

Psychology Behind Unemployment of Transgenders in India with Special Reference to Social Policy Framework

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Abstract

In India, the transgender community is a marginalised group that doesn't have the same basic rights and privileges as cisgender and heterosexual people. Society labels transgender people as deviant, abnormal, and sick because their gender and sexual identity don't fit the norm. This has bad effects on their minds and makes them more likely to have suicidal thoughts, severe depression, and anxiety. Trans people are often turned down for jobs and other economic opportunities and those who do get jobs end up making a lot less than their co-workers. Reason? Social stigma and discrimination. Education has always been one such arena where people from all strata of society have looked upon it, whether to receive help or to portray feelings, to entertain or to inform. The idea of this may seem very simple but produces an everlasting impact on the minds of the readers who are seeking a change in the world. The very same idea has been reviewed by the transgender community in India who are writing their narratives to depict their struggle, highlight injustice, and demand equality. This research has been conducted with the aim of social policy framework & psychology behind transgender unemployment. For this research, common people have been selected on the basis of respondents' demographic profiles where age and education level were more important. Findings indicated that the risk to denial of employment for qualified transgender persons & assistance for self-employment (e.g., loans, grants, microcredits) are important factors that government social policies must frame in these related perspectives for solving the unemployment problem among transgenders.

Keywords: *Transgenders, Psychology, Social Policy, Unemployment*

Introduction :

People who are trans have always lived in every class, race, and caste. But getting known has always been hard and cost them something. From access to social equality, social rights, education, jobs, and so on, the trans community has been hurt by society's contradictory attitude toward them, which is that they are both looked down on & looked up to. Trans people have always had trouble getting jobs, which is one step up from the past. India's young people have been struggling with unemployment for a long time because Covid has kept the economy from growing. Also, people in the trans community have been hit the hardest. Since the beginning of time, empty job promises have been made to India's young people. However, promises of jobs for transgender people rarely get any attention. Or, are there any/many of them?

Trans people are often turned down for jobs and other economic opportunities. And those who get jobs end up making much less than their co-workers. So why? Social stigma and discrimination.

The University of Minnesota's Transgender Commission says, "Gender identity is a person's internal sense of who they are, whether they are a woman, a man, a girl, a boy, or somewhere in between." At the University of California, Los Angeles, the Gender Identity Research Project was started in 1958 to study intersexuals and transsexuals. Stoller, at the International Psychoanalytic Congress in Stockholm in 1963, was the first person to use the term "gender identity." Second-wave feminists criticised the two-way logics of "nature" and "culture," such as dialectical versions of the Marxist-humanist story of "nature" being dominated, taken over, or mediated

by “man” through “labour.” But these efforts didn’t criticise the artificial difference between sexes and genders. Judith Butler says that the way we talk about gender identity is tied to the fiction of heterosexual coherence and that feminists need to learn how to give legitimacy to stories about genders that don’t make sense. Gender expression is how a person shows the world what their gender identity is. This is usually done through things like clothes, hair, movement, voice, or body features. There are many different ways that people show their gender identity. Most of the time, people think of gender as either male or female. But not every man or woman fits these categories. People who are transgender feel that their gender is different from the one they were given at birth. Being transgender or having a gender identity that isn’t male or female is just another part of being human. Now is the time. Most people agree that the word “transgender” was first used by Virginia Prince, a Southern Californian who fought for the freedom to express gender. Prince used the word to describe people like herself whose identities fell somewhere between “transvestite” (a term created by (Beemyn, 2015) and “trans-sexual” (the term mainly popularised in the 1950s by Dr Harry Benjamin). Some people believe that the word “transgender” comes from a word called *transgenderist*, which means someone who changes their gender but not their sex. (Richmond, 2012) says that transgender is the difference between people who change the gender they were assigned at birth and those of us whose gender expression is considered inappropriate for our gender (Campbell, 2016). Transsexuals, on the other hand, say that the word “transgender” doesn’t really describe what it’s like to change your sex as well as your gender (Konduru, 2018). (Subapriya, 2016) talks about the worry that transsexual voices will be silenced or even lost if the term “transgender” is used. In India, a Hijra is a different gender role that is neither male nor female. Indian mythology has many examples of opposite sexes and sex changes in gods and people (Prosser, 1998). So, the hijra is based on Hindu traditions, even though Hindus aren’t very important in India.

Review of Literature :

One scholar said, “There are lots of ways to describe and group people, but gender seems to be the most silent.” Gender is a big part of who we are, how we think about ourselves, and how other people treat us (Nanda 1999). “Being female or male is part of everyone’s social identity from birth until death,” says another theorist. Gender is the most important part of who we are (Samanta, 2017). Gender is an important part of who everyone is, but it may be especially quiet for women. (Delozier, 2020) found, for example, that women are more likely than men to describe themselves in terms of their gender. Ms. Abhina said in 2013 that transgender people have trouble finding work even after getting a good education. She also said that the average cost of living for transgender people is three times higher than for men or women. She said that each state should have a Welfare Board for TG people and used Tamil Nadu as an example. She said that the real population should be counted and that welfare measures should be planned based on that. The idea of “transgender” should include both women who become men and men who become women, among other things.

Jayadeva (2017) said that the Supreme Court of India had told the states of India to set up welfare agencies to improve medical and health services for the transgender community. But despite this ruling, transgender people still get taken advantage of and mistreated when they go to the doctor. This is because transgender people are still looked down upon by society and doctors don’t know how to treat them. There haven’t been many medical studies on hijras, and most of the ones that have been done on the transgender community have been mostly about HIV/AIDS (Jayadeva, pp. 7-8). Even though the number of transgender people with mental illness and trauma is on the rise, not many studies look at their mental health.

Social Policy Framework :

The transgender persons (Protection of Rights) Bill 2019 makes it illegal to treat transgender people unfairly or deny them service in areas like employment, education, health care, access to public goods and facilities, etc. Maybe this is just the tip of the iceberg. Transgender people face discrimination and stigma in many areas, such as education, employment, and health. Because of this, we describe a social welfare approach for transgender people in India, taking into account the Transgender Persons (Protection of Rights) Act, 2019, and its Rules, 2020. The social welfare/protection approach for transgender people needs to make sure they can live with dignity and build on key principles like distributive justice to give resources to those who need them the most and are left out,

affirmative action in the form of reservations in education and employment, and social equity/justice to protect their human rights.

Social & Economic opportunities for transgenders in India :

From the 2011 census, we know that there are a total of 4.88 lakh trans people in India. But only a small number of them are able to find jobs. According to a study by the National Human Rights Commission in 2018, 96 per cent of transgender people are not given jobs and have to do badhais, sex work, or beg to make a living. The first-ever study on the rights of transgender people also found that about 92% of transgender people in the country don't have the right to work in any way, and even those who are qualified are turned down for jobs. About 89% of the transgender people who answered said there are no jobs, even for qualified people. The report says that 50–60% of them never went to school and those who did face a lot of discrimination. The NHRC also said that 52% of transgender people were harassed by their classmates and 15% by their teachers, which caused them to stop going to school. Back then, only 6% of transgender people worked for private companies or NGOs, and only 1% of transgender people made more than Rs.25,000 a month. The majority, 26.35%, made between Rs.10,000 and Rs.15,000. The report also said that about 23% of trans people are forced to do sex work which has high health risks. This means that trans people are 49 times more likely to have HIV than the rest of the population.

Research Gap :

From what has been covered thus far, it seems that the psychology behind the unemployment of transgenders is a very varied and rich area. However, there doesn't seem to be a very large body of empirical research publications in this area. In addition, there is a dearth of empirical papers that focus on the psychology of unemployment of transgenders from an Indian viewpoint. In an attempt to close that gap, this document has been written.

Objectives of the Study :

- To determine the transgenders driving psychology behind unemployment that have led them to adopt a social policy strategy.
- To find out the social policy framework systems as also the inhibiting factors in carrying out the above mission.

Hypothesis of the Study :

H01: There is no significant relationship to identifying the transgenders driving psychology behind unemployment that has led them to adopt a social policy strategy.

Ha1: There is a significant relationship to identifying the transgenders driving psychology behind unemployment that has led them to adopt a social policy strategy.

Research Methodology :

The primary study is primary and based on a deductive approach. The research design is based on inclusion and exclusion criteria. The following research design is mentioned below :

Table 1 : Research Design

Research Design		
Exclusion Criteria		
<ul style="list-style-type: none"> • Research papers not written in English language are excluded from the study. • Research Papers cited below year 1970 excluded from the current research. 		
Inclusion Criteria		
S. No.	Parameters of research design	Description of the study
1.	Type of Study	Exploratory study
2.	Sample size	373 respondents (Views of Common People)
3.	Sample Location	Delhi- NCR

4.	Population	Customers
5.	Data Collection	Primary sources
6.	Dimensions understudy	<ul style="list-style-type: none"> • Non-discrimination and dignity in educational settings • Implementation of nondiscrimination policies, including redressal mechanisms, and monitoring compliance in schools/colleges • Ensure healthy lives and promote wellbeing for all at all ages • Assistance for self- employment (e.g., loans, grants, microcredits) • Risk to Denial of employment for qualified transgender persons • Asset ownership rights to transgenders

Result and Discussion

Table 2: Demographic – Respondents’ Opinion Gender Wise

Demographic Analysis			
Gender		Frequency	Percent
	Male	192	51.47
	Female	181	48.52

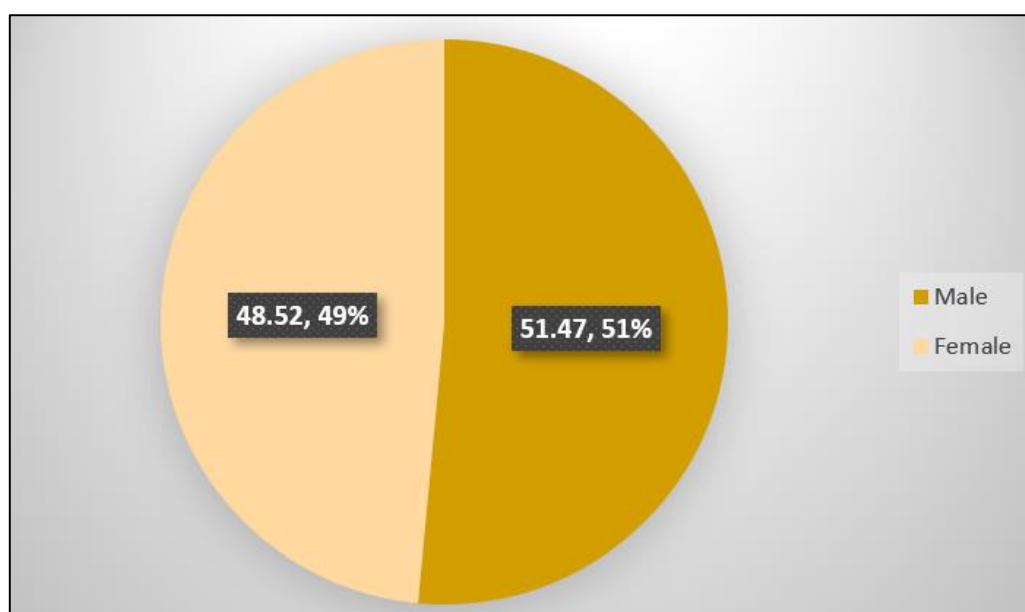


Figure 1: Demographic – Respondents’ Opinion Gender Wise

Result and Discussion

Table 2, stated the demographic analysis of the study and conducted gender analysis and stated that male respondents were more participative in the study in comparison to females.

Table 3: Demographic – Respondents' Opinion Age Wise

Demographic Analysis		Frequency	%
Age	Less than 18	46	12.33
	18-25	153	41.01
	25-30	24	6.43
	30-35	120	32.17
	35 and above	30	8.04

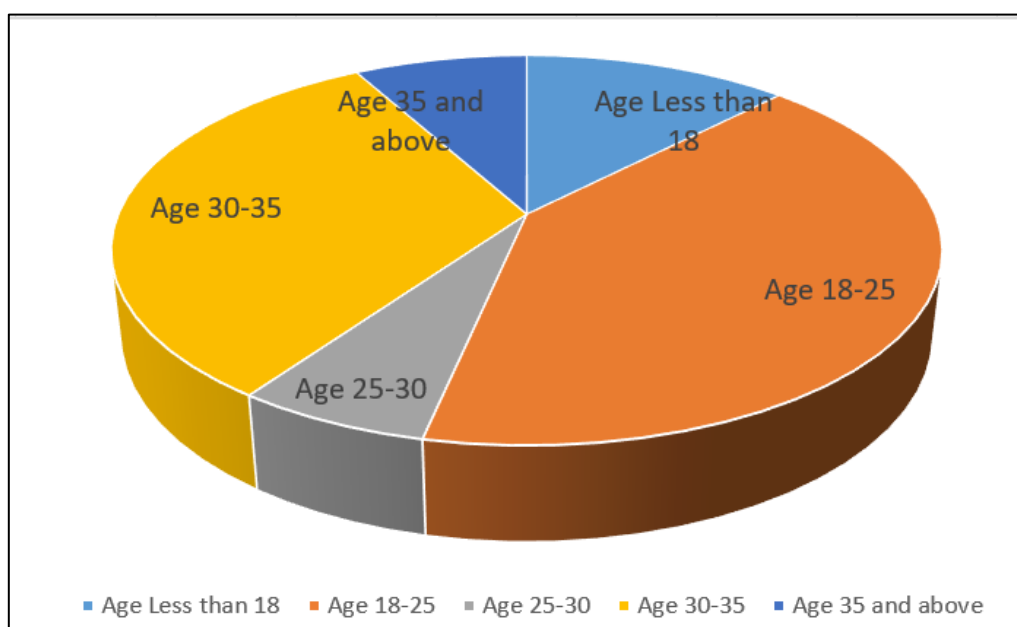


Figure 2: Demographic – Respondents' Opinion Age wise

The findings of age distribution stated that the majority of respondents had age classification between 18-25 years (n=153, 41.01%) followed by 30-35 years (n=120, 32.17%).

Table 4: Demographic – Respondents' Marital Status wise

Demographic Analysis		Frequency	%
Marital Status	Married	180	48.25
	Unmarried	193	51.74

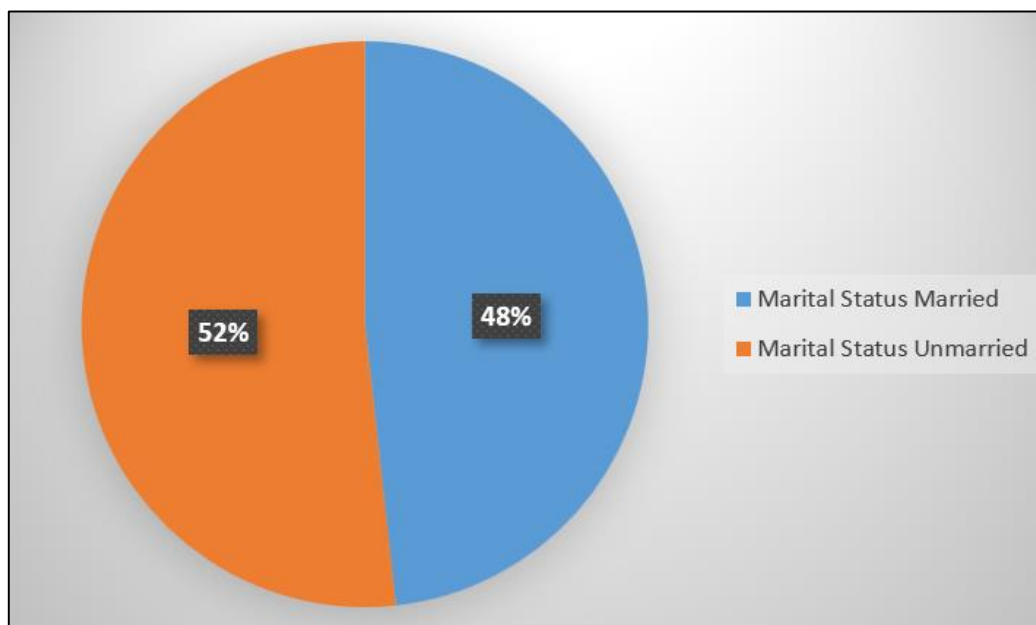


Figure 3: Demographic – Respondents' Marital Status wise

Table 1, stated the demographic analysis of the study and conducted marital status analysis and stated that married respondents were more participative in the study in comparison to unmarried.

Table 5: Demographic – Respondents Opinion Education Levels

Demographic Analysis		Frequency	%
Education Level	Matriculation	49	13.13
	Intermediate	123	32.97
	Graduation	156	41.82
	Post-Graduation	34	9.11
	Others	11	2.94

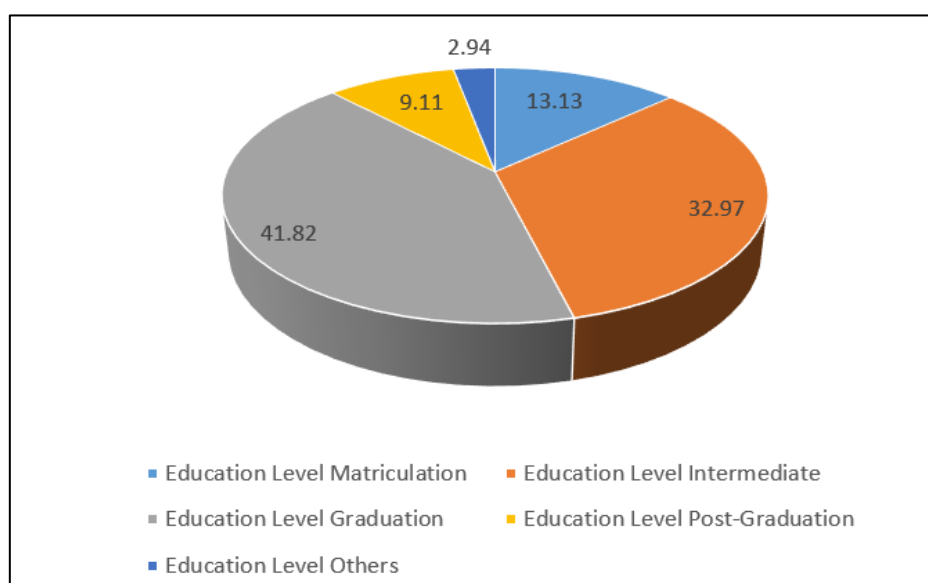


Figure 4: Demographic – Respondents' Opinion Education Levels

For the research, the respondents took on the basis of their educational qualification because educated people input unbiased answers & which is helpful for the study.

Table 6 : Reliability Test

Sl. No.	Antecedents	No. of Variables	Range of Standardized factor Loading	Range of 't' statistics	Cronbach alpha	Composite reliability	Average variance extracted
1.	Non-discrimination and dignity in educational settings	6	0.8134–0.7775	24424*–1.5668*	0.7213	0.7917	58.04
2.	Implementation of non-discrimination policies, including redressal mechanisms, and monitoring compliance in schools/colleges	6	0.3281–0.5687	35678*–3.6773*	0.6723	0.7616	55.87
3.	Risk to Denial of employment for qualified transgender persons	6	0.8220–0.9671	33341*–1.5795*	0.8233	0.7511	54.08
4.	Ensure healthy lives and promote wellbeing for all at all ages	6	0.8158–0.6355	67589*–5.9765*	0.8123	0.7884	56.17
5.	Asset ownership rights to transgenders	6	0.8145–0.3466	56789*–3.7895*	0.7622	0.7233	52.14
6.	Assistance for self-employment (e.g., loans, grants, microcredits)	6	0.8665–0.3214	54212*–1.5789*	0.7533	0.7122	53.23

There are six factors per element used to assess the six major psychological perspectives behind transgender unemployment among respondents. Each variable in each component is requested to be rated on a five-point scale by the respondents. The weighted average of the variables used in the confirmatory factor analysis of reliability and validity. All the variables' factor loadings on the standardized measure are more than 0.60, demonstrating that the content is legitimate (Fornell and Larcker, 1980). Convergent validity is shown by the significance of the t-statistics of the variables' standardized factor loadings in each factor (Meyer and Collier, 2001). The composite

dependability also demonstrates this to be true since both measures are higher than the required 0.50% and 50.00%. All six antecedents have a Cronbach alpha of more than 0.60, the threshold for statistical significance (Nunnally, 1967). The validity and trustworthiness of variables in each factor are shown by the results.

Table 7 : Descriptive Statistics

Sl.No.	Antecedents	Descriptive Statistics		't' statistics
		Mean score	Standard Deviation	
1.	Non-discrimination and dignity in educational settings	2.9983	3.7632	-2.5678*
2.	Implementation of non-discrimination policies, including redressal mechanisms, and monitoring compliance in schools/colleges	2.8831	3.6732	-2.5149*
3.	Risk to Denial of employment for qualified transgender persons	3.3189	3.9688	-2.8647*
4.	Ensure healthy lives and promote wellbeing for all at all ages	2.8798	3.6543	-2.6721*
5.	Asset ownership rights to transgenders	2.9120	3.9256	-2.9041*
6.	Assistance for self-employment (e.g., loans, grants, microcredits)	3.1392	3.7865	-2.6603*

The Factor in the present study is classified into non-discrimination and dignity in educational settings, implementation of nondiscrimination policies, including redressal mechanisms, monitoring compliance in schools/colleges, ensuring healthy lives and promoting wellbeing for all at all ages, assistance for self-employment (e.g., loans, grants, microcredits), the risk to denial of employment for qualified transgender persons, asset ownership rights to transgenders. The score on six important factors has been computed by the mean score of variables in each factor load. The mean score of each important factor has been computed to exhibit the level of impact among the respondents in Delhi-NCR. Regarding the perception of the above-said Six factors, the significant difference among the respondents has been computed with the help of a t-test. The mean scores of four factors among the respondents and the respective 't' statistics are given in Table 3. The highly viewed factor among the respondents is the risk of denial of employment for qualified transgender persons and assistance for self-employment (e.g., loans, grants, microcredits) since their respective mean scores are 3.3189 and 3.1392.

Table 8: Wilks Lambda

Sl.No.	Antecedents	Descriptive Statistics		‘t’ statistics	Wilks Lambda
		Mean score	Deviation Score		
1.	Non-discrimination and dignity in educational settings	2.9983	2.9983	-2.5678*	0.1321
2.	Implementation of nondiscrimination policies, including redressal mechanisms, and monitoring compliance in schools/colleges	2.8831	2.8831	-2.5149*	0.1411
3.	Risk to Denial of employment for qualified transgender persons	3.3189	3.3189	-2.8647*	0.3455
4..	Ensure healthy lives and promote wellbeing for all at all ages	2.8798	2.8798	-2.6721*	0.1208
5.	Asset ownership rights to transgenders	2.9120	3.9256	-2.9041*	0.3211
6.	Assistance for self-employment (e.g., loans, grants, microcredits)	3.1392	3.7865	-2.6603*	0.2583

There may be some degree of variation in the parameters among respondents in the Delhi NCR. Finding the primary differentiating variable among respondents is crucial for drawing any policy conclusions. Before anything else, the Table displays the calculated mean difference across all six variables and the discriminant power of the factors. The ‘t’ statistics for all six parameters are statistically significant at the 5% level, identifying the significant mean difference. When comparing risk to denial of employment for qualified transgender persons and assistance for self-employment (e.g., loans, grants, microcredits), a larger mean difference is found for the former (3.3189) compared to the latter (3.1392). Because their Wilk's Lambda values are 0.3455 and 0.2583, respectively, the risk of denial of employment for qualified transgender persons and assistance for self-employment (e.g., loans, grants, microcredits) are found to be the criteria with the highest discriminant power. To estimate the discriminant function, we include the relevant parameters.

Hypothesis Testing:

By applying t statistics, the findings of the study stated that the null hypothesis formed in the study is rejected and the alternative hypothesis of the study is accepted.

Conclusion

This study aimed to determine, through common people surveyed, what drove transgenders in Delhi and the National Capital Region (NCR) of India to face unemployment because of such factors as non-discrimination and dignity in educational settings, implementation of non-discrimination policies, including redressal mechanisms, and monitoring compliance in schools/colleges, ensure healthy lives and promote wellbeing for all at all ages, assistance for self-employment (e.g., loans, grants, microcredits), the risk to denial of employment for qualified transgender persons, asset ownership rights to transgenders but of course government social policies may be its internal and external motivators for them. The study's findings show that the primary motivation of transgender's straight forward associated with social policies & equal opportunities for education & employment so that

transgenders can perform their responsibilities & that is the social & economic rationale rather than the competitive pressure. Ultimately though such transgender policies, the unemployment problem can be reduced & companies will benefit greatly from this to get more qualified persons as transgender. The research also identified the characteristics that helped and hindered transgenders' unemployment. In this context, enabling variables are those that help transgenders work and run smoothly while limiting ones are those that get in the way. The research shows that there are 6 characteristics that help transgenders to live & survive in this society, and 6 ones that hold them back. The major prerequisites for effective implementation of government social policies are the commitment toward transgenders and the backing of common people in society. Moreover, government & common people should provide more weightage to transgenders to involve in government policies & help the economic development of the country.

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