
A Review of Transgender People: A Challenge and a Solution

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Abstract:

Purpose: *Transgender people: what are they, and how do they vary from "typical" members of society? Interest in this topic is expanding across many economic and social domains. This research is part of a broader initiative to learn more about these people and their daily challenges.*

Design/methodology/approach: *The literature review and experienced survey method are used to review the potential challenges faced by transgender people. The experienced survey involves asking questions of others who have dealt with the issue being researched. Due to the conversational tone, a formal questionnaire is unnecessary, and the researcher may have nothing more than a long list of potential study subjects.*

Findings: *A transgender person directly articulates the study's difficulties. Several suggestions are presented on the governmental, medical, and social levels that may aid the effort to provide transgender persons with their basic human dignity and freedom of movement.*

Practical implications: *Implications for public policy are discussed in light of the research on the transgender population. Barriers to transgender people's participation in mainstream society, such as healthcare, education, and employment, are highlighted. Every country needs policies that ensure transgender persons may transition in peace and safety.*

Originality value: *The lack of visibility and acceptance of transgender people in the workplace is a substantial barrier to efforts to promote diversity, equity, and inclusion.*

Keywords: *Transgender, experienced survey, challenges, issues, solution.*

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1. Introduction

People are considered "transgender" when their gender identity, gender expression, or social behaviour does not conform to the norms associated with their biological gender. Persons who do not conform to social expectations of the male or female sexes are said to be "gender nonconforming." There is a wide range of identities among the transgender community, and the word "transgender" may have varying connotations depending on the context. People with gender confirmation surgery or other medical procedures linked to gender, such as hormone therapy, who self-identify as having no gender, more than one gender, or an alternative gender are referred to as transgender.

These circumstances make accurate estimates of the transgender population challenging to get. Historically, studies in epidemiology and clinics have estimated that between 0.2% and 5.5% of the population is transgender or has another non-cisgender identity (Wong *et al.*, 2022).

To better align their gender identity with their chosen gender expression, some transgender persons choose to undergo medical or surgical procedures to change their bodies. This means that people with a feminine sex identification at birth may undergo a physical transformation to make them seem more 'typically' masculine, and vice versa.

However, not all transgender persons will undergo this kind of transition, whether because of their free choice or lack of access to enough resources. Therefore, some transgender individuals may not express themselves as being different from the sex they were given at birth, even though they may feel differently on the inside (Peters *et al.*, 2022).

Transgender persons face unique social pressures, such as needing to conceal their gender identity, dealing with gender dysphoria or incongruence, being subjected to incorrect pronoun use, and having their gender identity pathologized. Additionally, transgender populations suffer from prejudice, discrimination, microaggressions, and a far greater risk of experiencing physical or verbal assault than members of other stigmatized social groups. Transgender persons report more severe depression, suicidal ideation, and substance abuse rates due to these challenges than any other demographic (Lewis *et al.*, 2022).

Most transgender persons are forced to leave their homes because they are rejected by their families and ridiculed by society due to their gender nonconformity. Because of their social status, they are shut out of typical social events. People are socially excluded and have few or no possibilities to improve their social and economic standing. Because of this discrimination, transgender people have a more difficult time finding employment, establishing stable living conditions, and achieving their life objectives.

Transgender persons face moral, physical, and verbal assault from the general public. In particular, when they ask for money, they are subjected to verbal abuse and dehumanization. People's reluctance to converse with them leaves them feeling rejected and inadequate. When transgender persons are treated in this way, it isolates them socially and makes it hard for them to form relationships. They are lonely and depressed because they are cut off from the rest of society (Ghazi and Manzoor, 2022).

Many transgender persons have mental health difficulties such as depression, self-harm, anxiety, post-traumatic stress disorder (PTSD), and suicidal thoughts, which may be exacerbated by prejudice, social rejection, and difficulty obtaining necessary medical care. Once a good, healthy, solid identity has been created in a trans person, they report utilizing their identity to grasp their experience, feel personal progress, have greater relationships, and benefit from stronger resilience. Constructing one's sense of self-worth is linked to doing so. Self-esteem among transgender persons is a significant predictor of positive mental and physical health outcomes, supported by research (Goodfriend *et al.*, 2022).

Transgender people face unfair and dogmatic discrimination because of their "muddled" and "uncertain" gender identity and sexual orientation. It is no secret that the transgender community is often looked down upon by the general populace of developing nations and other "cold war"-era designations for nations' populations. The social and religious taboos that have been established only serve to amplify this feeling (Vadevelu *et al.*, 2022).

Developing nations need to recognize the worth of trans people in order to establish a genuinely multicultural and inclusive work environment for all employees. Despite growing awareness of transgender issues, many companies have not yet taken the necessary steps to create trans-friendly policies that accommodate trans personnel. The transgender community's marginalization and invisibility pose significant challenges for companies' attempts to foster equality, diversity, and inclusion among staff (Hafiz *et al.*, 2022).

The remainder of the paper is structured as follows: The literature is reviewed in Section 2. The context of the research is discussed in Section 3. The survey's results are analysed in Section 4. Section 5 highlighted the need to take a "step ahead" for the welfare of transgender people. Finally, section 6 concludes with a presentation of the process of mining.

2. Literature Review

Adolescent transgender and gender nonconforming care are fraught with ambiguity since it includes a patient's still-evolving sense of gender identity and treatment alternatives on which there is little to no worldwide agreement. Even after considering one's skill level, moral quandaries may still occur throughout the

selection process (de Snoo-Trimp *et al.*, 2022). Research by Rodriguez (2022) shows that trans people face several forms of oppression, including severe violence and microaggressions.

Costa and Miranda (2022) discussed the difficulties of developing public policy to ensure the well-being of trans people and surveyed a wide range of political and ideological perspectives on the topic. It reveals the foundations of public policy supporting transgender people: prejudice and gender bias.

Gender-based violence against transgender people is widespread but little understood, according to Westbrook's (2022) research. Due to a lack of reliable data, it has been challenging to analyse transgender people's experiences with violence. The study looks at the discrepancies in the data and details what is known and what is still unclear regarding transgender victims of violence. Improvements in data collection and analysis and focusing on strategies to reduce violence against transgender people are needed to address this problem effectively.

The purpose of the research conducted by Okada (2022) is to learn more about the impact of immigration and gender performance on the gender affirmation of trans women artists. As transgender ladies, their performer profiles embody both ethnic and gendered performances. Because of the prejudice, they faced at home, many Transpinay performers have chosen to remain in other countries.

Billard (2022) investigated the impact of trans people's exposure to collaborative, interpersonal, and online social networks on their participation in the political process. Rather than relying on traditional sociodemographic or media consumption predictors, the research results highlight the necessity of a socially rooted approach to civic involvement among underrepresented groups.

Balabantaray (2022) investigated how a trans person's educational opportunities affect social, cultural, and economic development. The key argument of the research is that transgender persons should prioritize education. The gap between transgender people's fundamental rights and those recognized by the law was studied by Bhattacharya *et al.* (2022). The study makes several recommendations to ensure that non-binary people may fully exercise their legal and constitutional rights.

Liashenko (2022) looked into how non-binary people are treated by healthcare providers and what services are available to them. The research concludes that health care providers need the training to care for transgender patients properly. Cancela *et al.* (2022) investigated how companies and other groups might help ensure that all employees, regardless of gender expression, are treated with respect. Also, suggestions are made for how firms might boost morale by creating an environment where employees feel valued and safe in all aspects of their work and personal lives. Torres *et al.* (2022) did their research to encourage transgender persons to take part

in sports. It is helpful to further investigate this topic by weighing the pros and cons of permitting non-binary persons to engage in physical sports.

Inequalities in health and well-being are exacerbated because persons of different gender identities face more obstacles in accessing physical activity than cisgender individuals. The focus has to change from conformity and fairness to genuine inclusion and to build a comfortable environment for gender minorities to engage in physical exercise if there is any hope of resolving the health inequalities observed by trans, non-binary, and intersex persons (Pattinson *et al.*, 2022).

3. Study Setting

A transgender person is interviewed to learn more about her experience in Pakistan. Since she identifies more with women, she often presents herself as a female. Individuals on the street, philosophers, local politicians, educators, and government employees seldom inquire about transgender people. Their responses were relatively consistent; therefore, we have grouped them under a single perspective for the experience survey.

4. Experienced Survey

In 2009, for the first time, the Supreme Court of Pakistan recognized the gender-specific identities of transgender persons. The protection of transgender people's rights has begun to evolve as a direct result of this Order. The following year, in 2013, the Supreme Court made a judgment establishing a third gender category on national identification cards, a legal share of family inheritance, a reserved 2% employment quota across all sectors, and the right to vote.

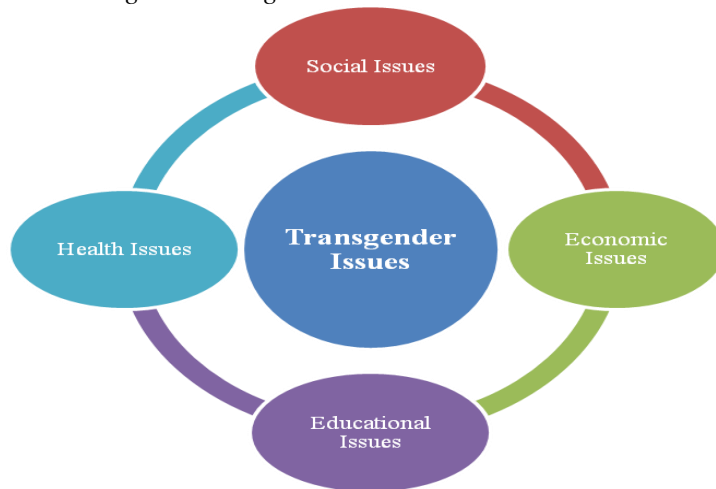
In 2018, Pakistan's parliament passed the Transgender Persons (Protection of Rights) Act. According to this new legislation, a person's gender identity may now be chosen by them and reflected on government-issued identification papers, including passports, national ID cards, and driver's licenses. The measure made it illegal to discriminate in various settings, such as the workplace, a hospital, or a public bus. Furthermore, transgender persons have the right to vote and run for office under the legislation. It specifies how much of an inheritance someone should expect to get depending on the gender they identify with it. In addition to separate prisons, jails, or detention facilities, it mandates the government's establishment of "Protection Centers and Safe Houses".

Speaking with a transgender person, or khwajasra as they are often known in Pakistan, helped clarify specific issues. One of the problems these people confront is that they cannot afford to rent an apartment or a house in a nicer area, so they are stuck living in slums. As a result of living in such deplorable conditions, they are routinely victimized by criminals and other troublemakers. The lack of indigenous social service agencies is cited as another problem in the interview.

There are non-governmental organizations (NGOs) for just about every cause under the sun, and they are often broken down along gender lines, age groups, and other demographics. According to the interviewee, not even the law enforcement and legal system are taking their issues seriously. At the end of the interview, the non-binary interviewee raises the difficulty of finding respectable work because of the stereotypes that exist about their gender. Sadly, nobody hires transgender people despite being perfectly competent in holding down low-paying service jobs like waiting tables, cleaning houses, and driving people about in luxury cars.

Even if a transgender person professes a desire to get a prominent career, such as a doctor, lawyer, teacher, or government figure, they may be met with hostility because of their perceived gender identity. This is true even if the person is eager to work in a factory, office, or mill. Only begging or performing at parties or other events will bring in any income for these folks. The information regarding transgender people's issues is presented in Figure 1.

Figure 1. *Fact Findings on Transgender Issues*



Source: Author's extract.

Even in this day and age, the impression of transgender persons is that they are beneath the people who belong to conventional binary groups, which can be inferred from having conversations with a few random people on the street. They are used to and should not take offence by the mockery they get. A transgender person's pain and suffering are not worth the effort it takes to be offended by them. A talk with another field of interested people revealed that the number of people working in the economy directly correlates to the growth rate.

This is true regardless of whether the persons in question are transgender or normal in the eyes of society. When seen from an economic vantage point, gender plays a role in how quickly an economy expands.

5. Step Forward

Transgender persons are among the most marginalized and vulnerable members of society. Most people do not treat them with human dignity, and there is still a long way to go before this problem is remedied. Transgender persons still face degrading living conditions and attitudes in modern society, despite the abundance of available resources and the rapid expansion of human understanding.

The tragedy of their situation lies in the fact that most people do not attempt to hide their abhorrence and hatred of transsexual individuals. Before people modify their harmful behaviour, they must become aware of it. No amount of legislation or societal shifts will help transgender persons find their rightful place in the world. If given the opportunity, transgender people may significantly contribute to our society and economy.

6. Process Mining

Even though there are now laws on the books that protect trans people, they are nevertheless regularly subject to prejudice because of their gender identity. The first and most crucial step in safeguarding transgender people's well-being is preventing the police and courts from exploiting them. As a group, trans people have a disproportionately high poverty rate. One way to improve their life level is to provide them with stable, well-paying positions where they are not subjected to discrimination or degradation in the workplace.

People who identify as transgender often face discrimination and harassment. Many people's prejudice and hostility against the transgender community stem from a failure to comprehend and comprehend the transgender population.

By learning more about transgender issues, society could learn to have more sympathy and understanding for trans persons. Trans individuals are often the targets of violence in today's culture. The reason for this is that engaging in such actions seldom leads to any repercussions. This problem could be solvable by imposing strict rules and restrictions.

Few individuals give any thought to the transgender community's health problems. There must be sufficient resources and a predetermined quota for transsexual patients in all public hospitals and medical centres. The prevalent absence of suitable identification papers may significantly influence trans people's access to emergency housing and other public services, among other things.

There are a wide variety of essential societal functions that cannot be fulfilled in the absence of a verifiable form of personal identification. The government should give individuals who do not identify with either of the two traditional genders the same level of priority in the issue of documentation as transgender people. The lives of

transgender people may be profoundly affected by the media's representation of them. The objective is to show how a transgender person is no different from everyone else in today's society. People who identify as transgender have a decisive advantage over their cisgender peers. Law enforcement agencies, security firms, and other organizations that preserve public order often employ such people.

The topic of gender should not be glossed over or relegated to a sidebar. An accurate description of this issue as one that cuts across departments would include a statement on whether or not each proposed effort is suitable for people of both sexes, along with a discussion of possible alternatives.

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