ENG 105 Research Paper

People’s Perception on the inclusion of transgenders in the workplace in Bangladesh.

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Abstract

Transgenders rights have been a major issue and talk of the town around the whole world. In Bangladesh too, transgenders rights are vastly controversial. Even the general people along with the state system are divided and dilemmatic as to how exactly the Transgenders should be treated. This paper broadly researches about “*People’s Perception on the inclusion of transgenders in the workplace in Bangladesh.”* Through this research it is to be found whether people see the transgenders as a positive force or do they possess negative perspective about them and don’t want them to be working alongside them. Before the research the hypothesis was that the perception will vary with the respondents ages. The hypothesis did match to some extent with the real findings, as the more aged respondents had more conservative perception about the transgenders in the workplace. All the graduates said that they don’t see themselves as following a transgender as their superior.

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# Introduction and Background

Transgender denotes to a person whose sense of personal identity and gender does not correspond with their birth sex, while cis gender refers to denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex. Here it is to be noted that sex and gender are two very different things. American Psychologist Association (APA) has said, “Sex is assigned at birth, refers to one’s biological status as either male or female, and is associated primarily with physical attributes such as chromosomes, hormone prevalence, and external and internal anatomy. Gender refers to the socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for boys and men or girls and women. These influence the ways that people act, interact, and feel about themselves. While aspects of biological sex are similar across different cultures, aspects of gender may differ.” (Para 2) Transgender may also include people who are not exclusively masculine nor feminine. It also infrequently includes cross-dressers. According to Bradford (2018), “"Transgender" is an umbrella term that describes people whose gender identity or expression does not match the sex they were assigned at birth. For example, a transgender person may identify as a woman despite having been born with male genitalia.” (Para. 1)

The focus of this research will be on how the general people actually sees the transgenders and how much willing they are to involve them in their work space. Most transgender people face discrimination in the workplace and in accessing public accommodations, and healthcare. Though in 2013 transgenders have been lawed into a separate gender and also have been invited to apply for government jobs there have been no reports of one actually being recruited. The social attitude towards transsexual people in Bangladesh is said to be very hostile being a Muslim majority country, though recently many advertisements and voices has been raised in support of them and to arrange for their rehabilitation. But it is a matter of investigation as to what general people would feel and react to sharing spaces with them.

It is reported that there are approximately 10000 transgenders living in Bangladesh. To the general people transgenders are known for racketeering only. Many of them look towards the transgenders with hatred. In 2013 the ministry cabinet passed the law citing “Hijras” or Transgender as the 3rd gender. Through this declaration by law the transgenders gained the right to all other men or women in the country. The passport as well as the National Id card has a separate column for the 3rd gender. But in reality, did the transgenders really enjoy all human rights? Do they even get the opportunity to attain an employment and earn their living like all other men or women?

Recently on the month of July Tanisha Yeasmin Chaity became the 1st transgender to get employed in a government organization. She was appointed as a front desk executive at the National Human Rights Commission (NHRC). There is an industry named “Logos” in panthapath which is said to have employed 32 transgender people.