

ECONOMIC, SOCIAL AND EMPLOYMENT CONDITION OF THE TRANSGENDERS IN VELLORE: AN EMPIRICAL APPROACH

Dr. Athilinga Senjith. S
Assistant Professor & ICSSR Project Director
Bachelor of Commerce (A&F),
Guru Nanak College (Autonomous), Chennai, Tamil Nadu.
senjith.s@gurunanakcollege.edu.in.

Dhanusha Chauhan
Research Assistant, ICSSR Project
Guru Nanak College (Autonomous), Tamil Nadu
dhanusha.chauhan@gurunanakcollege.edu.in

ABSTRACT

This study has focused on the economic, employment and social condition of the transgender in Vellore district of Tamil Nadu. The main objective is to highlight the economic and employment conditions of the transgender in Vellore district. The sample size was 40 and a snowball sampling technique was used to draw a sample from the population. 60% of the participants' living wage is between Rs.20,001 - Rs.30,000 in a month. 70% of the participants are going for begging daily. It is suggested that a separate quota can be created for transgender in Public and private employment.

Keywords: Transgender, Employment, Social condition

Introduction

Gender indoctrination casts all people into fixed gendered roles and misrepresents biological truth as sex. 'Normalized-gender' people are those who comfortably fit into the gender binary, which views male/man as masculine and female/woman as feminine. Transgender people are seen as those who are unable to fit into this dichotomy. The masculine or feminine gender expressions that society uses to categorize everyone differ from the biological anatomy of transgender people. Transgender are the community who are witnessing change in their gender. A man by birth has changed his physic and behavior like a woman due to his biological anatomy called Trans-women and a woman by birth has changed his physic and behavior like a man due to his biological anatomy called Trans-men. The process of gendering involves, in which society imposing on people particular gender norms and behaviors. Gender stereotypes are widely spread among people as hetero normative-gender norms. For those who do not meet the predetermined gender standards, these prejudices constitute barriers. These barriers frequently result in gender-based discrimination, as members of the dominant gender oppress and seek to remove marginalized other-gender (transgender) from society. Both men and women adhere to their respective gender roles. Transgender people, however, found it difficult to take on these imposed roles. They struggle with their biological makeup and the process of gender indoctrination.

However, the Tamil Nadu government is supporting transgender. They have been doing better than other states. They have been allotted separate quarters in each district. During this decade the trend has been that parents have accepted their change but not the society. The education level of the transgender is witnessing a moderate change in the current scenario. Transgender are striving to start a business to register their individual identity. But still they are forced to beg for their daily lives and seek employment opportunities in Government and public sector undertakings. This study is pertinent to the social, economic and employment condition of the transgender in Vellore district.

Review of Literature

Indian constitution recognizes transgender as a gender but still they strive for their identity and social acceptance (Keshav 2022). Marginalization and social exclusions are the major problems of transgender community in India (More 2021). The pertinent issues of transgender are discrimination and violence (Jaddidi 2021). Transgender students enroll at a substantially lower rate, and the primary and secondary dropout rates remain quite high as they are hardly educated and accepted by the society, therefore they do not receive proper schooling (Bhaina et al, 2020).

Transgender were devoid of their rights and also facing different violence. Transgender also take drugs to reduce tension (Faiza, 2019). Socio economic trends have changed and are aware about government schemes for their community (Mithra 2019). Identity of transgender is a major issue in India (Delliswararao 2018).

Transgender are excluded from Socio, cultural and economic life (Khushboo 2017). Despite receiving some social recognition and acceptance transgender people are still facing many social issues in the state (Raju 2015). Transgender faced many Socio economic problems in a society and within themselves on sexual minorities (Thennavan 2012).

Fredriksen Goldsen & et.al (2022) looked at the social, economic, and health inequities that exist among adults who identify as transgender (transgender women, males, and nonbinary) and are at least 18 years old. We combined data from 2016 through 2019 (n = 47,894) using population-based data from the Washington State Behavioural Risk Factor Surveillance System (WA-BRFSS). We calculated weighted distributions and prevalence for background traits, economic, social, and health factors by gender identity. Regressions of these gender identity indicators were conducted, including comparisons of transgender adults to cisgender adults and transgender nonbinary adults to cisgender adults. Subgroup analyses were then conducted, comparing transgender women and men to each other and to each cisgender group while controlling for covariates. The result indicates that discrepancies between and within subgroups among adults who identify as cisgender, transgender binary, and transgender nonbinary, this study reveals patterns of inequality within groupings. To address the special needs of subgroups of transgender persons, further study is required to understand the causes of these discrepancies and to design specific solutions.

Christian & et.al (2021) The majority members of organizations must frequently take risks to challenge the status quo on behalf of their coworkers who have stigmatized identities if they are to achieve greater social justice. However, how do employees behave courageously in this situation, and what social repercussions result for members of stigmatized groups who witness these courageous acts at work are aimed to investigate. The author conducted research using qualitative and quantitative information gathered from 428 transgender employees to start addressing these concerns. The results reveal the fundamental ideas of sociometer theory, that these acts of oppositional daring perform a crucial symbolic role in the views of transgender employees by sending a strong, outward message about their value as organizational members.

Nelsensius Klau Fauk (2021) made an attempt to understand the structural, individual, and socio environmental factors as well as the ways in which they contribute to HIV transmission among transgender women (warria) in Yogyakarta, Indonesia, was the goal of this study. Participants (n = 29) were interviewed one-on-one and in-depth as part of a qualitative investigation. Data analysis was aided by thematic analysis. Results revealed that participants' participation in sex work practises and unprotected anal intercourse, which facilitated HIV transmission among them, was driven by structural factors such as family poverty, a sense of duty to provide for family needs, limited employment options, and low educational attainment.

Adnan Yousuf (2021) evaluates the job satisfaction of transgender people because it is an important component because they are a part of the community. With the mediating effects of leader-member exchange (LMX) and discretionary power (DP), this study analyses the influence of national culture (NC) and perceived organisational support (POS) on transgender job satisfaction (TJS) in Pakistan. It also reports a new empirical finding on TJS working in Pakistan. When conducting a questionnaire survey, researchers use the cross-sectional study design. In order to gather information on the study variables, a well-structured questionnaire is used. Snowball sampling is employed because transgender employees are sensitive responses. Applying the final analysis to 261 replies. The results demonstrate that NC influences POS and that POS significantly improves TJS.

Statement of the Problem

The *economic, social and employment condition* of the transgender of Vellore district was chosen by the researcher for the study. Economic factors such as *monthly income* and *savings* were taken into consideration. Parent acceptance, membership in *Transgender Welfare Board*, *Jamath* membership, Awareness about transgender schemes and having social documents are the social factors taken for the study.

Objectives

The study intends to achieve the following objectives:

1. To highlight the *economic and employment condition* of the transgender in Vellore district.
2. To evaluate the *social condition* of the transgender in Vellore district.

Methodology

The study follows a well-structured Interview schedule to collect primary data in order to fulfill the objectives. The sample size was 40 and a snowball sampling technique was used to draw a sample from the population. Percentage analysis was applied for the analysis of data.

Date Analysis

S. No	Specifications	No. of participants	%
1.	Trans-women	40	100
2.	Trans-men	0	0
	Total	40	100

Source: Primary Data

Table 1 Gender of the participants

Table.1 shows that 100% of the participants are trans-women for this study and no trans-men were in the line.

S. No	Specifications	No. of participants	%
1.	20 years - 30 years	28	70
2.	31 year - 40 years	10	25
3.	41 year - 50 year	0	0
4.	Above 50 years	2	5
	Total	40	100

Source: Primary Data

Table 2 Age of the participants

Table 2 reveals that 70% of the participants are between 20 years - 30 years of age group and 25% of the participants are under 31 years - 40 years of age group.

S. No	Specifications	No. of participants	%
1.	Up to 8th std.	8	20
2.	9th-10th std.	16	40
3.	11th - Higher secondary	4	10
4.	Diploma	2	5
5.	UG	10	25
6.	PG	0	0
7.	Professional Degree	0	0
	Total	40	100

Source: Primary Data

Table 3 Education of the participants

Table 3 shows that 40% of the participants are qualified between 9th - 10th standard, 25% of the participants are qualified with undergraduate degree and 20% of the participants are qualified up to 8th standard.

S. No	Specifications	No. of participants	%
1	Yes	18	45
2	No	22	55

	Total	40	100
--	--------------	-----------	------------

Source: Primary Data

Table 4 School/College Dropout condition of the participants

Table 4 highlighted that 55% of the participants were regular to their School/College and 45% of the participants are dropouts from their School/College.

S. No	Specifications	No. of participants	%
1.	With Family	0	0
2.	Group living (with Jamath)	36	90
3.	Independent	0	0
4.	Couple	4	10
	Total	40	100

Source: Primary Data

Table 5 Nature of living of the participants

Table 5 reveals that 90% of the participants are living as a group and 10% of the participants are living as a couple.

S. No	Specifications	No. of participants	%
1.	Student	0	0
2.	Private employment	0	0
3.	Begging	28	70
4.	Sex work	0	0
5.	NGO/CBO worker	2	5
6.	Festival Dancer/Karagam Dance	4	10
7.	Others	6	15
	Total	40	100

Source: Primary Data

Table 6 Occupation of the participants

Table 6 shows that 70% of the participants are going begging daily, 15% of the participants are housewives and doing other occupations, 10 % of the participants are going for festival dance and 5% of the participants are working as a NG0/CBO worker.

S. No	Specifications	No. of participants	%
1.	Below Rs.10,000	0	0
2.	Rs.10,001-Rs.20,000	16	40
3.	Rs.20,001-Rs.30,000	24	60
4.	Above Rs.30,000	0	0
	Total	40	100

Source: Primary Data

Table 7 Monthly Incomes of the participants

Table 7 indicates that 60% of the participants are earning Rs.20,001-Rs.30,000 in a month, 40% of the participants are earning Rs.10,001-Rs.20,000 per month.

S. No	Specifications	No. of participants	%
1.	Below Rs.4,000	14	35
2.	Rs.4001-Rs.7000	4	10
3.	Rs.7,001-Rs.10,000	0	0
4.	Above Rs.10,000	2	5
5.	No savings	20	50
	Total	40	100

Source: Primary Data

Table 8 Monthly Savings of the participants

Table 8 shows that 50% of the participants are does not have the habit of saving, 35% of the participants are saving below Rs.4,000 per month, 10% of the participants are saving Rs.4001-Rs.7000 per month and 5% of the participants are saving Above Rs.10,000 per month.

S. No	Specifications	Yes	No
1.	Migrant	10(25%)	30(75%)
2..	Parents acceptance	40 (100%)	0
3.	Contribution finance to Parents	40 (100%)	0
4.	TG welfare board membership	40 (100%)	0
5.	Jamath membership	40 (100%)	0
6.	Awareness about Government welfare scheme	40 (100%)	0
Social Documents			
7.	TGs id card	40 (100%)	0
8.	Voter id card	40 (100%)	0
9.	Aadhar card	40 (100%)	0
10.	Driving License	0	40 (100%)
11.	Ration card	40 (100%)	0
12.	Bank account	40 (100%)	0
13.	PAN card	40 (100%)	0

14.	Document for name change in Gazette	0	40 (100%)
-----	-------------------------------------	---	-----------

Source: Primary Data

Table 9 Social condition of the participants

Table 9 highlighted that 75% of the participants belong to the Vellore district and 25% of the participants migrated from other districts. 100% of the participants are accepted by their parents and contribute financially. 100% of the participants are the members of the Transgender Welfare Board and Jamath of their locality. 100% of the participants are aware about government schemes available for transgender. 100% of the participants are having all the identity cards such as transgender id card, Voter id card, Aadhar card, Ration card, Bank account and PAN card in their new name and 100% of the participants does not have Driving License and Document for name change in Gazette.

Summary of the Findings and Suggestions

Findings

100% of the participants are trans-women for this study and no trans-men were in the line. 70% of the participants are between 20 years - 30 years of age group. 40% of the participants are qualified between 9th - 10th standard. 55% of the participants were regular to their School/College. 90% of the participants are living as a group. 70% of the participants are going begging daily. 60% of the participants are earning Rs.20,001 - Rs.30,000 in a month. 50% of the participants do not have the habit of saving. 75% of the participants belong to their own district. 100% of the participants are accepted by their parents and contribute financially. 100% of the participants are the members of the Transgender Welfare Board and Jamath of their locality. 100% of the participants are aware about government schemes available for transgender. 100% of the participants are having all the identity cards such as transgender id card, Voter id card, Aadhar card, Ration card, Bank account and PAN card.

Out of these findings it is suggested that a separate quota can be created for transgender in Public and private employment. Saving habits of the transgender may be encouraged for their future security. The Government and teachers have to take some measures against School and College dropouts.

Scope for the future study

This study may be extended to other districts and comparative studies can be encouraged between two districts. The challenges of *transgender entrepreneurs* can be studied. Problems of Transgender post COVID can be addressed in a study

Conclusion

The societal position of transgender has changed dramatically during the last two decades. Parents started to accept their children's gender transition, and the majority of transgender people are taking care of their parents and contributing financially. Nonetheless, many community members are still unable to live at home with their parents. It is found that the transgender social and economic condition is moderate; however, the community's employment condition remains poor in the Vellore district, since they all rely on begging to survive.

References

- Fauk, N. K., Merry, M. S., Siri, T. A., Mwanri, L., & Ward, P. R. (2021). Structural, personal and socioenvironmental determinants of hiv transmission among transgender women in Indonesia. *International Journal of Environmental Research and Public Health*, 18(11), 5814.
- Goldsen, K. I. F., Romanelli, M., Hoy-Ellis, C. P., & Jung, H. (2022). Health, economic and social disparities among transgender women, transgender men and transgender nonbinary adults: Results from a population-based study. *Preventive Medicine*, 156, 106988.
- Gonçalves, S. P., Figueiredo, P. C. N., Tomé, E. L. S., & Baptista, J. (Eds.). (2023). *Developing Diversity, Equity, and Inclusion Policies for Promoting Employee Sustainability and Well-Being*. IGI Global.
- Jaddidi S., & Sharma, G. (2021). Position of Transgender in Contemporary India: An Analytical Study. *Issue 2 Int'l JL Mgmt. & Human.*, 4, 2754.
- Keshav Kundalikarao Ubale (2022). A Study on Economic Health of Transgender Community in India, *International Journal of Advance Research and Innovative Ideas in Education*, Vol-8 Issue-6, pp.523-531.
- Khushboo R.Hotchandani (2017). Problems of Transgender in India: A Study from Social Exclusion to Social Inclusion, *International research journal of Human resources and social sciences*, vol.4, pp.73-80
- Konduru, D., & Hangsing, C. (2018). Socio-Cultural Exclusion and Inclusion of Trans-Genders in India. *International Journal of Social sciences and management*, 5(1), 10-17.

- Mehreem Faiza (2019). Socio-Economic Problems Faced by Transgenders and its Impact on their Lives in Tench Bhatta Rawalpindi, *European Academic Research* - Vol. VII, Issue 1, pp.714-722.
- More, V. (N.D.). Problems of Transgender Community in India: A Sociological Study, *Special Issue*, 87-94.
- S.,Gnana Sanga Mithra and V. Vijayalakshmi, (2019). Changing Trends in Socio-Economic Conditions of Transgender in Chennai City, *International Journal of Engineering and Advanced Technology* 9(1), pp.194-196, DOI:[10.35940/ijeat.A1116.109119](https://doi.org/10.35940/ijeat.A1116.109119).
- Saluja, O. B., Singh, P., & Kumar, H. (2023). Barriers and interventions on the way to empower women through financial inclusion: a 2 decades systematic review (2000–2020). *Humanities and Social Sciences Communications*, 10(1), 1-14.
- Sathya Thennavan and Thasian . T (2012). A Study on Socio-Economic Conditions of Transgender, Empowering Marginalized Categories in India, pp.311 – 330.
- Thoroughgood, C. N., Sawyer, K. B., & Webster, J. R. (2021). Because you're worth the risks: Acts of oppositional courage as symbolic messages of relational value to transgender employees. *Journal of Applied Psychology*, 106(3), 399.
- Urmila Bhaina et al, (2020). Transgenders in India: A Study of Educational Condition and Legal Rights, *International Journal of Creative Research Thoughts*, Volume 8, Issue 12, pp.2375-2388
- Venkatrama Raju, D., & Beena, K. S. (2015). A Study on Socio-Economic Issues of Third Genders in Tamilnadu. *International Journal of Science and Research*, 4(7), 1354-1357
- Yousuf, A., Khan, N. R., Khan, M. R., Ali, A., & Shaikh, S. A. (2022). Perceived national culture and perceived organizational support effect on transgender employees job satisfaction. *Employee Responsibilities and Rights Journal*, 34(4), 487-513.