

Transforming Lives: The Role of Social Entrepreneurship in creating Self-Reliance among Transgender Community in India

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ABSTRACT

Social entrepreneurship is thus a revolutionary way of solving social problems specially as they positively impact marginalized groups such as the transgender community in India. Transgender people lawfully acquired their rights of the third gender in 2014, yet they remain socially excluded, economically deprived and denied jobs and any kind of employment opportunities as highlighted by the National Human Rights Commission 2018. This study aims to understand how social entrepreneurship can help the socially excluded Transgender community by providing them employment, economic stability, and help them integrate into the society. In a survey conducted among 100 transgender employees, the study shows that from a heterogeneous group of workers they are not limited to particular educational levels or income, professional positions, and organizational levels. The study responses show enhanced levels of economic and livelihood therefore evidencing the essence of social entrepreneurship in encouraging the community. This is why the study recommends that more effort from the policymakers and the society requires to continue this approach and the skill development program as well as encouraging the policies of the empowerment both social and economic of the transgender people and rehabilitation them into the society.

1. Introduction

Bill Drayton, Ashoka CEO & Founder said "Social entrepreneurs are not content just to give a fish or teach how to fish. They will not rest until they have revolutionized the fishing industry." In this direction, this paper tries to highlight the role of transgender entrepreneurship in creating jobs, innovation, growth as well as development among transgender community. It is helping in enhancing the gender equality, self-reliance, empowerment and social inclusion of the transgender community in our mainstream society. This study is focused on the achievement of self-reliance among transgender community of India with the help of Social Entrepreneurship. As it is known that since self-reliance and self-sufficiency go hand in hand. Instead of having things done for us, we should take responsibility for our own actions. "Someone who is able to actualize himself not just physically and mentally but also morally, socially, and emotionally" is referred to as self-

reliant. It is the growth of one's physical, mental, social, moral, and emotional aspects (Njoroge & Bennars, 1968). A Transgender is a person whose sense of gender or personal identity is different from the sex assigned at birth to him/her. Transgender people have a gender identity or gender expression that differs from the sex that they were assigned at birth (Terry, W., & Otis-Green, 2011). According to the first-ever survey on the rights of the transgender population, carried out by the National Human Rights Commission (NHRC, 2018) of India, 96% of transgender people are denied jobs and any form of work prospects, and 99% of transgender people have experienced social rejection on many occasions, even by their families. Speaking of education, 50–60% of the trans population has never attended school, and those who do experience discrimination. 15% of trans students experience harassment from both teachers and other students. In addition, the research claims that 18% of trans students experience physical assault and 62% of trans students experience verbal harassment. Trans students have a very high dropout rate as a result of this. The majority of transgender people experience issues with access to essential services including safe drinking water, food, healthcare facilities, the availability of public restrooms, accommodations, and so forth. They are considered to be HIV-AIDS vectors because of their poor health, as their primary sources of income come from paid prostitution, begging, and drug abuse. Many successful Trans-Entrepreneurs all around the world are becoming an inspiration and mark of pride for other budding trans-entrepreneurs. Their success journeys are proof of result of their hard-work and strong willpower. The most important factors that influences the transgenders to become an entrepreneur are 'entrepreneurial tactics' factors, which consists of variables like re-invention of idea, positioning strategies and lifetime mentor etc. and 'focal point of business' factors consists of variables like targeting customers, multiple role & multi-tasking practices etc. (Suraiya, 2017). According to Chakkunny & Raj T (2020), both internal factors (wish to work independently, self-actualization, self-realisation, personal & social needs) and external factors (financial support, availability of training and guidance, open-mind, positive attitude & mentality of peoples into favourable conditions, demand of consumers, open market and free will) affected the development of transgender entrepreneurs. Also, the demographic variables that influence transgenders to become entrepreneurs are age group, qualification, occupation, experience, monthly income, and living arrangement. It is concluded that transgender entrepreneurs have basic knowledge, skills, resources, and potential to establish and manage their enterprise and the government should support them through various schemes and policies (Suraiya L., 2017). Kalki Subramaniam is India's first Transgender entrepreneur in jewellery business and founder of Sahodari Foundation, working towards the upliftment of Transgender community (Srinivas, 2022), Adhidhi Achyuth has become the first transgender person in India's fisheries sector to start an entrepreneurial initiative (TFS, 2022), Hotel Ruchimudra will be the first hotel in India, run and managed by the six transgender entrepreneurs in Ernakulam, Kochi, Kerala (Sasha, 2019), The "Trans and Hijra Empowerment Mela (fair) 2018", was organised by a voluntary group of peoples- Anam Prem, in Mumbai in which 50 stalls were set-up by transgender entrepreneurs from 15 different states of India and around 1000 peoples had attended it (AFP, 2018), 'Transysco Solutions' founded by Tahirah and Teertha is India's first IT start-up in Kerala started and operated by Transgenders, employing 20 transgenders (Paul, 2019). Also, many reputed NGOs and charitable institutions are providing their helping hand to trans community like- a Chennai based start-up 'Peri-Ferry' is working towards their employment and social inclusion by facilitating placement of trans people at work in different workplace as per their capabilities (ENS, 2019), and Keshav Suri's The Lalit Group of Hotels is hiring staff which includes trans persons as well (CSR, 2021), etc. Now-a-days, many transgenders are choosing their interest or passion

and working hard to establish themselves a successful entrepreneur. The study shows that Transgenders are starting and managing their different entrepreneurial ventures like Queer Beauty Parlour, Fast food corners, Juice centres, catering business, designer garments boutique, thread manufacturing power-loom venture, restaurants, tattoo studios etc. also, they are striving hard to nurture and support their community and its upliftment (Suraiya & Rose, 2019). These are the self-evident examples of successful Trans-Entrepreneurs, who are creating employment opportunities for themselves and their community members, and constituting a shining future of Transgender community in India. Also, there are many great examples on ground levels in different small towns and rural areas in which many transgenders are involved in self-employment activities on small scale, including themselves and one to few other transgenders for example-working in tailoring shops, beauty parlours, arts and handicrafts work, fast food corners, serving as household servants, etc. (NHRC, 2018), this proves their spirit that a work is not small or big, it is our thinking which differentiates it, as though these works seem to be small but they are the building blocks of great change of their inclusion. Following are the traces of social entrepreneurship among transgender entrepreneurs, barriers and the possible solution of transgender entrepreneurship.

Traces of Social Entrepreneurship among Transgender Entrepreneurs

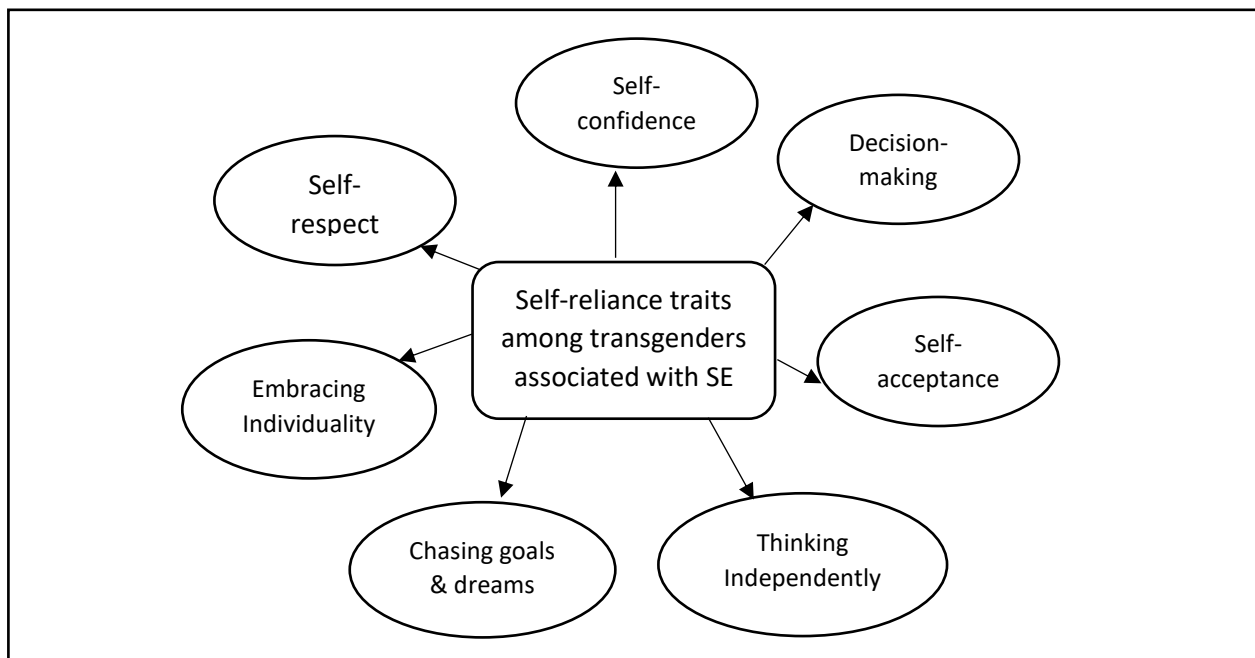
According to Plotnieks (2014), social entrepreneurship explores the mechanisms for enhancing the law, reducing bureaucracy, promoting employment rights, and enhancing social security. The various elements that constitute social-entrepreneurship, includes creating jobs, earning profit, empowering communities, achieving economic growth and development, and coming up with novel ideas (Nagpal et al., 2024; Rehman, Dhiman, Nguyen, et al., 2024). According to numerous research, the transgender minority in India experiences severe prejudice and deprivation, particularly with regard to employment, education, housing, sanitation, and healthcare services, among other things. The culture of trans social entrepreneurship is giving the transgender community new hope. The results shows that trans-entrepreneurs are hiring other transgenders, which is a great sign of Social Entrepreneurship. Through this, more stable jobs and trans-friendly working environment is being getting generated. Self-realization in one's professional field and psychological traits have a reciprocal relationship that both impacts and influences the other during the course of one's life (Voronkova, et al., 2019). The Self-reliance practices can be seen enhanced among the associated transgenders like better decision-making abilities, financial self-sufficiency, improved standard of living, etc. with a bright ray of hope of their social-inclusion too. According to the results, social-entrepreneurship plays a significant role in fostering a climate that is favourable for transgender employees. The prevalence of mental illnesses like depression and anxiety is high among trans employees, which has a negative impact on their self-esteem and ability to make decisions. However, the development of trans social entrepreneurship is raising awareness about self-awareness and self-acceptance while instilling a sense of pride. They are achieving the peaks of happiness and belongingness in an atmosphere that social-entrepreneurship is developing that is welcoming for trans people. It can be concluded that social-entrepreneurship is playing a significant role in providing transgender people with work options, which will ultimately lead to their economic growth & development, social inclusion, acceptance, and attainment of overall empowerment & self-reliance.

Creating Self-Reliance among Transgender Community through Social Entrepreneurship

Astill and Miller (2018) described self-sufficiency as the capacity of the people to handle their lives without help from other people. This quality comes handy when trying to emancipate minority groups like the transgender population, instil self-assertion, improve morale, and equip people to fend for themselves in the event of hardships (Bandura, 1997). Another level is autonomy which is a key aspect of self-regulation, goal setting, decision making, which is mandatory in enhancing efficiency allowed in individuals as well as organisations (Ryan et al., 2005). This means that self-reliance makes it possible for the transgender community to solve societal issues, affirm their value, and be responsible members of society hence empowering them and integrating them into society (Rehman, Dhiman, & Cheema, 2024). Social entrepreneurship is central to solving socio-economic hardships in vulnerable societies in relation to, amongst others, unemployment, Limited resources, and basic amenities (Yaduvanshi & Narendran, 2017). Transgender social entrepreneurs beget employment for the people in their society as part of social enterprise and set off a cycle of upliftment and economic development. They produce revenues, enhance quality of life, as well as social integration and acceptance. Since profits are channeled back into research and development as well as into expansion, these enterprises in another way promote the integration of the transgender population into society. In other words, the means of this model of sustainable development keeps every participant in the community a self-reliant human being with dignity and respect. Furthermore, social enterprises are owned and operated by the transgenders and alleviate internal set and social isolation by providing psychological adjustment and personal acceptance (Schaefer, 2020). They build work culture as networks for people to be able to achieve their dreams and freely express themselves. It also not only builds up their self-esteem but is also a way to change the popular stereotype, which urges inclusion. That they are working as dignified human beings makes others emulate them, or have a positive perception towards their productivity. As per the study by Hotchandani (2018), it's not the government but society which excludes them from the mainstream. The transgender community has faced many ups and downs (Prabhakar 2020). Due to social exclusion, there is a very limited public knowledge and understanding about transgender persons. Poverty omits their participation in economic activities. Despite many problems, their success in the battle for their inclusion in the field of politics, social activity, media, education and others is a great sign for their upliftment (Gayathri & Karthikeyan, 2016). To conclude, the Constitution of India protects the rights of all peoples without discriminating on the basis of gender. but now it is the responsibility of our society to accept and respect them so that they can live their lives with dignity (Sood & Sharma, 2020). According to Priyadarshini & Swain (2020) awareness and self-realisation can only end their discrimination in society. The real ethics will only be guaranteed when Transgenders are treated like a human being and not an unwanted creation. According to the findings (Voronkova, 2019), professional self-realization is one of the most important domains of human life. On the basis of the above discussion, it can be concluded that social-entrepreneurship is helpful in boosting Inner self-confidence, increase in decision-making power, Thinking Independently, embracing their individuality, sense of chasing their goals & Dreams independently, self-acceptance etc. among Transgender Community members which is great sign of Self-reliance. Soon, the adoption of social-entrepreneurship among the transgender community will be seen as an important factor in their empowerment which will completely give a new definition to their status as well as their inclusion in the mainstream of our society (Rehman et al., 2023). Lack of social acceptance and knowledge regarding the existence of transgender persons in the past is a fundamental problem. Although politics, media, and education professions have seen successful participation from Transgenders, there has been progress (Gayathri & Karthikeyan, 2016). Social entrepreneurship

in turn adds much more fuel into this fire by creating economic opportunities that enhances independence for the individuals in that society. It dovetails from this the issue of acceptance and respect in society as enshrined in the Constitution Of India. Transgender industry entrepreneurs have emerged as the socially responsible agents of change that are challenging the status of the transgendered community and carving niches for themselves and others in the society. Therefore, social entrepreneurship acts as an enabler for change that promotes them to be independent, make own decisions which shows the acceptance of one's own identity. This one has a trickle effect of empowering economically, as well as, socially, thus bringing about a change in one's live as well as that of others within society. The adoption of social entrepreneurship among transgender individuals is a promising step toward their holistic upliftment and integration, redefining their role in society and ensuring a dignified future.

Fig.1: Self-Reliance Traits among Transgenders associated with the Social-Entrepreneurship (SE)



Source: *Author's creation*

Barriers of Transgender Entrepreneurs and their Possible Solutions

Today a transgender entrepreneur enjoys high status and position in our society. But transgender entrepreneurs also face multiple types of problems and challenges. It negatively affects their efficiency. In India, there are many barriers and problems which came across Transgender entrepreneurs such as lack of acceptance, motivation, awareness, etc., lack of decision-making power and technical knowledge, financial problems, accommodation problems, gender bias and other problems as well but with the help and support of society these problems can be solved (Chakkunny & Raj T, 2020). Also, because of marginalization, Transgender Entrepreneurs face social, financial, marketing, and psychological problems (Thinakaran, 2019). The main problems

that they face includes working together with common people, alliances and negotiations, autonomy and power and diversifying business, unaware of market conditions, limited promotional viability, brand and quality competence (Suraiya L., 2017). Based on the results of grounded theory analysis, it can be said that there are seven significant categories of problems & challenges which transgender entrepreneurs face majorly which includes competitors, discrimination, financial resources, human resources, natural calamities, product awareness, and technological problems. Also, it was revealed that discrimination and financial resources were highly challenging to setup a business venture (Preethi Sarah & Karthaigai Prakasam, 2021). From the studies, it can be concluded that the potential of entrepreneurship can be promoted through entrepreneurial tradition, education, institutions, government policies, legal framework, opportunities and market infrastructure and others (Toma, Grigore, & Marinescu, 2014). In India, social entrepreneurship is gaining momentum primarily as a result of the government's desire to promote it, not necessarily by funding or advising on it, but by enabling it (Bulsar, Gandhi, & Chandwani, 2015). According to the findings of Singh P. (2012), the main hurdles for social entrepreneurship include a lack of government assistance, competent staff, as well as a lack of dedicated curriculum on entrepreneurship development in the Indian school system. As per Satar (2016) India has policies that prioritize social entrepreneurship, such as the National Policy for Skill Development and Entrepreneurship (2015) and the establishment of a new Ministry of Skill Development and Entrepreneurship (Planning Commission, 2013). The solution for the problems of transgender entrepreneurs is to provide proper training, skills, and education regarding entrepreneurship, market mechanism, finance, infrastructure, government support policies & schemes, etc. as it is evident from the studies that proper training and education facilities can motivate and encourage the growth & development of entrepreneurship which will directly results in faster economic growth (Ahmed, 2015). By pursuing both financial success and societal improvement, social entrepreneurs add value to their communities (Dees J. G., 1998). The social-entrepreneurship framework is very suitable to social welfare since it places a premium on "services within a community, rather than for the community" (Kidd & McKenzie, 2014). The goal of entrepreneurial education is to provide students with the knowledge, abilities, attitudes, and motivation they need to succeed as entrepreneurs in any environment. It enables people to look for investment opportunities (Azonuche & Umerri, 2012). The development of skills has been proposed as a potent self-reliance intervention (Iroegbu, 2017). Entrepreneurship skills can be developed with proper education, training had other important provisions regarding finance & market related data (Kumar & Mookiah, 2020). The main elements that influence transgenders to become entrepreneurs are 'entrepreneurial tactics' factors, consists of variables like re-invention of idea, positioning strategies and lifetime mentor etc. and 'focal point of business' factors consists of variables like targeting customers, multiple role & multi-tasking practices and others (Suraiya L., 2017). In terms of gaining the respect and dignity of trans entrepreneurs, as well as their social inclusion, acceptance, and gender equity in society, social-entrepreneurship is bringing about constructive societal transformation. There is a need for new policies that will educate aspiring entrepreneurs and existing entrepreneurs about the value of entrepreneurship and its advantages (Justin, McCarthy, & O'Connor, 2018). Kokko (2018) states that, if conflicting logics are changed into complimentary sources, coexistence of multiple logics can be a critical component for successful social value generation in social enterprises. It is suggested that there should be formulation of suitable schemes and policies with more subsidies needs to be granted to the transgender entrepreneurs by the Government (Suraiya L., 2017).

Objective of the Study

The main objective of the paper is to study the role of social entrepreneurship and its role in creating self-reliance among the transgender community. As it is a research paper, nature of study is mixed, both primary and secondary sources of data collection is utilized which extends to the online surveys, review of relevant papers from various sources including Scopus and web of science.

3. Research Methodology

3.1 Research Design- This study adopts a quantitative research design to empirically investigate the creation of self-reliance among the transgender community through social entrepreneurship in India. The research explores the perspectives of transgender employees, providing insight into how getting employment opportunities by transgender entrepreneurs are contributing in their self-reliance.

3.2 Population and Sample size- the population of study is transgender individuals working under transgender entrepreneurs in India. Given the challenges in accessing this specific population, snowball sampling technique was used. A total sample of 100 respondents was collected from various regions of India.

3.3 Questionnaire Design- The data was collected using a structured questionnaire, which was developed based on existing literature on social entrepreneurship, transgender issues, and empowerment. The questionnaires comprised both closed-ended and Likert-scale questions, ensuring the collection of detailed quantitative data.

3.4. Data Collection procedure- The questionnaire was administered in online mode through online surveys to reach participants from diverse geographic locations across India.

4. Data Analysis and Results

Table 1. Demographics (100 employees)

| Category | Transgender employees |
|--------------------------------------|--|
| Age | Below 20: 4%; 20-30: 37%; 30-40: 39%; 40-50-18%; above 50: 2% |
| Income (Monthly) | Below 10,000- 24%; 10,000-25,000- 60%; 25,000-50,000- 14%; 50,000-1,00,000- 2%. |
| Qualification | Illiterate- 3%; High-school- 18%; Senior-secondary- 19%; Graduate-36%; Post-graduate- 21%; Graduate, Technical Diploma/Degree- 2%; Post-graduate, Technical Diploma/Degree- 1% |
| Designation/Position held at present | Helper-39%; Worker (Production, Packaging, Operating)-24%; Sales/Marketing Staff- 20%; Accountant- 19%; Supervisor- 12%; Manager- 3%. |

The survey results on age distribution of the transgender employees show that the largest segment of the employees is aged 30-40 years, comprising 39% of the total respondents of 100 in total. This is trailed by 20-30 year's age group as it only contributed 37 % of the population of the respondents. This distribution show that a fairly large population of the transgender employees falls within the middle age bracket as compared to other age categories.

The money statistics of the monthly earnings of transgenders employed, reveal that 60% of transgenders have a monthly income of ₹10,000-₹25,000. In addition, another 24% of the participants earn less than ₹ 10,000 per month. A similar distribution reveals that a vast majority of transistor employees earns below 25000 Rupees per month and, therefore, are categorized into the lower income earners.

The data on the educational qualifications of transgender employees reveals a varied educational background. A significant portion, 36%, are graduates, while 18% have completed only high school (10th), and another 19% have completed senior secondary (12th). Post-graduates make up 21% of the respondents. This distribution highlights a wide range of educational achievements among transgender employees, with a majority having completed at least high school, and a significant number pursuing higher education.

The distribution of the designations presently with the employees, 39 out of 100 persons, in the position of Helper in enterprises, which represents a distinct dependence from clerical personnel. On the other hand, Accountants were also employed in a significant number with 19 of the respondents (19%) holding this position which confirms the significance of accounting function in these firms. Another considerable percentage is Sales/Marketing Staff, with 20 respondents (20%), created to sell services and products to the community. The Worker (Production, Packaging, Operating) category consists of 24 respondents (24%), indicating that there being continuous demand for workers in the operational functions. As for the Supervisor title, 12 respondents (12%) speak of a clear hierarchy of management and supervisory functions. From this data, it is clear that the transgenders are employed at various levels of the organization, right from lower ranks to managerial levels, although their proportionate representation is not very high, it does imply that they are participating at all levels across enterprises (Zachariah & Nandini, 2023; Vohra et al., 2015).

Table 2. Self-reliance- Statements & Results (100 employees)

| SELF-RELIANCE | Frequen cy | Percen t | Valid Percent | Cumulati ve Percent |
|---------------|---------------|-------------|------------------|---------------------------|
| | | | | |

| | | | | | |
|---|-----------------------------|-----|-------|-------|-------|
| 1. I am financially independent | Agree | 37 | 37.0 | 37.0 | 37.0 |
| | Strongly Agree | 63 | 63.0 | 63.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |
| 2. I can manage my income and expenses | Agree | 64 | 64.0 | 64.0 | 64.0 |
| | Neither Agree nor Disagree | 1 | 1.0 | 1.0 | 65.0 |
| | Strongly Agree | 35 | 35.0 | 35.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |
| 3. I can save and invest money | Agree | 45 | 45.0 | 45.0 | 45.0 |
| | Neither Agree, Nor Disagree | 5 | 5.0 | 5.0 | 50.0 |
| | Strongly Agree | 50 | 50.0 | 50.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |
| 4. I am experiencing increased economic growth and development | Agree | 27 | 27.0 | 27.0 | 27.0 |
| | Neither Agree, Nor Disagree | 5 | 5.0 | 5.0 | 32.0 |
| | Strongly Agree | 68 | 68.0 | 68.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |
| 5. My standard of living has increased | Agree | 40 | 40.0 | 40.0 | 40.0 |
| | Neither Agree, Nor Disagree | 1 | 1.0 | 1.0 | 41.0 |
| | Strongly Agree | 59 | 59.0 | 59.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

Statement 1: I am financially independent- The survey points out that all the employees belonging to the transgender group have a sense of financial independence with 37 % strongly agreeing it and 63% agreeing it (Table 2). This can be interpreted as an overwhelming confidence in own fiscal ability by all people who participated in the survey. Astill and Miller (2018) elaborate self-reliance as meaning leaning on one's own capabilities and assets. This financial independence

is one of the reasons that lead to confidence and independence and especially for the transgender group where most organizations and employers do not want to employ them.

Statement 2: I can manage my income and expenses- The survey results show that 99% of transgender employees were confident in handling income and expenses, 64% agreeing while 35% strongly agreeing (Table 2). 1% are in the middle, having neither a positive attitude nor negative attitude towards the website. This means that majority of respondents have the confidence and ability in managing their financial affairs. Self-reliance also concerns capacity to construct personal schedules for goal achievement as Bandura noted in 1997, this is evident with the respondents in terms of their financial management. This financial control leads to better decision making which is helpful for self-esteem hence enhancing growth in personal and in career.

Statement 3: I can save and invest money- When comparing survey data with figures, 95% of employees identified as trans responded affirmatively to the statement about their abilities to save or invest money saying that they strongly agreed 50% and agreed 45% (Table 2). They are neutral only 5%, which means that they did not agree or disagree with statement. This signifies high level of financial independence and ability in managing of saving and investment among the majority of the respondents as shown below. By putting an extra amount to savings or investments, one is able to meet future needs. Quick et al, (1996) points out that self-reliance enables one to cope with grim circumstances within one's sphere of direct influence; and the capacity to save and invest is a sign of that liberty.

Statement 4: I am experiencing increased economic growth and development- The survey find out on the level of economic growth and development among the transgender employees was at a higher level with 95% having strongly agreed and agreed on the statement as 68% strongly agreed and 27% agreed (Table 2). About 5% of these who watch programs are in the neither agree nor disagree category. This demonstrates a high level of the perceived economy and development among most of the respondents. This matches with Goodin (1988), who goes further to explain that self-reliance has for long been considered as an important virtue in as much as it improves efficiency and reduces dependability. Increased economic growth among transgender employees suggests that social entrepreneurship plays a crucial role in facilitating economic development, which in turn empowers them to take control of their financial lives.

Statement 5: My standard of living has increased- The survey results show that 99% of transgender employees feel that their standard of living has increased, with 59% strongly agreeing and 40% agreeing with the statement (Table 2). Only 1% are neutral, neither agreeing nor disagreeing. This overwhelming majority suggests that employment through social entrepreneurship has significantly contributed to an improved standard of living for most respondents. The data reflects positive changes in quality of life and economic stability, indicating that social entrepreneurship plays a crucial role in enhancing living conditions and overall well-being for the majority of the transgender community surveyed. Ryan et al. (2005) opines that independent personality is fostered by self-reliance, and that such a personality is useful in self and other management. Higher non-affordable basic needs and improved income status of the employee-tenants who are part of the LGBT community underscores the standing that Mainstream empowers employee-transgenders, bringing out their sovereignty within society, thus their welfare.

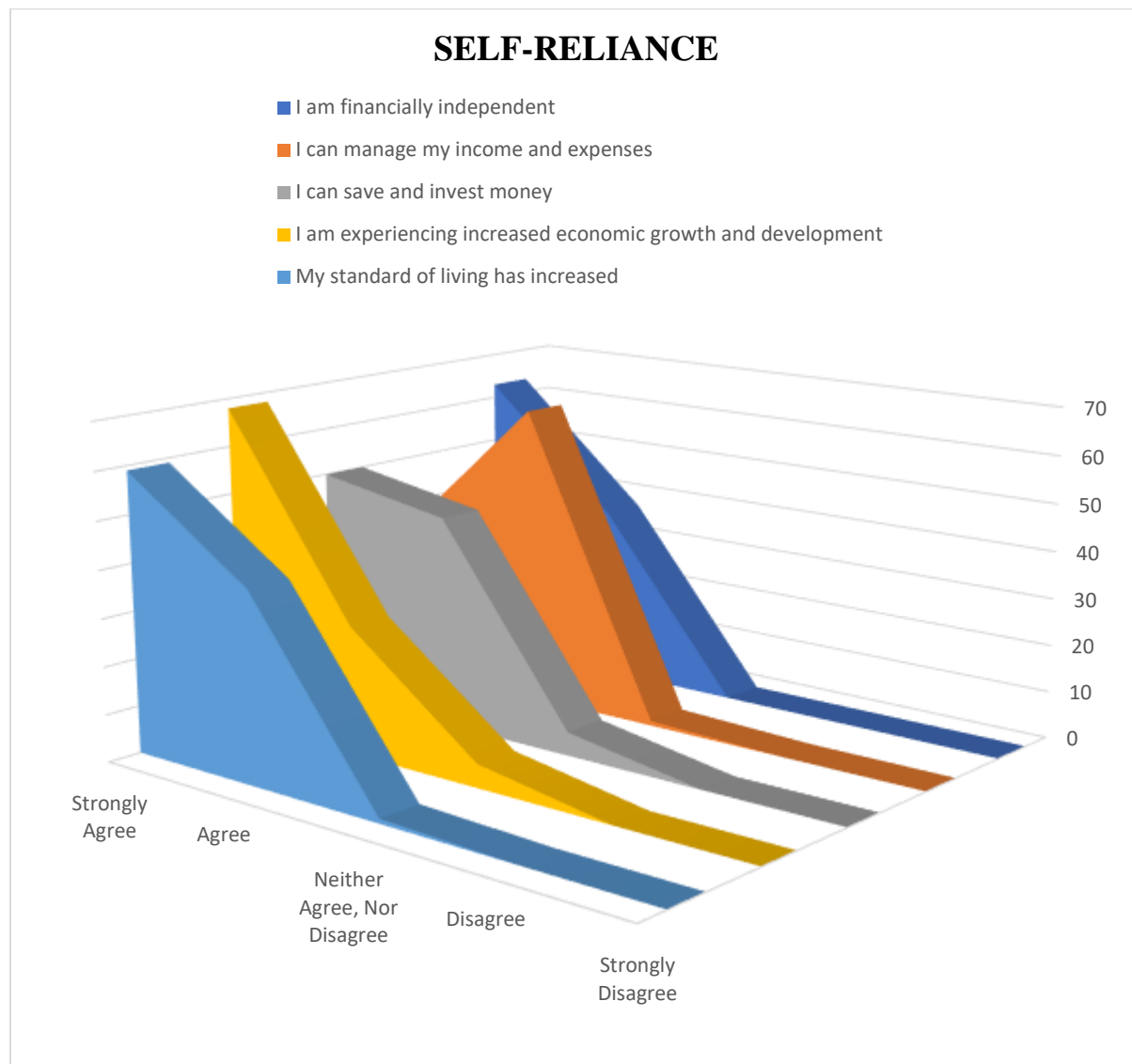


Fig 2. Self-Reliance area graph

The 3D area graph represents survey responses on self-reliance across various statements. The data indicates that most respondents have a positive perception of their financial independence, with a majority agreeing or strongly agreeing that they are financially independent (Fig 2). Similarly, increased standard of living is generally viewed positively, reflecting good living facilities among respondents. The aspect of economic growth and development is also perceived positively, with many respondents agreeing or strongly agreeing that they are experiencing increased economic growth. Additionally, there is moderate confidence in the ability to save and invest money, as indicated by high levels of agreement and less disagreement. However, responses regarding managing income and expenses are more mixed, suggesting some uncertainty or variability in this area. This analysis highlights strengths in financial independence and, while also pointing out potential areas for improvement in saving and investing money.

5. Discussion

The analysis of the findings provides preliminary understanding of socio-economic realities of the transgender employees in India. The age distribution of the employees shows that most of the gender minority employees are of ages between 30-40 years (39%), seconded by ages between 20-30 years (37%). This trend points to another fact that the level of population of TG people is in the prime working age, which can be targeted for employment. The income analysis have revealed that 60% of respondents' monthly earnings range from ₹10,000 to ₹25,000, and 24% earns less than ₹10,000, which proves that most Transgender employees regardless of having a job are paid less income. The present study underscores economic risks and underscores the importance of policies enhancing the potential of earnings. The respondents show varied education level: 36% of them have graduated, 21% received postgraduate education, which indicates rather a satisfactory level of education. On the same note, the fact that only high school or senior secondary education is obtained by a large number of the employees point to a potential for further skills development to improve employment chances. The employment designations suggest that beneficiaries are commonly in helpers (39%) or production workers (24%), although accounts taken up by 19% of the population, and supervisors taken by 12%. There is an emphasis on employee demographic and organizational diversity within this distribution, but there is still more to be done in the way of tearing down barriers that exclude those who could otherwise be allowed advancement into higher level positions. Self-sustainability measures signify fairly positive outcomes: all the respondents claimed to be financially independent, and 99% expressed high levels of self- assurance in income and expenses regulation. 93 per cent of those asked acknowledge that they are able to save and invest, which is a sign of the surge in future-oriented propensity to save. Moreover, 95% of Transgender employee have sense of economic progress in their lives and 99% student felt that standard of living has enhanced. These results suggest that employment opportunities have influenced their economic development since they feel empowered and improved their living standards. This research study highlights the plight of transgender community of India, as at present, the transgender community is excluded from the mainstream of society, due to which only external help is provided to them by the society in the form of NGOs help and charity like- providing free HIV-AIDS medication kits, distribution of free contraceptives, awareness regarding STDs etc. which doesn't help in any way towards their financial stability. But on the basis of literature reviewed, we can say that the introduction of the concept of social entrepreneurship is encouraging them not to wait and depend any further for anyone's help and start acting towards creating help within their own community by starting their own ventures, employing other transgenders as workers, fully operated and managed by their own community members. Social entrepreneurship venture established by transgender community will be- OF TGs, FOR TGs and BY TGs which lays the foundation of transgender community's self-reliance and empowerment as this will help them in building skills and capacities within the members of transgender community members that will boost their socio- economic growth and development, ultimately leading in changing the old aged ill thinking of society and finally in their social inclusion of transgender in the mainstream of our society with dignity.



Fig 3. Social entrepreneurship creating Self-reliance

6. Conclusion

In employment and social entrepreneurship situation, the research focuses on the upliftment of the transgenders in India. Despite getting well paid and being financially secure most of the transgender employees are still earning low wages and occupying low positions, this shows that there is a long way to go to ensure that transgender employees are economically empowered. Nevertheless, significant educations-reach among respondents speaks about possible further career maximization with reference to higher level employment limitations among respondents. The study reiterates the need for policy and activities that would enhance an organization's diverse talent management policy in respect to skills, remuneration, and organizational diversification. Having examined the increases in financial freedom, economic performance or standard of living among the transgender employees, the role of employment cannot be overemphasized. It is here that both political leaders and civil society organizations and social entrepreneurs must find ways to build on this momentum and create strategic partnerships that light a path towards a more tolerant and equitable economic future for India's transgender population. Social-Entrepreneurship plays a pivotal role in the empowerment of the marginalized and deprived communities. In this research study, transgender community's plight is discussed as they are excluded from the mainstream of society because of their gender non-confirmation issues. Their social-exclusion leads them towards unending sufferings as they are denied employment and treated as a curse in our society. Unavailability of employment opportunities is the major reason behind their involvement in demeaning works such as begging, sex-work, drug abuse, etc. which compelled them for spending their lives in poverty. But the rise of successful transgender entrepreneurs is creating a transformational change in their lives and opinion of society towards dignity and respect for transgender community members. As now, with the help of entrepreneurship, transgender

entrepreneurs are creating and providing jobs to other transgender community members, the concept of social-entrepreneurship culture is being promoted, as the transgenders associated with social-entrepreneurship are able to lead a dignified life. Also, there is economic and social development taking place with increased standard of living among transgender community which can be seen encouraging transgender community in becoming more and more self-reliant day by day, in the form of increase in decision-making power & self-confidence, thinking independently, embracing their individuality, sense of chasing their goals & dreams independently, self-acceptance, etc. Hence, it can be concluded that social-entrepreneurship is playing important role in creating employment opportunities among trans community which will ultimately result in their economic growth & development, social inclusion, self-reliance, acceptance and achievement of overall empowerment of transgender community of India. It can be said that there is a need of more governmental support in the form of policies designed for transgender entrepreneurship to support transgender community members, so that more and more transgender entrepreneurs will be encouraged and benefited in the near future. Also, it is requested from the society to treat everyone with utmost respect as a human-being rather than differentiating on the basis of gender so that everyone can lead a happy dignified life.

7. Future scope and limitations

This paper provides an essential knowledge base on socio-economic lives of the transgender people in India with a focus on their employment progress towards independence. The studies in the future can focus on the effects of employment of the transgender candidates over several years, can include different sectors and state, and can evaluate the significance of various government policies, corporate policies and skill development programs for the candidates of the transgender segment. Research concerning psychological climate and social acceptance in corporate houses could also be beneficial in inclusiveness. However, the cross-sectional survey adopted for the study can only support a maximum of 100 respondents, which may not suffice the general population of Transgender workforce. Consequently, there is an absence of qualitative investigations into their life experiences, and dependence on numerical data could include response bias in the assessment. Mitigation of these limitations can give a broader perspective and guide better intervention towards the socio-economic enlightenment of transgender individuals.

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