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Exploring the Workplace Experiences of Transgender Individuals: Challenges, Inclusivity and Strategies for Fostering a Supportive Environment

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Abstract

This research was an exploration of challenges and experiences of the transgender at workplace in Pakistan. Transgender people can be broadly described as those whose gender identity is different from the gender they were believed to be at birth. It's common to refer to transgender people as "trans. Qualitative research approach has been applied in this study. The interview guide was used to collect the primary study data. Snowball sampling technique is used. The sample consisted of five persons. A thematic analysis was conducted on the gathered data. The study focused on the unique obstacles that transgender

individual's face when trying to find employment, adjusting to the workplace, and succeeding in their chosen fields. The results draw attention to the pervasive bias, discrimination, and marginalization that transgender person face, which limits their employment options and causes them to face financial difficulties.

Keywords: transgender, navigating, exclusion, barriers, discrimination, harassment, shorthand, prohibited, marginalization, dynamics.

Introduction

Gender is a social construct that permeates the society we live in and exerts influence over every individual. According to Burdge (2019), the word "transgender" refers to a broad category of people who express their gender in non-traditional ways. Then, a variety of transgender, transsexual, and transvestite individuals as well as effeminate males popularized the word "transgender" with differing interpretations (Bevan, 2019; Hausman,2016). According to Leelavathy (2017), there are a number of challenges that transgender people encounter in the workplace, such as verbal and physical abuse, sexual abuse, a lack of knowledge about sexual minorities, restrictions on their freedom of expression, a lack of value placed on their ideas, experiences, and expertise, a lack of meaningful community involvement, stress, depression, and other mental health problems. Transgender people frequently face stigma and discrimination from society because of their gender identification or sexual orientation. For their survival, transgender people sometimes have no other option than to work as prostitutes. She went on to say that transgender groups must be accepted by society.

Like many other countries, Pakistan struggles with challenges of gender diversity and inclusion in the workplace, especially when it comes to those who identify as transgender. Known by the nicknames "khawaja siras" or "hijras," the

transgender population has long been marginalized and subjected to prejudice in Pakistani culture, especially at the workplace (Malik, 2020). The Transgender Persons (Protection of Rights) Act 2018, for example, permits people to self-identify as transgender and forbids discrimination in a number of contexts, including the workplace. However, despite legal developments acknowledging transgender rights, the application and enforcement of these laws continue to pose difficulties (UNDP Pakistan, 2018). A complex combination of variables, such as corporate procedures, cultural beliefs, and social views, shapes the professional experiences of transgender people in Pakistan. Transgender people frequently experience harassment and discrimination at work, which can include being turned down for jobs, treated unfairly, and denied access to facilities (Trans Action Pakistan, 2020). Discrimination has a significant negative influence on their mental health and general quality of life in addition to their financial security. The transgender population in Pakistan has demonstrated incredible activity and resiliency in the face of these obstacles.

Advocating for transgender rights, increasing public knowledge of transgender issues, and offering community assistance are among the key functions performed by organizations such as Trans Action Pakistan (Trans Action Pakistan, 2020). To address the structural injustices and obstacles that transgender people encounter at work, there is still more work to be done. Research that thoroughly examines the realities of transgender people in the workplace is desperately needed, especially considering how intricate and varied transgender rights are in Pakistan. By investigating the difficulties encountered by transgender people in Pakistani workplaces, the effects of organizational policies and practices on these persons' experiences, and methods for fostering more welcoming and encouraging work environments, this research aims to close this gap.

Statement of the problem

Numerous studies have explored the experiences of transgender individuals across a variety of topics. However, there is a significant gap in research specifically addressing

transgender individuals in white-collar professions within Pakistan. While some research has been conducted in developed countries, very few studies have examined this issue in developing countries like Pakistan, where the challenges and implications may be different. This research aims to address this gap by investigating the unique obstacles faced by transgender individuals in their pursuit of respectable employment. The primary goal is to explore the strategies these individuals use to survive, identify the major challenges they face while seeking employment, and examine the specific issues they encounter in the workplace. Through this study, we seek to provide a deeper understanding of the experiences of transgender individuals striving for dignified livelihoods in Pakistan, offering insights that could help foster more inclusive and equitable employment practices.

Significance of the Study:

This study is crucial because it could greatly impact how transgender individuals experience the workplace in Pakistan. It aims to shed light on the challenges they face, such as harassment, discrimination, and lack of support. Understanding these issues is key to building empathy and support from colleagues, employers, and lawmakers, which could reduce stigma and promote acceptance. The findings could also inform the development of policies that ensure fair and respectful working conditions for everyone. Additionally, by documenting their experiences, this research could empower transgender individuals to advocate for their rights. Resolving these issues could lead to a happier and more productive workplace, as well as broader societal change towards a more inclusive and equal society.

Objectives of the study

The following are the study's research objectives:

1. To analyze the specific obstacles and discrimination transgender people encounter while trying to find job.
2. To investigate the difficulties transgender people encounter in the workplace in Pakistan.

Literature Review

The history of the Indian subcontinent has experienced ups and downs in the social status of transgender persons. Castrated males, or Khawja saras, were employed by the palace and other locations during the Mughal Empire as safety officials in charge of the women's quarters. They were also given positions of trust and responsibility. Prior to that, Alauddin Khalji, the military leader of the Delhi Sultanate monarch, trusted Malik Kafur, a eunuch in the fourteenth century. However, under British rule, transgender people's circumstances have altered. When the British issued the Criminal Tribes Act of 1871, they classified transgender persons (hijras) as a criminal tribe. As a result, transgender persons migrated outside of the social order, where they experienced eventual financial exclusion and marginalization.

Shaming from the outside led to social shame and disgrace. In order to get wadhais (tips), work as entertainers, hustlers, panhandlers, and other such activities, they were forced to turn more and more to jobs like dancing and dramatic acts like childbirth (usually including boys). Although the Criminal Tribes Act was repealed after Pakistan gained independence in 1947, neither the government nor society took much positive steps to undo the identity loss that transgender individuals had previously inflicted. Consequently, the stigma associated with crime, lax morality, and low status has endured throughout time and is largely unchecked (Transgender Persons Welfare Policy, 2018).

The community's situation is currently worse since they are abandoned, alone, and without access to resources such as survival gear, healthcare, education, employment opportunities, identity crises, or even social class conformity. Compared to other disadvantaged groups, they are more severely impacted. Large populations of Hijras, divided into clans and residing mostly in ghettos overseen by a leader or guru, may be found in Pakistani cities. Chellas is the term used to refer to these settlements. Hijras made their money through carnival dancing and previous marriages (Tabassum & Jamil, 2014).

Gender identity and workplace dynamics

According to Gorman (2015), categorizing according to a predetermined sex type is frequently a need for employment, but mainly for organizational purposes. As a result, transgender people can feel pressured to choose between gender roles based on preparedness.

Furthermore, the majority of employments are probably connected, either directly or indirectly, to certain genders, and certain job openings—especially those in the blue collar sector—often specify the sex of the candidates. For example, secretarial personnel are often female, whereas construction laborers are mostly men. Therefore, in the job, transgender people must suggest a "category" that does not reliably constrain their genuine gender identification. This is made more complicated by the fact that while some transgender people identify as binary sex types, others do not. The capacity of transgender people to participate in and contribute positively to the workplace is significantly impacted by these forced gender nominations (Al Mamun, Heyden, & Yasser, 2019). Young transgender and non-heterosexual persons have reportedly been subjected to depressing mockeries and attitudes, discrimination, and bullying in an effort to get them to concentrate on their studies. They were instructed not to disclose their gender identification or sexual orientation at work (Lehtonen, 2021).

Workplace challenges faced by transgender employees

Being transgender and looking for employment or remaining at one may be frightening. According to Tran's activist Fox Fisher, the majority of employers are unaware of our rights, and occasionally we are at a vulnerable period of transition. As a reflection of the variety of experiences trans people encounter, trans people have recognized a number of workplace concerns that affect their ability to feel comfortable there (Davidson, 2022). Transgender employees have experienced a variety of social and economic challenges at work. Transgender people experience prejudice in the workplace, frequently more severely than lesbian, gay, and bisexual people. According to the European Union Agency for Fundamental Rights (2019), transgender people who disclose their gender identification at work are more likely to experience harassment from coworkers and may need to leave employment.

The National Transgender Discrimination Survey (2011) found that 47% of transgender employees had uncomfortable work environments as a result of their gender identification. Similarly, Budge et al. (2019) studied in the United States and discovered that transgender people can lose their employment because of who they are. As 44% of respondents stated that they are not getting recruited due to their transgender identity, the majority of discrimination occurs during the recruiting process or while working. Tans report that a variety of circumstances, including 23% being passed over for a promotion and 44%

being underemployed, contribute to workplace discrimination. According to a Herman (2013) research done in Washington, D.C., ten percent of transgender students had reported increased absenteeism or even skipped school entirely due to trouble accessing bathrooms. Insufficient education and regular job changes brought on by health issues do not foster professional advancement (McFadden & Rocco 2015).

Transgender Persons (Protection of Rights) Act, 2018

In order to officially grant transgender individuals equality and protect their rights, the Pakistani parliament passed the Transgender Persons (Protection of Rights) Act, 2018. The goal of the bill is to provide transgender persons official national recognition. Additionally, it grants them the legal equality with cisgender individuals.

The International Court of Justice (ICJ) took up Pakistan's provision in March 2020, following the publication of a document during the International Transgender Day of Visibility. The ICJ emphasized some aspects of the clause. Aljazeera claims that one of the first countries to formally recognize transgender individuals was Pakistan.

Effectiveness of the law

The Supreme Court of Pakistan ruled in 2010 that transgender persons were on an equal footing with non-transgender Pakistani citizens, hence the Trans Protection Act is not the first time such government measures to safeguard the rights of transgender individuals have been implemented. Transgender peoples ought to have been granted equal rights to employment and education, as well as exemption from discrimination, under this equality statement.. Though, according to the most recent census, almost 40% of transgender individuals reported being uneducated, and the main means of money for trans persons in Pakistan are sex work and dancing, none of these things have actually occurred since the proclamation.

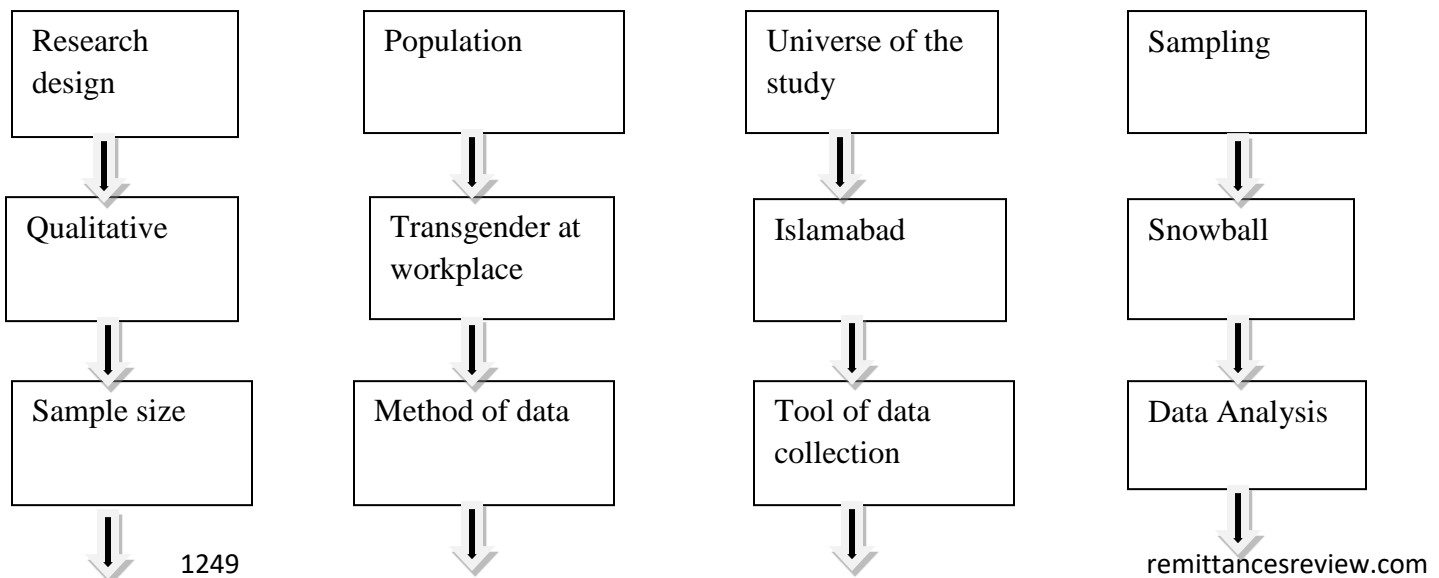
The Trans Protection Act has only provided trans individuals with nominal equality, not substantive equality, and has thus fulfilled the same purpose as the aforementioned Supreme Court statement because it does not include a criminal component. The legislation only specifically mentions punishing gurus who

encourage their chenas to beg. There are no real incentives for residents to abide by the law, no infrastructure or tangible sanctions in place to enforce it, and no penalties give the legislation no teeth. This is particularly evident in the area of education, where the legislation stipulates that a trans person's gender cannot be used as a determining factor in a school entrance decision provided they satisfy the entry standards. The legislation does not address the societal stigmas and norms that make it very difficult for a trans person to reach these acceptance goals in the first place; instead, it focuses the actual admissions processes that are associated with getting into a school. Additionally, the bill ignores a number of important concerns facing the trans community, such as adequate healthcare for transgender individuals and hate crimes against transgender persons.

Research Methodology

The process of selecting, assessing, and locating data relevant to the question being investigated is known as research methodology. To enable individuals to assess the veracity and reliability of the gathered data, this part makes use of a number of techniques and instruments. The current study investigated the “Experiences of Transgender at Workplace in Islamabad”. This chapter gives information about the research methods, research design, data analysis techniques and sampling procedures, the next pages includes the methodology used in this research.

Flow Chart of Research Methodology



Qualitative Methodology

The researcher used a qualitative approach in this study because of the small number of professional respondents. An detailed analysis of transgender people's experiences in the workplace was given by this study.

Universe of the Study

The universe is defined as "any set of people or objectives having common observable characteristics" by Marry and Dixon (2008). The term "universe" refers to the collection of all possible observations pertaining to certain interesting features. The present study investigated the experiences of transgender at workplace which involved challenges and consequences which were being faced by them at workplace. So researcher picked the Capital of Pakistan, Islamabad as a universe of the study.

Population of the Study

The selection of the population is one of the most important tasks for the researcher because it fulfills and represents the research objectives. The population is the total number of individuals and units that a researcher want to investigate in order to uncover undiscovered truths (Ezzy, 2001). The population selected by the researcher was transgender at workplace in Islamabad.

Sampling Technique

For the selection of transgender at workplace in Islamabad, Snowball sampling was employed. Snowball sampling is where respondents enlist other participants for a research or study. It is used when prospective responders are difficult to discover. It is called as snowball sampling because, in principle, once the ball starts rolling, it

gathers up more "snow" and grows larger and larger. This strategy was used since transgender people were extremely rare at the job in Islamabad.

Sample Size

For the selection of transgender at workplace as a sample snowball sampling was applied therefore five (5) transgenders at workplace had been selected and were interviewed.

Data Collection Method

The current study employed qualitative research methods, and the best approach to acquire data was through in-depth interviews. An in-depth interview is an unrestricted finding-oriented approach that is ideally suited for portraying both plan procedures and results through the eyes of the target audience/respondents. An in-depth interview is a discussion with a respondent led by a researcher.

Data Analysis and Interpretation

This study's data analysis chapter on the difficulties and experiences transgender people face at work in Pakistan opens with an exposition of the qualitative information gathered from interviews. Five interviews with transgender people were done, with the main topic of discussion being their experiences working. The investigation turned up a number of important concerns about the difficulties transgender people encounter at work, such as discrimination, bullying, restricted possibilities, and a lack of support. The following sections go deeper into these themes, providing insights on the real-life encounters of transgender people in Pakistani workplaces.

Several transgender were interviewed as a part of this research. They were asked about what kind of difficulties do they face in achieving job and what kind of problems and behaviour they have to face in the workplace after achieving the job. They co-operated and participated readily.

Dilemmas in job acquisition

According to this study, transgender persons typically face discrimination when trying to pursue a job and are compelled to work as prostitutes, beggars, or dancers in order to make ends meet. Few transgender people disagree, yet transgender people are never respected or encouraged by the government or by themselves to undertake any significant employment. The participants that were questioned had incredibly motivating job search experiences. One of the interviewees described:

“I spent ten years working in retail after leaving home. When I decided to pursue a more stable and honorable career, I faced numerous rejections from various organizations after much struggle I finally secured a job as a makeup artist”.

This statement describes the journey of someone who spent a considerable amount of time pursuing a career in retail but eventually looked for a different route because of the instability or negative social attitudes linked with their line of work. In their quest for a new, more conventional job, they were often turned down, but their perseverance finally paid off as they became successful makeup artists. The story emphasizes themes of perseverance, the difficulties of changing careers, and the will to achieve respect and stability in one's work life.

The majority of respondents reported having trouble finding work; one respondent in particular said that she was consistently turned down for jobs wherever she went. At times, the gatekeeper denied her access to the management and disposed of her resume by stating that there was no opening for Khawaja Sarre.

“Despite holding a BS degree, I was still getting rejected from employment. Once, an organization said that hiring transgender individuals was preferable. Some companies told me that I could find the workplace difficult, even if they were able to extend a job offer to me. Consequently, I chose to pursue entrepreneurship”.

The statement highlights the difficulties in obtaining job, such as changing hiring procedures and perhaps unwelcoming workplaces, which finally result in the choice to work for oneself. This demonstrates the stigma attached to the trans community, which is likely to be a cause of job rejection for them.

Another participant shared his experience,

“Transgender persons still face discrimination in our society at large, even with higher education. Many people are hypocritical; they usually limit us to performing arts positions and are against us getting decent jobs. In other words, they don't give us the respect we deserve”.

This excerpt indicates, even with more education, transgender people frequently encounter substantial obstacles in their quest for respect and acceptance in society. This fact draws attention to a pervasive contradiction in societal opinions. On the one hand, society claims to uphold the principles of inclusion, equality, and respect for all people, irrespective of their background or identity. But in reality, transgender persons are often sidelined and limited to activities that are typically associated with stereotypes, like singing and dancing, which are viewed as less respectable or distinguished.

Yet another interviewee explained throwing light on the query,

“It is challenging for educated people to get employment in Pakistan. I had a difficult time finding work since I was an uneducated transsexual. Over a five-month period, I applied to several blue-collar jobs, such as waiter, security guard, and peon, but I was rejected each time. After receiving assistance from a community member, I was employed by the Benazir Income Support Program as a cook” (Nomi).

The quote highlights the difficulties transgender people in Pakistan encounter while trying to find work since they lack education. It draws attention to the extra obstacles that transgender people experience in the labor market and underscores how difficult it may be to get employment, especially for those with a higher education. The transgender person's position improved after they were rejected for several months, because of the assistance of a community member who assisted them in finding

employment as cooks. This narrative demonstrates the tenacity and resiliency needed by underprivileged people to go above social obstacles and land a job. Given the obstacles and problems experienced by trained trans people, this demonstrates the significance of training for employment. Transgender persons face significant disadvantages when they enter the workforce due to early school dropout or not achieving their full educational ability.

Discrimination at workplace

Transgender people are attracting attention to certain issues at work that limit their ability to feel at ease there, demonstrating the variety of experiences trans people have (Davidson, 2016). When a senior manager or other employee treats a prospective employee unfairly because of a protected characteristic, that behavior constitutes discrimination in the workplace (Judith, 2009). Discrimination in the workplace can be investigated at every stage, including hiring, promotion, review, demotion, and mentorship. The capacity of sexual minorities to hold and perform in gender-typical employment is hampered by such prejudice. In anticipation of potential harassment within the company, transgender individuals may give up on even considering gender-neutral careers (Mateen et al., 2019).

When one participant asked about discrimination in the workplace by transgender people expressed his feeling in these words:

“It is because of Allah's magnificence that you have your existence and I have mine. Our existences have divine designated pathways and destinations, according to the wisdom of God”.

This declaration demonstrates a profound feeling of embrace of spirituality and recognition of divine destiny. This response emphasizes the intrinsic value and dignity that each and every person has been given by the Creator in order to combat workplace discrimination. It emphasizes the idea that all people are created equally by Allah, with equal value and purpose, regardless of their gender identification. This disproves the idea

of inferiority and strengthens the argument that discrimination is against both divine will and social erroneous. The declaration emphasizes the notion that each person's life journey including transgender people's experiences is a part of a greater divine design. It implies that human variation is deliberate and significant, inspiring others to see past social biases and accept the more expansive, inclusive viewpoint of divine wisdom.

Another respondent narrated:

"Not everyone is unkind; I can't say that everyone is bad, but people do make fun of us; perhaps we've grown accustomed to it by now" .

This statement presents a balanced viewpoint on the prejudice transgender people experience in the workplace. It recognizes that not everyone has prejudice and highlights the warmth and understanding that exist in certain people. It also draws attention to the widespread problem of prejudice and derision that transgender people frequently face. The resigned acceptance of this treatment implied by the statement "perhaps we are used to it now" shows how much such unpleasant encounters have become a regular part of their life. This illustrates the powerful combination of resiliency and the psychological costs associated with ongoing prejudice.

On a query about discrimination at workplace, one of the respondents said:

"I've worked as a makeup artist for a news channel for the past 12 years, and many new women have refused to have makeup from me, stating that we prefer female makeup artists and how can we have makeup from men" .

"When I started working as a chef in a government office, several staff members objected, saying things like, "How could we eat anything made by a transgender?" Fortunately, things got better when our manager stepped in and reminded everyone to treat me with respect, which made things more amicable.

This quote emphasizes the prejudice transgender people have in the workplace. It serves as an example of how biases and preconceptions may materialize and result in marginalization and abuse. It also emphasizes the significance of upper management

getting involved, such as the boss in this instance, since they may encourage respect and inclusion and eventually create a more equal workplace.

The study's results are interesting because they show not only how difficult it is for transgender people to get employment. Yet these highlight difficulties in every phase of the job. Here is some evidence of this:

"My colleagues used to tell me to do things properly, not like transgender people, whenever I made a mistake at work. Some of them always tried to let me down" .

This quote illustrates the prejudice and discrimination that a transgender person encounters at work. It demonstrates how coworkers belittled and criticized individuals based on their gender identification, suggesting that their errors were related to it. The phrase "not like a transgender person" illustrates how several coworkers deliberately tried to discredit and denigrate the person based on their transgender status. It also reveals an underlying bias and stereotyping.

A respondent who was running own café shared his experiences: *"I find it difficult to assure my customers that the food I provide is clean and hygienic. A customer even made the statement, "If he is like this, then his food must be unhygienic" .*

The expression reflects the hatred and discrimination that transgender people experience in the workplace. The customer's statement, "If he is like this, then his food must be unhygienic," exposes the damaging and unfounded presumption that a transgender person's identification has some sort of negative influence on their capacity to uphold cleanliness and sanitation at work. Such remarks not only diminish the transgender person's professional potential, but they also uphold stigma and unfavorable perceptions. It illustrates the difficulties transgender persons encounter in obtaining respect and acceptance in their work lives in addition to the difficulties they encounter in carrying out their jobs well.

Another respondent (Bank Manager) narrated:

“My colleagues treated me exceptionally well but when customer came to know that I am transgender they tried to avoid me” .

The contradictory experiences that transgender people encounter at work are reflected in this statement. On the one hand, it draws attention to the encouragement and acceptance one receives from coworkers, demonstrating an optimistic and welcoming workplace atmosphere within. But it also highlights the external obstacles and cultural biases that continue to exist, as the responses of the consumers show a lack of acceptance and understanding for transgender people. This comparison highlights the continual fight for more acceptances in society as well as the necessity of constant activism and instruction to stop discrimination and advance inclusion for transgender individuals.

At the workplace, all the respondents faced discrimination. There may have been racism in the form of harassment, verbal abuse, etc. Transgender people are experiencing systemic prejudice at school, according to the National Center for Transgender Equality. Around 13% and 47% of transgender employees claim unjust rejection of jobs and 78% experience bullying, mistreatment and racism at work.

Income progression and promotion

It seems that some segment of our society still views transgender people with disrespect and prejudice. Some people face prejudice on a daily basis based on their physical, economic, and cultural traits, and this discrimination is, to put it bluntly, completely unjust. For example, they are not encouraged to work properly and are frequently discouraged by their parents, which lead them to work as prostitutes and engage in ritualized begging or performance to get money. However, not many of them perform well. Many participants had positive income or marketing answers. One of the respondents said:

“I have been working there for 12 years; salary and promotions are equal to other colleagues” .

“My manager is really good; they never discriminate and pay and promote employees based on their position of employment, as stated in the offer letter. As a result, they won't discriminate when it comes to promotions” .

This feedback which highlights the valuable characteristics of their manager represents the transgender person's excellent experience at work. The manager is praised for being incredibly equitable and nondiscriminatory. In order to prevent prejudice or unfair treatment during the promotion process, the statement emphasizes that pay and promotions are solely dependent on the employee's designation as specified in the offer letter. By creating a welcoming and encouraging atmosphere for all workers, including transgender ones, this shows a dedication to equality and openness in the workplace.

"I've been working for the past five months; although my pay isn't much, it's plenty for me. Less is better when it is done with dignity. I do think that no one could prevent you from getting promoted if you are competent and true in your work".

The transgender viewpoint and personal experience with labor and dignity are reflected in this quotation. The transgender is satisfied with their profession as it gives them dignity and self-respect, even though they have to deal with difficulties and receive a lesser pay. The speaker seems to have a strong conviction in meritocracy, as seen by the focus on talent and sincerity. They think that being a talented and sincere worker would eventually lead to progress and recognition. The underlying theme is one of resiliency and optimism, emphasizing that a person's commitment and moral character can transcend cultural prejudices and promote career advancement.

Another respondent has a bitter experience regarding promotion as she narrated:

“My salary is satisfactory, but promotions are not awarded fairly to all employees. During promotion times, everyone tends to act in their own self-interest” .

This statement reflects the experiences of a transgender person in the workplace. The individual believes that the promotion process is unjust as personal interests take precedence over treating others decently, even in cases where pay is good. This highlights concerns with acceptance and respect as well as challenges transgender employees may face in securing opportunities for career advancement. The cited passage highlights the need for inclusive and equitable workplace practices to ensure that all employees, regardless of gender identity, are treated fairly and have equal opportunities to grow in their careers.

Harassment

Unexpected behavior that invades your privacy and puts you in a scary, hostile, rude, offensive, or insulting situation is known as harassment. Any other verbal or written interaction, as well as direct force or assault intended for manipulation, can be considered social, emotional, cognitive, or psychological bullying. Racism, social and economic marginalization (forbidden opportunity), bullying (forbidden attacks on dignity), and violence (forbidden harm) are all influenced by stigma and stigma in the community. Numerous collections of case studies, interviews, essays, and scholarly evaluations (local, worldwide, and scholarly) include the evidence. According to a research by the Asian Pacific Transgender Network (APTN), trans children and teens face discrimination in their communities and schools, as well as obstacles from transgender adults working in the workforce. The report also depicts widespread racism, harassment, and abuse in society (Winter, 2012).

One respondent shared her experience:

“Harassment and abuse of transgender people begin in childhood. Even boys and girls are not safe in our society. Being transgender does not change the fact that I am a fallible human being. My boss verbally abused me, saying, "You should be grateful we gave you a job despite being transgender, so do your work properly" .

This quote highlights the widespread harassment and prejudices that transgender people experience starting at a young age. It emphasizes how unsafe society is for

boys and girls as well as transgender individuals. The declaration highlights transgender people's humanity and acknowledges that everyone makes errors. It also depicts a particular instance of workplace abuse in which a supervisor belittles a worker by implying that they were hired for sympathy reasons rather than their qualifications, feeding negative stereotypes and diminishing their value as a person.

Another respondent narrated:

“I initially encountered and dealt with a lot of difficulties at work, such as verbal abuse and prejudice. But things got better and the situation got better to handle with time” .

This quote illustrates the challenging experience that many transgender people have in the job. At first, they face serious obstacles including prejudice and verbal abuse, which create a hostile and stressful environment. But these difficulties may be overcome with time, perseverance, and perhaps even help from allies or adjustments to workplace culture, which will result in a better and more controllable work environment. It draws attention to the tenacity of transgender people as well as the possibility of constructive attitude and behavior changes in the workplace.

Another respondent said:

"At first, people used to give me different slang terms and say hurtful things like "looks like a transgender person is there," or they would clap when they saw me, but I tended to ignore them, so eventually they stopped making fun of me" .

The experience of being transgender in a hostile setting is summed up in this statement. Even after having been picked out and subjected to derogatory comments, the person made the decision to disregard the criticism. Their fortitude eventually caused the taunting to lessen, suggesting a slow-moving acceptance or at the very least an end to overt prejudice. It displays the person's fortitude and tenacity in the face of difficulty.

Conclusion

The experiences that transgender workers have at workplace in Pakistan demonstrate the complex interplay that exists between discrimination, progress, and perseverance. People who identify as transgender face discrimination, abuse, and other forms of exploitation. This study shows that the two primary factors that dehumanize transgender persons are harassment and prejudice. It was also found that they had been turned down by many companies, which had made it hard for them to get decent jobs. A small number of respondents described how they restarted dancing after being turned down for employment everywhere and then stopped dancing once more in order to search for work. Since they come from another world than society, they wish to let people know that they are also human. Many transgender people have demonstrated incredible resiliency and endurance in the face of early obstacles. Improving work conditions has been made possible by understanding employers' support and initiatives that encourage diversity. But unequal promotion rates and ongoing discrimination show how important it is to keep up the fight for fairness and a courteous workplace for all workers, regardless of gender identity. Overall, even though there has been progress, more effort is still needed to completely address the difficulties encountered by transgender people in the workplace and advance an inclusive society.

Recommendations

On the premises of current study following recommendations/suggestions are given:

Anti-discrimination Laws:

Pass and implement thorough anti-discrimination legislation that specifically protects transgender people in the workplace.

Recognition of Gender Identity:

Establish legislation that recognizes gender identity based on self-identification, enabling transgender people to change their documentation without needing medical assistance.

Incorporative policies

Establish and place into effect inclusive workplace policies that forbid discrimination on the basis of gender identity and expression and give transgender people equitable access to hiring, promotion, and retention opportunities.

Sensitization and Training:

To decrease stigma, encourage inclusive practices, and increase knowledge of transgender problems, provide training and sensitization programs for coworkers, employers, and HR professionals.

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