

Unequal Employment Opportunities for Transgenders: Empirical Study on Employees of Pakistan

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Abstract

The purpose of this study was to investigate the problems faced by the transgenders in the society, while applying for the jobs and faced discrimination on the bases of sexual identity for which they are being neglected in the overall society and are not accepted as well. The primary data was gathered by distributing questionnaires among transgenders. The sample size used for this study is 150 employees that are currently working in WASA (Water and Sewerage Authority) it is an organization in Pakistan. SPSS software was used to analyze data for multiple linear regression analysis and reliability analysis. The results were contingent by usual principles of statistics. Based on the results the hypotheses conducted were accepted. The findings recommended that the society has a notion developed within them or inherited on the bases of which transgenders have always been neglected and treated as minorities. They cannot get the job that they deserve even though having same education as others. Thus, the laws and rules are developed in order to provide them the jobs, so that they can earn bread for their families in order to feed them.

Keywords: Transgenders, Unequal Employment, Gender Discrimination, Pakistani Employees

Transseksüeller için Eşitsiz İstihdam Fırsatları: Pakistan Çalışanları Üzerine Görgül Bir Araştırma

Öz

Bu çalışmanın amacı transseksüellerin toplumda kabul görmedikleri işlere başvururken karşılaştıkları ve cinsel kimlik temelinde ayrımcılığa maruz kaldıklarında yaşadıkları sorunları incelemektir. Birincil veriler, transseksüeller arasında anketler dağıtılarak toplanmıştır. Bu çalışma için kullanılan örneklem Pakistan'daki bir kuruluş olan WASA'da (Su ve Kanalizasyon İdaresi) görev yapan 150 çalışandır. Çoklu doğrusal regresyon ve güvenilirlik analizleri SPSS yazılımı kullanılarak yapılmıştır. Elde edilen sonuçlara göre kurulan hipotezler kabul edilmiştir. Bulgular, transseksüellerin her zaman ihmal edildiği ve azınlık olarak muamele gördüğü temeline dayalı olarak kendi içinde geliştirdikleri veya miras aldıkları bir nosyona sahip olduğunu göstermektedir. Başkalarıyla aynı eğitime sahip olmalarına rağmen hak ettikleri işlere giremedikleri belirlenmiştir. Buradan hareketle onlara iş sağlamak için yasalar ve kurallar geliştirilmesi, böylece ailelerini doyurmak için para kazanabilmeleri sağlanabilir.

Anahtar Kelimeler: Transseksüeller, Eşitsiz İstihdam, Cinsiyet Ayrımcılığı, Pakistanlı Çalışanlar

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Introduction

The proficient experiences of individuals whose gender identity differs from what is predicted based on their sex at birth, gender identities operationalized as ‘transgender’(Dowers, White, Kingsley, & Swenson, 2019). Transgenders are also referred to as third sex (Jiloha, 2019).In Pakistan, there are generally transgenders by birth. There might be a negligible ratio of transgenders by choice, but they endure under the curtain because it is considered as taboo(Khan, 2021). In Pakistan, transgenders are assumed to be indigent community living a life of melancholy and powerlessness (Khan, 2021). A lot of research that is being conducted on employment shows the gender inequality amongst women and men that reinforces a binary conception of gender. Even foreign countries such as United States “Equal Employment Opportunity Commission” (EEOC) consist of the options that include the male and female option of gender and no other option, significance that the EEOC cannot classify who are transgender and that transgender people are not acknowledged and counted. Through, it can be seen that how transgender are being acknowledged in the world wide concept. Amongst the results for occupation, there are various categories of Hijras existing which includes “transgender men, transgender women, or non-binary transgender people”. Thus transgender are profoundly understudied group that are been neglected and treated as minority in every profession. “The National Transgender Discrimination Survey”, which was accompanied by the “National Center for Transgender Equality and the National Gay and Lesbian Task Force” in 2008. The study allowed the respondents to disclose their gender within the given column that either they are men, women or third gender or if they are not amongst any of these then they can write of their own choice.

After the responses were being collected there were most of the responses that include the third gender option amongst the other options(Grant, Mottet, & Tanis, 2011) and some unique responses(Harrison, Grant, & Herman, 2012). Then the survey asked for the birth that was assigned to them at the birth. Currently, there appears the case of suicide of Leelah Alcorn who was a transgender as he was transitioned from male to female. The discrimination in employment of transgenders can be seen in terms of refusal to offer the same terms of employment, conditions of work, opportunities for training and promotion or transfer as other employees with the same qualification and experience or skills working in the similar

circumstances. The retirement or being made to resign by the employer is also enforced on them in some cases.

In our society, transgenders are discriminated a lot as they are being harassed and bullied by a lot of people in the workplace. They faced a lot of problems because it's been known from the heritage that they are not normal and people don't consider them good because, when they don't get the proper education, job and treatment, they opted the prostitute profession or start dancing in weddings to make bread and butter for them and their families and when they opted such fields people make different judgments about them and call them with different names such as "Hijras". This tradition has been evolved from the past and is being transferred in nations after nations. They have been given the minor jobs and their wages also differ from other employees because they are being discriminated because of their sexual identity.

Unequal Job Opportunities for Transgender in Global Context

The Williams Institute finds that gay and bisexual men earn 10 percent to 32 percent less than similarly qualified heterosexual men. This is true even when controlling for education, race, occupation and years of work experience.

Williams' findings for lesbian and bisexual women however are less clear. According to Williams' analysis, lesbian and bisexual women earn the same or sometimes more than heterosexual women. But that's not to say that lesbian workers do not experience gaps in pay. Research indicates that lesbian workers still earn less than both heterosexual and gay men (CAP, 2012).

Looking at three of the studies that formed the basis of Williams' meta-analysis:

- In 2001, Allegretto and his colleagues suggest that gay men in partnered same-sex couples earn 15.6 percent less than heterosexual married men (Allegretto & Arthur, 2001).
- In 2003, Badgett found that gay and bisexual men earned between 11 percent and 27 percent less than their heterosexual counterparts, while finding no statistical difference for lesbian and bisexual women (Badgett & Folbre, 2003).

- In 2007, Black and his colleagues, in their research indicates that gay men earned 14 to 16 percent less than their heterosexual counterparts, while lesbian women actually earned 20 to 34 percent more (Black, Sanders, & Taylor, 2007).

Unequal Job Opportunities for Transgender in Pakistani Context

In a socially diverse environment, where everyone is facing differences of many sorts like socio-economic, opinion, gender, ethnic and religious. These differences make the core structure of our society and especially in Pakistan when it comes to “Hijras” people used to make fun of them and discriminate them in every field either it comes to their education or employment. Pakistani transgender women are ordinarily found at the entertainment market or dancing at wedding parties. Moreover, it is also seen that in Pakistan it’s complicated and disturbing when talking about the rights of transgenders as they technically enjoy better rights than in many places around the world, but in practice they face violence and stigma. Even, so they are worlds ahead of Pakistan gay men, who are outlawed, brutalized and even murdered with no resource of protection, because here there are no as such rights that are given to them that they can raise voice for themselves or to take help from someone else(Azhar, 2013).

Literature Review

Discrimination

Discrimination is one of the major reasons that cause distress among the individuals working in an organization. The employees within the organization cause intrapersonal distress, as they come to know that the peer with whom they are working are neither men nor women. It can also cause conflict sometimes as transgender are always discriminated and their opinion doesn’t consider of any worth. Through the findings it’s been found that this discrimination could be eliminated by engaging more in practices that could allow the individuals to have a positive attitude and perception for transgender and eliminate the negativity by having work uniforms that what sort of clothes to wear so that the distress could be eliminated. Activists are the one that bring about social change, so they can exchange blows for transgender right and can have specific workplace organizations to execute nondiscrimination and transgender-affirmative policies(UKEssays, 2021).

They can engage with the non-governmental organizations (NGOs) and other medical insurance or medical companies to provide them these facilities (Brewster, Velez, Mennicke, & Tebbe, 2014). The intrapersonal and interpersonal negativity that transgender face can also be eliminated by having the legal rights for them in working place, so that the discrimination and harassment they face could be stopped and they should work without having any distress as this could lead to conflict. The training of employees about gender transitions can benefit a lot the organization to remain open, flexible and non-judgmental, so they can work smoothly with the coordination amongst each other. The findings that have been founded showed that how the transgender are called with different names, property destruction just to discriminate them in the workplace (Budge, Adelson, & Howard, 2013). The other finding reported that they had enlarged levels of unease, unhappiness, anxiety and interpersonal difficulties as of observed gender discrimination (Dispenz, Watson, Chung, & Brack, 2012).

Non-Discrimination Policies

Understanding employee's right and protecting them gives them motivation and courage to put forward their views and let them participate and contribute for the organization. Organizational non-discrimination policies functioned to guarantee that they could create their own decisions that were informed by any possible significance. The applicants suggested that individuals selecting to arise in workplaces through uncertain anti-discrimination guidelines.

The transgender through these policies could be able to achieve the desired goals and may be able to get better employment, as the society has always discriminated them on the bases of their identity. By setting specific quotas for them and providing healthy environment may lessen the stress that they get usually in work place (Sawyer, Thoroughgood, & Webster, 2016).

The more the rights they would be given and treated as same as other employees would let them do their best. Study shows that 26% of transgender lost their jobs due to prejudice, 50% of them were being harassed on their job tenure, 20% were being unaccepted by their families and the most above them were the trans students that accounts for 78% were being abused (M, Mottet, Tanis, Herman, Harrison, & Keisling, 2010). The above discussion concludes the following hypothesis.

H₁: Non-discrimination policies effect on discrimination based on gender inequality.

Unequal Treatment

The initials LGBT (lesbian, gay, bisexual, and transgender) are in common expression both within and without the academy as shorthand to refer generally to lesbian, gay, bisexual, and transgender people as a group (Taragua, 2020). The lesbian, gay, bisexual, and transgender (LGBT) always face discrimination in work place as there are no laws that can protect their rights. According to literature, it is concluded that transgenders are discriminated by employers because they have the high risk of mental problems and HIV, which lead to suicide attempts (Borm & Baert, 2018). This negative attitude leads them to have mental and physical health issues. When peer came to know about their identity they started misbehaving with them and treat them unequally. Through this the outcome of the organization and the overall environment is also affected. The unequal treatment is kind of rooted in beliefs of transgender. Another factor of discrimination that could be seen and say as unequal treatment is *wage gap*, other employees working in an organization used to get always higher pay and when it comes to homosexual group, they are always being paid less because of gender identity. The study showed that the transgender gets 10% to 30% of the pay, though was equally qualified as other men or women working in an organization due to sexual orientation (Badgett, Lau, Sears, & Ho, 2007). The organizations should ensure identical treatment of heterosexual and non-heterosexual employees within an organization by protecting the transgender from the discrimination factor in employment practices. Taking such actions, study has proposed that sexual orientation in anti-discrimination reports and policies was directly proportional to the satisfaction of job and commitment among trans workers (Day & Schoenrade, 2000). The organization should provide prospects for transgender to specify their sexual identity on unknown engagement surveys, forming remunerations for Transgender personnel and their families and initiating diversity creativities such as lesbian, gay, bisexual, and transgender (LGBT) employee resource groups, diversity assemblies or mentorship agendas in order to promote the equality in overall organizations and society, so that the community that is being ignored should started considering them and should be given the rights that they deserve. The above literature can help to develop the second hypothesis.

H₂: Unequal treatment effect on discrimination based on gender inequality.

Informal Employment

When the economy is unprotected or unregulated by the state, it is known as informal. In Asia, there are about two third of the women that are informal wage workers. By sex they are male, but their appearances seem to be like women and are known as *transwomen*, *transpeople* or *transgender*. They are economically exploited as informal workers and are also culturally vulnerable because of their gender identity; because of this they are treated unequally and are discriminated as well (Briones, 2011). When talking about the informal employment the transwomen works as beauticians, sellers and peddlers and consist of very low wages(Lasco, 2017). They agreed to work on lower wages because they don't have any stable, secure and long-term jobs due to their less education and gender identity(Woodward & Winter, 2007). The transgender workers way of living depicts their tendency and opportunities available to them that make a lot of complications for transwomen workers in South and East Asia to make their living style better(Winter & King, 2011).

Their less education makes a lot of difficulties for them that when they come towards established areas for getting the jobs.To begin with, they cannot get the proper jobs and additionally, they have limited hospital care and access to education(Armas, 2007). This kind of attitude makes them helpless and hopeless and due to this their risky behaviors emerged such as consumption of alcohol, drug addiction and prostitution (Winter & King, 2011). After suffering a lot if they get the employment somewhere they are being discriminated and barring from reimbursement and opportunities and are also entitled with different names (Hollerbach, Khan, & Khan, 2014). The job that they get is so casual for the owners that their employment is undocumented as there is no documentation of the transactions between the employer and the worker. They do not have any identification cards as other workers do have, they don't even get social benefits such as health insurance or sick leave, though they are being working in that organization for more than one year and when they get sick they do not even get pay for that day because they are being discriminated and treated differently as compared to other employees.

The notion that has been attached to them makes their life complicated as there is something wrong with the transgender, so they cannot do anything right. The informal employment is not just that it is not regulated by the state it is that, its terms and conditions are

agreed upon and maintained in informal relations as worker-employer relation is informal and economic, but once the trust is gained it becomes personal. Transgenders notion brings a lot of taboos in our society that the employer doesn't even talk properly to them and treat them as they are not from this world. The above debate concludes the following hypothesis:

H₃: Informal employment effect on discrimination based on gender inequality.

Cultural Norms

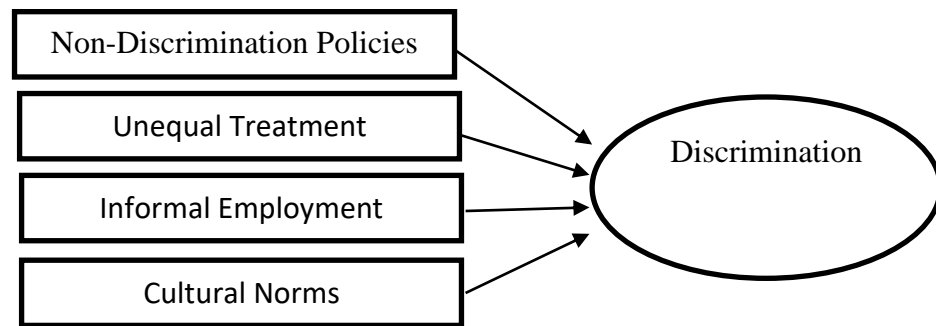
Inadequate amount of equivalence laws that are being established and workplace policies has been developed within the situation of growing economies to protect omitted sexual minorities and to gain control based on sexual orientation diversity in the place of work. The laws or regulations are not precise to protect the rights of transgender according to which they are being discriminated, which have been developed within the Turkish legal system(Nurhan, 2009). Career opportunities for transgender employees have become extremely competitive with other employees working as they are not being accepted culturally by the society, the progress for them cannot be seen especially in the environment where modifications in sexual orientation is not accepted (Gedro, 2009). The violence based on gender identity not only affects women and girls at every stage of lives leaving them more susceptible to domestic, sexual and other forms of violence. There is little harmony that men, boys and other neglected groups such as Transgenders are also affected by gender based violence. The gaps of anti-discrimination laws for sexual orientation or gender identity are clearly missing, due to this the transgender facing the fear and intolerance in environment around them not only affect the quality of their life but also disturb them mentally and affect their economic circumstances.

Culturally transgenders are considered to be in a society where they cannot be treated as same as normal people because the perception that has been created for them from the past generations has set a limit in a society for them. The trends in the past shows that they are the odd ones and for them there is no place in the society. But the studies are also revealing that now few people are working for their welfare and are fighting for their rights, so the effect of discrimination should be eliminated from the mind of other people and they can comfortably work in the environment with their co-workers and should not be differentiated amongst each

other based on their gender identity (Gupta, 2009). The above argument concludes the following hypothesis:

H₄: Cultural norms effect on discrimination based on gender inequality.

Figure 1: Theoretical Framework



Methodology

The type of research used for this study is quantitative approach as it involves the large number of sample instead of focusing on an individual. Quantitative approach allows researchers to test specific hypotheses. Depending on research findings, hypotheses are either supported or rejected.

There were different tools used to gathered quantitative data. This study was carried out using primary data as it is wholly based on questionnaire; questionnaire was designed based on all the variables which include dependent variable (Discrimination) and independent variables (Non-Discrimination Policies, Unequal Treatment, Informal Employment and Cultural Norms).

The population for this study is the employees that are working in WASA (Water and Sewerage Authority) currently, as there is quota specified for them there through which they are appointed. The sample size of 150 employees are been selected and questionnaire was distributed amongst them in order to know their opinions.

The different statistical techniques were used in order to test the relationships of variables. The statistical tool used for this study was SPSS. SPSS was used in order to test the relationship between variables, regression analysis and reliability analysis etc. By this we can

prove the hypotheses. Moreover, p-value and Cronbach alpha is used in order to interpret hypotheses and to check the reliability of the data respectively.

Results and Analysis

The results were derived by analyzing the data in SPSS software. Multiple linear regression equation model has been used to test the hypotheses that is been proposed in this study and reliability analysis is used to check the reliability of the data by using Cronbach alpha. The p-value is used to test the hypotheses, whether it is supported or rejected.

Demographics

Data was collected from 150 transgenders that were currently working in WASA (Water and Sewerage Authority) according to the specified quota allotted for them. Majority of the respondents, 29% had monthly income above than 30,000 and almost 44% of them have high school education whereas only 28% are graduates. Moreover, 21% of them are within the age bracket of 25-30 years.

Reliability analysis

Reliability processes the stability of consequences when the purpose of the research is measured repeatedly. The reliability of data related to latent variables and operational constructs was measured using Cronbach's alpha methodology (Lee, Chaudhry, & Tekleab, 2014). Cronbach's alpha is a directory of reliability linked with the disparity accounted for by the true score of underlying construct, whereas construct is hypothetical variable that is measured in it. The acceptable level of Cronbach's alpha in social sciences is 0.70 or above. The overall Cronbach alpha was 0.913 for this study. On the other hand all the variables of this study have Cronbach's alpha greater than 0.70, which indicates that data for this study is reliable as shown in Table 1 below.

Table 1: Reliability Analysis of Discrimination Scale

Variable Names	Cronbach's Alpha	No of Items
Discrimination	.776	4
Non-Discrimination Policies	.700	3
Unequal Treatment	.829	4
Informal Employment	.771	4
Cultural Norms	.774	4

Multiple Linear Regression Equation Model

Discrimination = 0.892 + .108 *non-discrimination policies* + .241 *unequal treatment* + .127 *informal employment* + .165 *cultural norms*

$$D = 0.892 + .108NDP + .241UT + .127IE + .165CN$$

Table 2. Coefficients ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	Beta	Std. Error	Beta		
(Constant)	.892	.213		4.186	.000
Non-Discrimination Policies	.108	.106	.098	1.011	.313
Unequal Treatment	.241	.110	.270	2.186	.030
Informal Employment	.127	.151	.118	.845	.399
Cultural Norms	.165	.118	.138	1.396	.165

a. Dependent Variable: Discrimination

The multiple linear regression analysis carried out to determine the effect of the dependent variable (discrimination) on independent variables (non-discrimination policies, unequal treatment, informal employment and cultural norms). The results obtained from multiple regression are shown in Table 2. From the results, it is concluded that discrimination had a positive effect of .098 on non-discrimination policies, .270 on unequal treatment, .118 on informal employment and .138 on cultural norms.

The unstandardized coefficients identify how much the dependent variable varies with an independent variable, when all other independent variables are held constant (Laerd Statistics, 2018). The unstandardized coefficient, for non-discrimination policies is equal to 0.108 (see Coefficients Table 2). This means that for every one unit increase in non-discrimination policies, there is an increase in discrimination of 0.108. Similar is the case with other independent variables such as every one unit increase in unequal treatment, informal employment and cultural norms, there is an increase in discrimination of .241, .127 and .165 respectively.

In order to test the statistically proposed hypotheses of this study, multiple regression was run to investigate the relationship of independent variables (non-discrimination policies, unequal treatment, informal employment and cultural norms) on dependent variable (discrimination). The p-value with **** shows that the hypothesis is perfectly significant. Or in other words; if the p-value is greater than 0.05, it means result is not statistically significant hence, null hypothesis is supported and alternate hypothesis is rejected and if less than 0.05, it indicates that result is statistically significant and hence null hypothesis is rejected whereas alternate hypothesis is supported. So, for this study the p-value for one variable that is unequal treatment is perfectly significant (Diamond & Butterworth, 2008), whereas other hypotheses statements of independent variables such as Cultural Norms and Informal Employment is significant as their p-value is less than 0.05 (Grant et al 2011; Mitchell & Howarth 2009) which helps in supporting of the alternate hypothesis. Only one hypothesis is being rejected that is of Non-Discrimination policies, as its p-value is above 0.05 so, for that the null hypothesis is supported and that there is no significant relationship between Non-Discrimination policies and Discrimination (Grant et al 2011; Hartzell et al 2009; Lombardi et al 2001). The p-values are shown in Table 3 below:

Table 3: P-Values

Variable Names	P- value	Result
Non-Discrimination policies → Discrimination	0.155	Rejected
Unequal Treatment → Discrimination	0.000	Supported
Informal Employment → Discrimination	0.047	Supported
Cultural Norms → Discrimination	0.045	Supported

Conclusion

A quantitative study demonstrates the relationship between the different variables, that either the relationship in between them is significant or insignificant. The relationship between the discrimination and non-discrimination policies is not significant as the p value is greater than 0.05 and is supported by previous studies as well where the policies are prohibiting the discrimination factor based on the sexual identity. They are not being employed due to other factors, such as they are not qualified or don't possess skills (Grant et al 2011; Hartzell et al 2009; Lombardi et al 2001). Transgenders are measured as a vast majority group that has an important inferences for labor as they are being discriminated by whole of the society in terms

of everything, either it is related to job or education but policies are being made and limitations are being imposed in the organizations on the basis of which they are not being discriminated now so far (Day & Greene, 2008).

There are majority of states that enacted the laws which prohibit the discrimination based on the gender identity (National LGBTQ Task Force, 2014). Federal agencies and courts have been increasingly likely to expand non-discrimination laws to protect transgender people (Flores, Herman, & Mallory, 2015).

Unequal treatment and discrimination is perfectly significant and is being supported by the previous researches, where many gays and transgenders are employees that work in public sector and are always worried about their jobs as they have a fear that they might lose their job due to their sexual identity. Where they should be evaluated based on their qualification, skills in job for which they are been selected, they are being evaluated on their identity and because of it they are being not treated equally as other employees (Diamond & Butterworth, 2008). They are being discriminated on such a high level that their confidence for searching good jobs has dropped down as they are been associated with the stigma of being unequally treated everywhere.

Other than that there is also a significant relationship between other variables as well and one of them is between informal employment and discrimination as the p-value is 0.047. Based on their sexual identity transgender community as a whole are being treated like they doesn't belong to this society or they as a whole are something that shouldn't exist. Transgender people constantly face structural prejudice and discrimination in all sectors of society for not fitting into dominant gender discourses and because of that they have to do informal employment, though they have same qualification as other people do have (Grant J. M., Mottet, Tanis, Harrison, Herman, & Keisling, 2011) (Mitchell & Howarth, 2009). The barriers for employees especially for LGTB has been enforced that their voice has been dominated that they in particular may remain silent for fear of mistreatment or discrimination, resulting in 'unheard' and 'missing' voices (Bell, Özbilgin, Beauregard, & Sürgevil, 2011).

Moreover, there is a significant relationship between cultural norms and discrimination, is being supported by the past studies, where negative encounters such as

“various forms of bullying, harassment, and violence due to their sexual identities” are experienced (Robertson, Cooper, Sarkar, & Curran, 2015). In the process of revealing their actual gender and individualities, they encounter “devastating consequences”, such as pressure from peers, non-supporting families, and negative attitude of community (Chutter, 2007). They as a community are not being accepted by the society as they are being considered inferior and are not treated equally as other people. In all professions and everywhere they are not given equal rights or treated equally for which the stigma is associated with them that they are mostly prostitutes and are not considered good. Either there is elder or younger both mistreated them because this ritual is been passed from the past and is still carry on forward. Due to low population and gender variants they undergo several discrimination and abuse from all the sectors which led to various social and economic factors like low literacy rate, low income and social stigmata which in turn effect the life of them (Loh, Calleja, & Restubog, 2011).

Managerial Implications

The results from this study gives us the insight that the discrimination amongst the transgenders should be lessen to the extent that they can have right to speak and can live freely. It can be implemented through non-governmental organizations (NGOs) and other government institutions, which can work to promote their rights and can allocate specific quotas for them as well in different professions, through which they can get the proper education and jobs according to their skills and qualification and should be treated equally amongst every society, so that this awareness can be spread amongst the people as well, so that they are not treated different from them. They also belong to their society and have equal rights to live, work, earn and support their families. Through the support of the institutions, the rights of the transgenders can be protected and the stigma associated to them can be removed. Once the proper steps would be taken for them by the government the discrimination factor would be eliminated on its own, because they are like normal people and they do not harm others as people treat them as an inferior society.

Funding Statement: “This research received no specific grant from any funding agency in the public, commercial or not-for-profit sectors.”

Ethical approval: “All procedures performed in studies involving human participants were in accordance with the ethical standards of the institutional and/or national research committee and with the 1964 Helsinki declaration and its later amendments or comparable ethical standards.”

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