

SYMPOSIUM ON ‘TRANSGENDER EMPLOYMENT CONCERNS’

Rapporteur: Dr. Supriya Pal

9 Aug. 2019: School of Liberal Studies (SLS) under Pandit Deendayal Petroleum University (PDPU) in collaboration with Indian Council of Social Science Research (ICSSR) conducted a symposium on Transgender Employment Concerns. This symposium was the first step taken by SLS to educate and sensitize both students and teachers on the issues related to transgender employment opportunities and the hardships faced by them on a day to day basis. The panel for the symposium consisted of 6 guest speakers: Mr. Manavendra Singh Gohil, the Prince of Rajpipla and the Head of Lakshya Trust which works for the LGBT community; Prof. ShrutBrahmbhatt, Professor of United world School of Law, Karnavati University, Gandhinagar; Dr. ShivayBachani, a transman practicing Oral and Maxillofacial Surgeon in Ahmedabad; Dr. DebjoyDatta, Ms. Shivani Rath and Ms. Ayesha. Dr. Datta. Ms.Rath are currently working on identifying the developmental trauma amongst the queer community project and eunuch community regarding their mental health care and perceptions, pre and post 2014 Supreme Court judgement and Ms. Ayesha is the project director of Lakshya Trust and the first person to hold the Ms.Transqueen India, in 2017.

In the symposium employment concerns of transgender population such as the legality, the sensitization issues of the employers and employees, the reaction of the general population and the changes pre and post 2014 NALSA judgment were discussed. Prof. Shrut Brahmbhatt explained the employment opportunities and conditions of Transgender people with respect to the legal code and the NALSA judgment of 2014. He emphasized that our Indian constitution is inclusive and it has special rules catering to the transgender community to help them settle into the main society. However the problem lies in its implementation. Dr. ShivayBachani explained the procedure of Sex Reassignment Surgery and its various stages and discussed his struggle in establishing himself as a transman in society. Dr. DebjoyDatta gave us an insight into the origin of the myths and discrimination against the whole LGBTQ community in India. He also stressed on the necessity of gender-neutral upbringing at homes and schools. Ms. Shivani Rathi and Dr. DebjoyDatta also shared a few of their experiences working with the LGBTQ community especially the Eunuch or Kinnar Community. Ms. Ayesha shared with us her journey of not conforming to the social gender construct and becoming a transwoman. Mr. Manavendra Singh Gohil talked about his journey as a gay prince at a time when being so was illegal and the establishment of the Lakshya Trust which is to help the LGBTQ community and is working towards their upliftment.

All the panelist focused on the need to sensitize the society as they believe that the acceptance in the society could be created after that. The audience raised some important questions, such as the recent surrogacy regulation act and it affect the LGBTQ community; how sensitization could be brought about in the general population and what we as an individual can do to support the

LGBTQ community. The symposium was very enlightening and heartwarming as people got a real-life insight into the struggles for survival and acceptance of transgender people.

MsRhichaTripathi and MsTarishaPatwa, worked as the student volunteers of the event. The entire idea was conceived and implemented by Dr. Neeta Sinha and Dr. Supriya Pal.





