Accredited by NAAC with "A" Grade
Prasaranga
Kuvempu University
Shankaraghatta, Shivamogga

KUVEMPU UNIVERSITY

THE SOCIAL SCIENCE

DIALOGUE

Marginalization and social exclusion in unorganized sector with reference to transgender community

Prakasha. C, Ph.D. Research Scholar, Department of Education, Kuvempu University, Shankaraghatta. E-mail: prakasha88birur@gmail.com

Jagannath K. Dange, Dean and Chairman, Department of Education, Kuvempu University, Shankaraghatta. E-mail: drjkdange@gmail.com

Abstract: The World Health Organization (WHO) describes "Transgender" as an umbrella term used to identify people, whose gender identity and expressions does not conform with the norms and expectations traditionally associated with the sex assigned to them at the birth. Various factors influence transgender's life at individual, family, community and societal level. At individual level, it leads to gender dysphoria, at family level, it leads to rejection, neglect and violence, at community level, it leads to exclusion from education, peer network, livelihood opportunities and at societal level, there is lack of legal identity, social protection and access to social welfare. Parents should not segregate transgender child, should take special care of them and treat them with normality to ensure self-esteem among transgender, which will lead to a transgender living in their families and societies with dignity. This study encompasses the persistent issue of transgender individuals facing marginalization and social exclusion within the realm of employment. The transgender community, comprising individuals whose gender identity differs from their assigned sex at birth, has long been subjected to discrimination and inequality across various facets of society, including the workplace. This study delves into the multifaceted issues, governmental policies and few suggestions that transgender individuals encounter when seeking, obtaining, and maintaining employment

Keywords: Transgender, unorganized sector, labour, gender dysphoria, transgender community.

INTRODUCTION

"Transgender" is a broad term used for people whose gender identity, expression or behaviour is different from those typically associated with theirassigned sex at birth. Transgender is a biological change which make people behave differently from the stereotypes of males and females. There are various types of Transgender communities in India. The most prominent of these communities are known as Kothi (Represent themselves as male), Hijras (Biological males but reject masculine

46

identity), Aravanis (Woman wrapped in male body), Jogappa (Serve as servant of Goddess Renukha Devi), Shiv-shaktis (Males but have feminine gender expressions). An estimated 2.5 crore people identify as Transgender worldwide, while Indian census included Transgender for the first time in 2011, it estimates total population of Transgender in India to be around 4.88 Lacs, of which most reside in state of Uttar Pradesh where the population is 1.37
Lacs. The Supreme Court of India recognized Transgender as the "Third Gender" in 2014. (Archana Rai & Kalpna Gupta, 2020). Transgenders spend their whole life without family support because their family disown in their childhood and hand over to other community (Jagannath. K, Dange & Prakasha. C, 2023).

Marginalization of transgenders at workplace:
Transgender individuals often face significant marginalization and discrimination in the world of work. "Marginalization, also called social marginalization, occurs when a person or groups of people are less able to do things or access basic services or opportunities." This marginalization can manifest in various ways and can have profound effects on transgender people's employment opportunities, job satisfaction, mental health, and overall well-being. Here are some of the key issues related to the marginalization of transgender individuals in the world of work:

- Discrimination in Hiring and Promotion: Transgender individuals frequently experience discrimination during the hiring process and in promotions. This discrimination can be overt or subtle, ranging from employers openly expressing bias to more covert forms such as excluding transgender individuals from consideration due to their gender identity.
- Unequal Treatment: Transgender employees may be subjected to unequal treatment, such as being held to different standards or experiencing workplace harassment. This can create a hostile environment and impact their job performance and emotional well-being.
- Wage Gap: Transgender individuals often face a wage gap compared to their cisgender counterparts. This wage gap can be attributed to factors such as discrimination, limited access to education and employment opportunities, and bias in salary negotiations.
- Lack of Legal Protections: In many regions, there are inadequate legal protections against discrimination based on gender identity. This lack of legal protection leaves transgender individuals vulnerable to mistreatment without recourse.
- Healthcare Disparities: Access to appropriate healthcare, including gender-affirming treatments and procedures, can be challenging for transgender individuals. Employers' health insurance plans may not cover necessary medical interventions, leading to additional financial and emotional stress.
- Misgendering and Deadnaming: Some workplaces fail to acknowledge or respect an individual's gender identity by using incorrect names and pronouns. This can contribute to a hostile and unwelcoming work environment.
- Lack of Inclusive Policies: Many workplaces lack policies that explicitly support transgender employees. These policies might include guidelines for transitioning in the workplace, restroom and changing room accommodations, and anti-discrimination measures.
- Mental Health Impact: The stress and discrimination transgender individuals experience in the workplace can take a toll on their mental health. This, in turn, can affect their productivity, job satisfaction, and overall career trajectory.
- Micro aggressions: Transgender individuals may face micro aggressions—subtle, often unintentional actions or comments that demean or belittle their identity. These micro aggressions can contribute to a hostile work environment.

- Lack of Representation: Transgender individuals are often underrepresented in leadership positions and decision-making roles within organizations, which can limit their influence and opportunities for advancement.

Efforts to address the marginalization of transgender individuals in the world of work should focus on creating inclusive and equitable workplaces. This includes implementing anti- discrimination policies, providing gender-affirming benefits and healthcare coverage, offering diversity and inclusion training, and promoting transgender representation in leadership roles. Organizations that prioritize inclusivity stand to benefit from a more diverse and innovative workforce, improved employee morale, and enhanced public perception.

Transgender individuals often face significant challenges and social exclusion in the world of work due to various factors, including discrimination, lack of understanding, and systemic barriers. Social exclusion is the process in which individuals are blocked from (or denied full access to) various rights, opportunities and resources that are normally available to members of a different group, and which are fundamental to social integration and observance of human rights within that particular group. Social exclusion refers to ways in which individuals are cut off or are isolated from the full involvement in the wider society and enjoying the societal privileges and resources. Exclusionary framework consists of dynamic, multi-dimensional processes driven by unequal power relationships interacting across four main dimensions- economic, political, social and cultural - and at different levels including individual, household, group, community, country and global levels (Poppy, J., WHO, 2010). It is a form of discrimination (Levitas et al., 2007) perceive- Social exclusion is a complex and multi- dimensional process.

It involves the lack of or denial of resources, rights, goods and services, and the inability to participate in the normal relationships and activities, available to the majority of people in a society. It affects both the quality of life of individuals and the equity and cohesion of society as a whole. Some of the key issues they might encounter include: Transgender individuals may face discrimination based on their gender identity during the hiring process, promotions, or day-to-day interactions at work. This discrimination can be overt or subtle, and it often leads to feelings of exclusion and unwelcome. Many workplaces lack policies that specifically address transgender individuals' needs, such as restroom accessibility, dress code guidelines, and pronoun usage. The absence of such policies can make transgender employees feel unsupported and marginalized. In some cases, transgender individuals are subjected to a hostile work environment where they face harassment, bullying, or even violence from colleagues or superiors. This kind of environment can severely affect their job performance and overall well- being.

Co-workers and employers may lack awareness and understanding about transgender issues, leading to unintentional insensitivity or exclusion. Creating an inclusive environment requires education and awareness-building efforts. Access to appropriate healthcare and support during a gender transition can be a significant concern. Transgender individuals might require time off for medical procedures and recovery, and a lack of understanding about these needs can lead to challenges at work. Transgender individuals might face challenges in advancing their careers due to biases or assumptions held by employers or colleagues about their abilities and commitment. The fear of discrimination or social exclusion might cause transgender individuals to hide their identity, leading to feelings of isolation and alienation within the workplace. Creating a more inclusive and accepting work environment for transgender individuals not only benefits the employees themselves but also contributes to a more diverse and innovative workforce overall.

Transgender marginalization in Karnataka:

In 2014, the Indian Supreme Court recognized transgender people as a "third gender" and affirmed their right to equality and non-discrimination. This was a significant step towards acknowledging the rights of transgender individuals and addressing their marginalization. In 2019, the Transgender Persons (Protection of Rights) Act was passed by the Indian Parliament. While the Act aimed to protect and empower transgender individuals, it faced criticism from activists for various reasons, including concerns about self-identification, forced certification, and lack of adequate protection against discrimination." The Karnataka state government has taken steps to address the rights and welfare of transgender individuals, acknowledging their distinct needs and vulnerabilities.

Initiatives of Multinational corporations:

Multinational corporations and private limited companies along with government have taken considerable initiatives to promote transgender people. Some of the steps taken by them as follows: Transgender working committee and a help desk to monitor; positive discrimination and reservation, Reserve all the government benefits per law, transgender children benefits from concern Government job related to person, in submitting and screening of tenders there should be no discrimination based on gender of applicants, inclusion measure in workplace, anti-discrimination desk in all the government sectors, HR Department (should have clear guidelines to measure inclusion and criteria to punish discrimination based on gender, equal pay, opportunity and benefits across all genders c. Loans and credit, all private, government, society and co-operative financial sector should provide loan on basis of legal documents (state wide), relaxation of terms and conditions for investment loan, plan of separate schemes can be drawn based on existing schemes, schemes for self- employment, yo support transgender individuals' employment, various state governments, NGOs, and private organizations also run skill development programs, job fairs, and awareness campaigns. These initiatives aim to enhance employability and create an inclusive work environment, promoting inclusivity and addressing the marginalization and social exclusion of transgender individuals in the world of work requires a multi-faceted approach involving government, educational institutions, and the public.

Concluding remarks:

It is evident that transgender individuals face multifaceted challenges that hinder their full participation and success in the world of work. The lack of legal safeguards leaves them vulnerable to discrimination, harassment, and unfair treatment, leading to lower job satisfaction, diminished mental health, and hindered career advancement. Moreover, the pervasive lack of awareness and understanding about transgender identities perpetuates harmful stereotypes and biases, which only perpetuate a cycle of exclusion. Efforts to combat transgender marginalization must be comprehensive and intersectional, addressing not only workplace policies but also societal attitudes and perceptions. Employers have a crucial role to play in fostering inclusive environments that prioritize diversity, equity, and belonging. This can be achieved through implementing inclusive policies, providing sensitivity training, and actively promoting diversity at all levels of the organization. Collaboration among various stakeholders is key to creating lasting change. Civil society organizations, human rights activists, employers, policymakers, and transgender individuals themselves must work together to raise awareness, challenge discriminatory practices, and advocate for comprehensive legal and social reforms.

REFERENCES

Archana Rai & Kalpna Gupta. (2020). Marginalization of Transgender Community in India, *JETIR*, Vol-7 (5), pp-1073-1078. Retrieved from https://www.jetir.org/papers/JETIR2005462.pdf

Dange, J. K., Prakasha. C. (2023). An article entitled "Transgender Transformation: Education And Empowerment". Juni Khyat UGC Care Group I Listed Journal, vol-13 (01) . ISSN:2278-4632.

Garcia Roca, J. (1998). Exclusion socialcontracultura de la solidaridad. Práctices, discursosynarraciones. Madrid: HOAC.

Karnataka State Policy on Transgender. (2017). Retrieved from https://translaw.clpr.org.in/wp content/uploads/2018/10/karnataka-state-transgender-policy-3.pdf

Levitas, R., Pantazis, C., Fahmy, E., Gordon, D., Lloyd, E. and Patsios, D. (2007). The Multidimensional Analysis of Social Exclusion, London, Department for Communities and Local Government (DCLG).

Popay, Jennie. (2010). Social Exclusion Meaning, measurement and experience and links tohealth inequalities, A review of literature, WHO Social Exclusion Knowledge Network Background Paper1.