government officials about the importance of spotting and respecting self-recognized gender identities.
- The collaboration with NGOs like the Humsafar Trust by using the Tata Group for sensitization periods is an exemplary approach that can be emulated in public campaigns.
- Use of current trends like Instagram Reels and YouTube shorts could be utilized in order to educate the public regarding the sensitivities of the Transgender Community which provide substantial mindset change overtime.

Training for Government Staff –

- The established order of Diversity & Inclusion (D&I) teams within organizations consisting of Tata Group, and their efforts in enforcing education for HR leads and business leaders, provide a blueprint for training authorities personnel.
- Mandatory Gender informative aptitude tests for organization's employees can make certain they're well-prepared to implement and follow policies round self-identity respectfully and successfully. Such education could cover expertise non-binary identities, using inclusive language, and addressing unconscious biases with sensitization sessions.

Protection Against Discrimination -

The proactive measures by means of Axis Bank and Razorpay, which include the implementation of gender-neutral toilets and the inclusion of LGBTQ+ partners in medical health insurance rules, highlight the want for environments wherein people are free to explicit their identities without worry of discrimination. These corporate practices can tell the strengthening of anti-discrimination legal guidelines to provide comparable protection in all areas of public life. Ensuring that people who have self-recognized their gender are blanketed from discrimination in housing, employment, workplace's environment and healthcare is essential for fostering an inclusive career growth for all individuals.

In summary, the tasks through those organizations to support LGBTQ+ inclusivity can encourage and manual public policies and societal attitudes toward gender range and equality. By revising law, launching academic campaigns, schooling government team of workers, and strengthening anti-discrimination laws, we can create a extra inclusive and respectful society that recognizes and protects self-diagnosed gender identities.

6.3 Talent based & market demanding skill development –

Transgender people often face systemic obstacles in training and employment, main to excessive dropout quotes and restrained process opportunities. Discrimination, loss of familial aid, and socio-financial challenges make contributions to their marginalization from mainstream schooling and employment sectors. Targeted skilling packages can bridge these gaps through presenting transgender human beings with the competencies required within the exertions marketplace, alongside educational help to finish their formal schooling.

Example – One of the respondent 'Lata Ji's' (Name Changed) story illustrates the effect of focused vocational and market demand guided programs for transgender individuals. Having left formal education after the 6th grade to search for employment, Lata Ji later determined a solid activity and an experience of community network at the Suraram Jute Bag Mill, a government-run program. This experience highlights the capability driven imparting of skills for transgender persons with supportive work environments and also importance of lengthy-term job security. Again, there is space for unlimited possibilities, Lata Ji's journey underscores the need for comprehensive policy that provides not just simply vocational schooling but additionally opens path for academic possibilities, scholarships, and housing help to deal with the limitations confronted by transgender persons in accomplishing monetary independence and life balance.

Policy Intervention Required –

Partnership with Educational Institutions and NGOs -

- The collaboration between Tata Group and the Humsafar Trust exemplifies how organization entities can partner with NGOs to aid the LGBTQ+ community. Educational establishments and NGOs can collaborate collectively to identify

transgender people who've dropped out of college or are facing limitations to higher schooling.

- Such partnerships ought to facilitate the improvement of scholarship programs and housing assistance, tailored to the particular wishes of transgender students, ensuring their return to or continuation in instructional education.
- Distance learning institutions and platforms like IGNOU & Skillshare along with certification courses can provide an edge to transgender individuals, NGOs and State institutions must assure free delivery of these services to the transgender individuals.

Development of Vocational Training Programs -

- Accenture's expert development programs, which includes LGBTQ+ management schooling, function a version for designing vocational training programs. Corporate and Social Responsibility (CSR) division of the organizations can create a specific division for the educating and upskilling of Transgender individuals in partnership with state and the civil society.
- These programs have to be inclusive and cater in particular to the needs of transgender people, incorporating factors like resume writing, interview preparation, and enabling abilities to improve job readiness in excessive-demand industries.

Guaranteed Internships and Job Placements -

- Tata Consultancy Services (TCS) and Tata Steel's initiatives to create inclusive offices can inspire a gadget of guaranteed internships, job placements and training. Such practises by major industries can lead to increase in presence of trans individuals in formal workplaces.
- By taking part with NGO companions committed to diversity and inclusion, consisting of those stated, academic packages can offer transgender individuals actual on ground experience and capacity employment possibilities post-education.

Scholarships and Financial Aid for Higher Education -

- The concept of unique financial aid, similar to TCS's and Tech Mahindra's inclusive medical health insurance coverage, can be prolonged to education and employees.
- Scholarships and monetary resource packages designed for transgender students can cover lessons costs, books, and residing charges, encouraging their participation in better education.

Safe Housing Solutions -

Axis Bank's initiatives to promote inclusivity and diversity offer a blueprint for imparting safe and maintaining housing alternatives for transgender students. By addressing giant limitations to educational success, together with housing, those measures can substantially make a contribution to the educational and personal improvement of transgender people pursuing higher schooling.

These strategies, inspired by means of corporate nice practices, offer a complete technique to supporting the instructional and profession advancement of transgender individuals, making sure their inclusion and achievement in society.

6.4 Economic Inclusion through ‘Horizontal Reservation’

Transgender people often grapple with societal discrimination, impacting their training and profession possibilities appreciably. Horizontal reservations stand as an affirmative action to counteract this discrimination, ensuring transgender humans have equal possibilities in critical areas for societal participation and economic independence. This policy not simply aids in direct empowerment but also serves to challenge and trade societal perceptions via the visibility and contributions of transgender people in public sectors and academic establishments.

For instance, "Gulab" (name changed), who in most cases earns a dwelling through begging, embodies the profound challenges confronted by means of many inside the transgender community, along with a loss of formal employment opportunities and societal exclusion. A coverage of horizontal reservations may want to offer people like Gulab with a pathway to greater secure, dignified employment and the risk to pursue in addition education, basically altering their socio-financial situations.

Policy Intervention Required –

Legislative Action –

- The Legislature considering the Supreme Court’s judgment recognizing transgender rights, legislative bodies can amend existing laws to include horizontal reservations for transgender people in educational admissions and public sector employment. This approach mirrors the corporate sector's initiative to foster inclusivity, such as TCS's introduction of a health insurance policy that redefines 'spouse' inclusively and covers gender reassignment surgery costs.
- By legally mandating horizontal reservations, the state acknowledges and addresses the systemic barriers faced by transgender individuals, ensuring equitable opportunities in education and employment.
- Karnataka as a state has taken steps towards inclusive policy of Horizontal reservation in public sector jobs for transgender individuals, including scholarship programs. Extending such inclusivity through horizontal reservations in public sector jobs and educational institutions would be a significant advancement.

Implementation Mechanism

- The development of clear guidelines for institutions and government bodies on accommodating transgender individuals under the reservation policy can take cues from corporate best practices. For instance, the partnership between Tata Group and the Humsafar Trust for sensitization sessions offers a model for creating awareness and understanding about transgender rights and needs.
- Guidelines should detail the processes for application, documentation, and verification under the reservation policy, ensuring transparency and accessibility. This structured approach will help institutions and government bodies adapt to and enforce the policy effectively, drawing parallels to how corporate entities have implemented diversity and inclusion strategies.

Capacity Building

- In order to ensure the effective implementation of the reservation policy, conducting workshops and sensitization programs for administrators in educational institutions and government departments is crucial. This initiative aligns with practices by companies like Accenture, which conducts LGBTIQ+ inclusion awareness programs.
- These workshops can cover topics such as understanding transgender identities, respecting gender pronouns, and creating inclusive environments. By learning from corporate allies networks and inclusion training, these programs can equip administrators with the knowledge and skills necessary to support transgender individuals, fostering an environment of respect and equality.

6.5 Funds for promoting Entrepreneurial and Business acumen amongst the Transgender Individuals

Transgender individuals often encounter significant hurdles in traditional employment due to discrimination and societal stigma, driving many towards entrepreneurship as a means of livelihood. However, without access to financial resources and business training, sustaining a successful enterprise remains a formidable challenge. A transgender welfare fund aims to bridge this gap, offering the tools and resources necessary for transgender entrepreneurs to launch and grow their businesses.

For instance, consider 'Ishita's' narrative, where she works at a start-up and expresses the need for more inclusive policies and corporate spaces. Though not directly linked to entrepreneurship, her story highlights the broader issue of economic opportunities for transgender individuals. A welfare fund could provide individuals like Ishita, who possess the ambition and skillset, with the opportunity to explore entrepreneurship in a supportive environment.

Policy Intervention required –

Creation of a Welfare Fund

- If companies like Microsoft, which has supported the LGBTQIA+ communities through financial donations, hold as good example, then it is possible to create a welfare fund for transgender entrepreneurship with funding from public and private sectors.
- This pool would be meant for assisting transgender individual's start-up and develop their enterprise in a similar way that Microsoft did in case of LGTBQIA+ equality. By means of corporate philanthropy and state budgeting resources, this project would provide the financial basis required to jumpstart business ventures owned by transgender people thus dealing with economic disparities that they face.

Micro-credit Schemes

- Based on inclusive financial policies adopted by Axis Bank such as medi-claim policies regardless of gender, sex or marital status, micro-credit schemes can be

developed for transgendered persons. These plans will advance cheap credit lines with agreeable repayment terms for starting new businesses or expanding existing ones.

- Such an approach appreciates the fact that transgender community has challenges in accessing finance thus providing solution by enabling them engage into entrepreneurship whereby they become economically self-reliant and stable.

Business Development Training

- In respect to the professional development programs offered by Accenture and such as LGBTIQ+ Leaders Learning, there can be established business development training programs for transgender entrepreneurs.
- These programmes will centre on business components like planning, finance management, advertising and e-commerce skills. The initiative would thus offer complete training that would equip transgender entrepreneurs with knowledge necessary for success in their businesses i.e. competitiveness and sustainability within the market.

Market Linkage Support

- Similarly, the market linkage support is drawing lessons from allies' network initiatives such as TCS's "Qolors" and Tata Steel's "MOSAIC," which seeks to create inclusive spaces. This backing aims at providing a link between these enterprises and potential markets including government procurement programs as well as private sector supply chains.
- Therefore, this undertaking would help transgender entrepreneurs scaling their businesses but also integrating them into wider economic eco-system hence fostering inclusivity and diversity. Conclusively, therefore, taking strategic advantage of corporate best practices and inclusiveness initiatives provide a holistic posture towards supporting transgenders.

6.6 Social Security for Transgender Individuals ensuring 'Dignity'

Transgender persons often work in systemic boundaries to employment, exacerbated by way of discrimination and social stigma. This marginalization now not simply limits their opportunity to grow in careers but additionally exposes them to higher dangers of poverty and homelessness. Social safety schemes mainly designed for the transgender community can mitigate these dangers, supplying monetary stability and get right of entry to vital assets.

For example, one of the respondents 'Monalisa', discusses her reliance on begging because of the absence of strong employment possibilities and mentions the hardships faced in securing basic needs. Implementing social protection schemes ought to profoundly affect individuals like Monalisa by imparting them with the economic support needed to navigate a dignified life with more safety and fewer hardships.

Insurance schemes for Transgender employees

- If a better job is done in regard to health insurance for transgender, who are being redefined as spouses if they are of the same genders and surgery for sex change, then there can be developed pension schemes.
- After a certain age bar or disability, these will provide reliable income sources to such individuals. Just like it has been witnessed that firms have identified the needs of their LGBTQ+ employees and offered suitable compensation packages for them, pension schemes should also be structured with the understanding that many transgenders undergo financial problems especially during old age or when disabled.
- This rescue strategy will guarantee monetary assistance to them while at the same time ensuring they maintain dignity and stability in their lives.

Housing Programs

- An example of this would be Axis Bank which focuses on inclusivity and Razorpay's idea concerning health insurance coverage for gender reassignment surgery; hence we can have housing aid programs specifically tailored for transgender population.
- Subsidized housing units and special shelters can be included in this program to cater for trans individual's peculiar needs thereby guaranteeing their safety and well-being. To alleviate the situation where discrimination has created barriers to safe residences among trans people who experience many intimidations.

6.7 Ensuring safe and compassionate working space for Transgender persons through 'Sensitization training' for public and private sector employees, educators and healthcare providers.

Establishing an inclusive and supportive environment within public institutions requires providing sensitization training for government officials, law enforcement, healthcare providers and educators about transgender issues. The main objective of this training is to inform these important players on transgender identities, challenges and rights so as to improve the quality and availability of services to the transgender people.

Such problems arise when transgender individuals need assistance from public and private service officers like when trying to report a crime to the police officer or seeking medical attention in hospital or even while in educational institutions. This way, they are denied access to essential services further deepening their marginalization and exposure within society. In order to address these issues, sensitization training encourages empathy, understanding and respect among service providers regarding transgender persons.

Policy Intervention Required –

Develop comprehensive training module

- Influenced by the diversity and inclusion efforts of organizations such as Tata Group and Accenture, which have introduced extensive diversity training programs, public sector training modules should address important subjects.
- These should encompass understanding transgender terminology, the complexities of gender identity and expression, the legal rights of transgender individuals, and protocols for respectful interactions. For instance, Accenture's LGBTIQ+ Leaders Learning programs offer a blueprint for how these subjects can be addressed in a comprehensive and compelling way.

Collaboration with Trans Civil Society

- Drawing inspiration from the Tata Group's collaboration with the Humsafar Trust, it is important for public institutions to work together with transgender advocacy groups to guarantee the accuracy and significance of training materials.
- These groups can provide valuable perspectives on the real-life experiences of transgender individuals and play a role in the training process, guaranteeing that the content is genuine and considerate. This partnership reflects effective corporate strategies of directly involving communities in shaping diversity initiatives.

Mandatory sensitization of Public Sector Employees –

- Taking a cue from the San Francisco Department of Public Health's initiative to introduce mandatory LGBT sensitivity training, with a particular emphasis on transgender issues, it is crucial to extend this requirement to all public sector services.
- This will guarantee a consistent standard of knowledge and proficiency in addressing transgender matters within government entities, law enforcement, healthcare, and educational institutions, ultimately resulting in more uniform and inclusive service provision.

Continuous Assessment and Input

- To maintain the effectiveness and relevance of the training, ongoing evaluation and feedback mechanisms are essential. Similar to the continuous improvement practices in the corporate world, feedback from transgender individuals interacting with trained professionals can help refine the training modules.
- This approach ensures that the training remains adaptable to the changing needs and experiences of the transgender community, thereby enhancing the overall impact of the sensitization efforts.
- In summary, by incorporating best practices from the corporate sector and leading public institutions, developing comprehensive training modules, partnering with transgender organizations, requiring training for all public sector employees, and establishing continual evaluation mechanisms, public institutions in India can significantly enhance their inclusivity and service provision for transgender individuals.

6.8 Establishing partnership between Civil Society, Transgender network and State to facilitate training and livelihood projects

Collaborating with NGOs and community organizations enables the use of established networks with firsthand knowledge of the varied needs within the transgender community. This collaboration helps in providing specialized training and assistance, ensuring that livelihood programs are not only well-meaning but also truly effective. For example, 'Ishita's' involvement in a startup, as mentioned in the records, demonstrates the potential effectiveness of such tailored programs in creating meaningful job opportunities for transgender individuals by taking into account their specific needs and skills.

At the same time, creating a feedback loop with the transgender community guarantees that their input has a direct impact on the creation and execution of policies and initiatives. This continuous conversation enables the recognition of areas that need improvement and the adjustment of approaches to better address the changing needs of the community. For instance, input from 'Gulab' might emphasize the need for more comprehensive healthcare benefits in livelihood programs, emphasizing the connection between economic security and health in the well-being of transgender people.

Policy Intervention Required –

Partnership Development

- Building formal partnerships with NGOs and transgender community agencies is essential for the co-design and implementation of livelihood programs.
- Similar to the Tata Group's method of partnering with an NGO for sensitization sessions and ability recruitment, preferred by corporations that directly work with the transgender community ensures that the applications are grounded within the real reviews and wishes of transgender individuals.
- These partnerships can offer precious insights into the challenges faced through the network, ensuring that the applications are relevant and impactful.

Feedback Mechanisms

- Implementing structures for reviews, together with surveys, focus companies, and network meetings, is vital to understand the effectiveness of the livelihood programs.
- Drawing on practices from corporate variety and inclusion efforts, in which comments is often sought to enhance initiatives, these mechanisms allow participants to share their stories and recommendations for improvement. This ongoing dialogue guarantees that the programs are conscious of the desires of transgender people and may adapt to changing situations or demanding situations.

Iterative Program Design

- Using the gathered feedback to continuously refine and enhance program offerings is prime to making sure that they remain aligned with the network's wishes and aspirations.
- This iterative layout system, harking back to the continuous improvement seen in corporate variety projects, lets in for the adjustment of program components based totally on direct enter from individuals. It ensures that the programs evolve in reaction to the comments, making them more effective and impactful over time.

Chapter 5 – Conclusion

The dissertation on "The Role of State in Facilitating Alternate Livelihood Opportunities for Transgender Individuals" explores the multifaceted method required with the aid of the state to guide the monetary and social inclusion of transgender people. Through the analysis of various interventions and fine practices from both the corporate sector and public sector, this research underscores the essential function of the country in creating a supportive framework that addresses the unique challenges faced by the transgender individuals.

The state's role extends past mere legal reputation of transgender identities; it encompasses the advent of inclusive regulations, legislative amendments, and the implementation of programs aimed toward enhancing the livelihood opportunities for transgender people. The collaboration between the government, corporate entities, and civil society emerges as an essential approach in bridging the gaps in guide and assets available to the transgender community. Legislative amendments that allow for gender self-identity on legal front without requiring medical or surgical intervention mark a great step closer to lowering the systemic discrimination faced by transgender individuals. Such measures, stimulated by way of inclusive rules from groups like Tata Group and Accenture, not only respect the bodily autonomy of transgender individuals but also facilitate their right of entry to schooling, employment, and social offerings.

Public consciousness campaigns and sensitization schooling for government officials, law enforcement, healthcare vendors, and educators are diagnosed as vital interventions for fostering an inclusive environment. Drawing inspiration from company tasks, which includes L'Oréal's "FREE TO BE" initiative and Microsoft's Pride campaign, those campaigns can extensively regulate public perceptions and attitudes closer to transgender humans, paving the way for his or her acceptance and integration into society.

Furthermore, the dissertation highlights the importance of financial empowerment through focused livelihood packages, vocational education, and monetary assistance tailored to the desires of the transgender community. Collaborative efforts between the state, NGOs, and the transgender community itself are important for the layout and implementation of these packages. The feedback mechanisms and iterative application design ensure that those tasks continue to be responsive and effective in meeting the evolving desires of the transgender network.

The status quo of social security features, including pension schemes and housing programs, emerges as a vital location of intervention, these measures offer a protection net for transgender people, making sure their dignity and stability. This dissertation emphasizes the need of such applications in addressing the higher risks of poverty and homelessness confronted through the transgender community.

In conclusion, the state performs a pivotal role in facilitating livelihood possibilities for transgender people. By adopting a holistic approach that encompasses legislative reforms, public attention, sensitization education, economic empowerment, and social safety features, the state can notably contribute to the well-being and inclusion of transgender persons. This

research underscores the interconnectedness of these interventions, highlighting the want for a coordinated attempt that leverages the strengths and resources of the public sector units, corporate zone, and civil society. In doing so, the state can create an extra inclusive and equitable society wherein transgender individuals have the opportunity to thrive economically, socially, and live a more dignified life.