

**ASSESSING SOCIAL INTERVENTIONS IN GENDERED
SPACES: A STUDY OF COMMUNITY BASED
ORGANIZATIONS ON TRANSGENDER-FRIENDLY
INITIATIVES IN KERALA**

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in

Sociology

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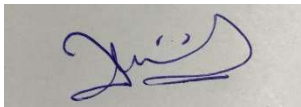


LOVELY PROFESSIONAL UNIVERSITY, PUNJAB

2024

DECLARATION

I, hereby declared that the presented work in the thesis entitled “**Assessing Social Interventions in Gendered Spaces: A Study of Community Based Organizations on Transgender-Friendly Initiatives in Kerala**” in fulfilment of degree of **Doctor of Philosophy (Ph.D.)** is outcome of research work carried out by me under the supervision **Dr. Keshlata**, working as Assistant Professor, in the **School of Social Sciences of Lovely Professional University, Punjab, India**. In keeping with general practice of reporting scientific observations, due acknowledgements have been made whenever work described here has been based on findings of other investigator. This work has not been submitted in part or full to any other University or Institute for the award of any degree.



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CERTIFICATE

This is to certify that the work reported in the Ph.D. thesis entitled “**Assessing Social Interventions in Gendered Spaces: A Study of Community Based Organizations on Transgender-Friendly Initiatives in Kerala**” submitted in fulfillment of the requirement for the reward of degree of **Doctor of Philosophy (Ph.D.)** in the **School of Social Sciences**, is a research work carried out by **Dimithrove K.G., 42100021**, is bonafide record of his/her original work carried out under my supervision and that no part of thesis has been submitted for any other degree, diploma or equivalent course.



(Signature of Supervisor)

Name of supervisor: Dr. Keshlata

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ABSTRACT

All human beings are inherently born free and equal in dignity and rights. Human rights are universal, interconnected, and essential for everyone, encompassing gender identity and sexual orientation, which should never be grounds for discrimination or abuse. These principles were emphasized at the Yogyakarta Principles conference in Indonesia in 2006, where experts underscored the importance of recognizing and protecting gender identity and sexual orientation as integral to human dignity. Globally, transgender individuals face significant challenges, including societal discrimination and inequality based on their gender identity and expression. Discrimination manifests in various forms—related to gender, sexuality, religion, caste, ethnicity, or nationality—and transgender people particularly endure exclusion and marginalization. Despite their presence worldwide, they continue to encounter unequal treatment, public prejudice, and a lack of visibility and acceptance, exacerbating their struggles. Internationally, the protection and welfare of transgender individuals are supported by treaties such as the Universal Declaration of Human Rights (UDHR, 1948) and the International Covenant on Civil and Political Rights (ICCPR, 1966), which emphasize equality and non-discrimination. In 2011, the United Nations Human Rights Council passed a resolution addressing human rights violations based on sexual orientation and gender identity. In India, the Supreme Court recognized the rights of transgender individuals in the landmark judgment of *National Legal Services Authority v. Union of India* (2014), affirming their right to self-identify and live with dignity. Additionally, the Transgender Persons (Protection of Rights) Act was enacted in 2019 to ensure equality, social security, and the protection of rights for transgender individuals, reflecting a commitment to their welfare and inclusion in society.

Worldwide, organizations such as Transgender Europe (TGEU), The Trevor Project, and GLAAD work towards advancing the rights and welfare of transgender people by promoting visibility, conducting outreach programs, and providing mental health support. CBOs like Transgender Network Netherlands and OUT Loud in South Africa focus on creating safe spaces and providing resources for transgender

individuals, enhancing their social acceptance and integration into society. By addressing issues such as healthcare access, legal recognition, and societal discrimination, CBOs are instrumental in fostering the empowerment and dignity of transgender individuals across various cultural contexts.”

Community-Based Organizations (CBOs) play a crucial role in empowering transgender individuals both in India and globally. In India, organizations like the AIDS Healthcare Foundation, Sangama, and the Humsafar Trust focus on health, legal support, and advocacy for transgender rights, fostering community engagement and awareness. They provide essential resources, facilitate skill development programs, and advocate for inclusive policies to combat discrimination and stigma. Various Community-Based Organizations (CBOs) in Kerala are dedicated to addressing transgender issues and promoting the rights and welfare of transgender individuals. Organizations such as Sahodari and Amma focus on cultural representation and support, while Amigos and Jwala provide essential resources and encourage vocational training for economic empowerment. The Malabar Cultural Forum and Sahayathrika work towards legal aid and advocacy, ensuring that transgender rights are upheld. Dhwayah provides a platform for showcasing the talents of transgender community members. Other notable organizations, such as Oasis, FICO, and Queerythm, contribute to community building and awareness-raising efforts, fostering acceptance and understanding. Initiatives by these CBOs focus on mental health support and creating safe spaces for transgender individuals, playing a crucial role in enhancing their visibility, inclusion, and overall quality of life in society. Kerala was the first state in India to establish a dedicated policy for the transgender community, aiming to ensure their rights and welfare. This progressive initiative focuses on providing social security, educational opportunities, healthcare access, and employment support, setting a precedent for inclusive policies that empower transgender individuals across the nation. Therefore, the study makes an attempt to examine the perceptions of transgender persons regarding transgender-friendly initiatives in Kerala, assessing the critical role that Community-Based Organizations (CBOs) play in mainstreaming the issues faced by transgender individuals. It further explores the barriers present in the strategies formulated and

implemented by CBOs aimed at the development of transgender persons, identifying obstacles that hinder effective support. Finally, the study aims to evaluate the measures necessary for the successful implementation of transgender-friendly initiatives, providing insights that can enhance advocacy efforts and promote greater acceptance and inclusion within society. The study adopted a qualitative approach with thematic analysis to explore perceptions and experiences related to transgender-friendly initiatives. Additionally, a quantitative approach was utilized to test hypotheses using ANOVA and F-tests, enabling a comprehensive examination of the data and providing robust insights into the effectiveness of Community-Based Organizations in Kerala

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LIST OF ABBREVIATIONS

ACT UP	-	AIDS Coalition to Unleash Power
AFAB	-	Assigned Female at Birth
AIDS	-	Acquired Immuno-Deficiency Syndrome
APA	-	American Psychiatric Association
BPL	-	Below Poverty Line
CBO	-	Community Based Organizations
CBPR	-	Community Based Participatory Research
ENTO	-	European Network of Transgender Organizations
GAS	-	Gender Affirmation Surgery
ILGA	-	International Lesbian, Gay, Bisexual, Trans and Intersex Association
IYA	-	Indian Youth Association
KILE	-	Kerala State Literacy Mission
KMRL	-	Kochi Metro Rail Limited
LAPD	-	Los Angeles Police Department
LGBTQIA	-	Lesbian Gay Bisexual Transgender Queer Intersex Assexual
MCF	-	Malabar Cultural Forum
MSM	-	Male Sex with Male
NALSA	-	National Legal Services Authority
NCTE	-	National Center for Transgender Equality
SRS	-	Sex Reassignment Surgery
STAR	-	Street Transvestite Action Revolutionaries
TERU	-	Transgender Equality Rights in Uganda
TGEU	-	Transgender Europe
TLDEF	-	Transgender Legal Defense & Education Fund
YMCA	-	Young Men Christian Association



Introduction

CHAPTER – I

INTRODUCTION

1.1 Background of the Study

All human beings are inherently born free and equal in dignity and rights. Human rights are universal, interconnected, and essential for everyone, including gender identity and sexual orientation, which should never be the reason for discrimination or abuse. These ideas were highlighted at the Yogyakarta Principles conference held (Dicklitch-Nelson & Rahman, 2022)¹ in Indonesia in 2006, where experts emphasized the importance of recognizing and protecting gender identity and sexual orientation (Blake, 2018)² as part of human dignity. Globally, transgender individuals face significant challenges, including societal discrimination and inequality imposed upon them because of their gender identity and expression. Discrimination takes many forms—whether based on gender, sexuality, religion, caste, ethnicity, or nationality—and transgender people, in particular, experience exclusion and marginalization. Despite their global presence, transgender people continue to face unequal treatment, public prejudice, and a lack of visibility and acceptance, further deepening their struggles (Park, 2018).³

International laws supporting transgender rights have evolved significantly over the years. The Yogyakarta Principles, established in 2006, provide a comprehensive framework for the rights of individuals regarding sexual (McEwing, et.al 2021)⁴ orientation and gender identity. In 2011, the United Nations Human Rights Council passed a resolution condemning violence and discrimination based on sexual orientation and gender identity. The UN Free & Equal campaign launched in 2016 further promoted equality for LGBTQIA+ individuals. In 2019, the UN Committee on Economic, Social and Cultural Rights urged states to ensure access (Earle, et.al 2021)⁵ to necessary healthcare services for transgender individuals. Additionally, regional instruments like the Inter-American Commission on Human Rights 2015 report highlighted the need for protective measures for transgender rights. These developments reflect a growing international commitment to

safeguarding the rights and dignity of transgender individuals globally (McCarthy, et.al 2017).⁶

Transgender individuals worldwide are vulnerable to higher rates of sexually transmitted diseases (STDs), often stemming from sexual assault, exploitation, or lack of access (Bunton&Smirl, 2018)⁷ to appropriate healthcare services. Many live in poor economic conditions and lack access to education, limiting their job prospects and pushing them toward financial insecurity. As a result, many transgender individuals are forced into exploitative situations to survive, often working in unstable (Virupaksha, et.al 2016)⁸ or part-time jobs. The community faces higher rates of loneliness, stress, mental health issues, substance abuse, and suicide attempts due to societal rejection. Transgender children too, experience early-onset depression and isolation, (Giri, 2019)⁹ which can lead to aggressive behaviour in adulthood. In India, transgender people have a history dating back over 4,000 years, once respected in society and even considered auspicious at important events. Ancient Hindu texts regarded them as divine beings, and during the Mughal period, they held influential roles as guards, administrators, and royal courtiers. However, their status declined sharply during British colonial rule, especially with the Criminal Tribes Act of 1871, which branded the entire transgender community as criminals, stripping them of their dignity and pushing them to society's fringes. Even after India's independence, stigma and exclusion persisted, and transgender people continued to face severe discrimination, daily abuse, and exclusion from mainstream society (Mohapatra & Mohapatra, 2022).¹⁰

Transgender individuals in India face many challenges, including denial of fundamental rights like education, employment, and healthcare, preventing their full participation in society. Despite constitutional guarantees of equality (Articles 14 to 18), widespread discrimination stems from a lack of gender identity recognition. According to the 2011 Census, India has around 4.9 lakh transgender individuals, but only 46% are literate, highlighting a significant educational gap. In Kerala, despite initiatives like Garima Greh and the National Portal for Transgender Persons, implementation gaps persist. For example, during COVID-19, only 5,711 transgender individuals received financial aid, underscoring systemic failures. Globally, over 20

countries have introduced laws recognizing transgender rights, including Argentina's 2012 Gender Identity Law, which allows gender change without medical intervention. The UN has passed resolutions since 2011 against discrimination based on sexual orientation and gender identity. In India, the Supreme Court's 2014 ruling granted transgender individuals the right to self-identify, and the Transgender Persons (Protection of Rights) Act of 2019 mandated anti-discrimination policies and welfare measures. However, challenges remain as only 33% of transgender people in Kerala possess identification documents like Aadhaar cards, limiting their access to essential services. Social exclusion, family rejection, and community insensitivity further push many into unsafe work, underscoring the urgent need for stronger policy implementation and awareness (Iqbal, 2022)¹¹ efforts to support the transgender community in India.

Several landmark cases in India have addressed violations against transgender individuals and played a crucial role in advancing their rights. The National Legal Services Authority vs. Union of India, a 2014 Supreme Court judgment, recognized transgender people as a third gender under the law, stemming from the 2003 nullification of Kamala Jaan's election as the Mayor of Katni, Madhya Pradesh. In the 2014 Madras High Court case of Nangai v. Superintendent of Police, the court upheld the right to self-identify gender, prohibiting the state from forcing medical examinations for gender verification. Laxmi Narayan Tripathy's case argued that the non-recognition of Hijras as a third gender violated Articles 14 and 21 of the Constitution (Jain & Rhoten, 2020).¹² Additionally, in Supriyo Chakraborty v. Union of India, two same-sex couples challenged the constitutionality of Section 4(c) of the Special Marriage Act, which recognized marriage only between a man and a woman. Other notable cases include Shivani Bhat vs. State of NCT of Delhi & Ors, K. Prithika Yashini (Transgender) vs. The Chairman, and Arunkumar vs. The Inspector General of Registration, all of which further highlight the legal challenges faced by transgender individuals in India. The NALSA case judgment, delivered by the Supreme Court of India on April 15, 2014, recognized transgender individuals (Khanna 2022)¹³ as the "third gender". This landmark ruling affirmed that the fundamental rights enshrined in the Constitution of India apply equally to transgender

people, granting them the right to self-identify as male, female, or third gender. The court emphasized that gender identity should be based on an individual's self-perception rather than biological attributes, thereby reinforcing their rights to dignity and equality under Articles 14 and 21. This judgment marked a significant step toward gender inclusivity and the protection of transgender rights in India (Jacob & Goveas, 2024).¹⁴

1.2 Transgender Population in India

The term transgender refers to individuals whose gender identity differs from the sex assigned to them at birth. Gender identity is an individual's deeply held internal sense of self as male, female, a blend of both, neither, or something else entirely. Transgender is an umbrella term that includes a diverse range of identities, such as trans men, trans women, non-binary, genderqueer, gender-fluid, agender, and intersex individuals who may identify outside traditional binary norms. This inclusive perspective moves beyond the simplistic male-female classification and acknowledges the fluid, culturally situated, and evolving nature of gender.

Gender transition is a multifaceted and highly personal process through which transgender individuals seek to align their lived reality with their gender identity. This transition may take different forms: social (adopting a new name, pronouns, clothing), medical (hormone therapy, gender-affirming surgeries), and legal (changing gender markers on identity documents). In India, especially in states like Kerala, although there have been progressive policies and transgender welfare boards, many individuals still face significant challenges in accessing gender-affirming healthcare and legal recognition due to bureaucratic, social, and financial barriers.

Intersectionality is crucial in understanding the lived experiences of transgender individuals. Coined by Kimberlé Crenshaw, intersectionality refers to how multiple identities—such as caste, religion, class, and region—interact to create unique and often compounded experiences of discrimination and privilege. In the Indian context, transgender individuals from marginalized castes (such as Scheduled Castes and Scheduled Tribes), religious minorities, or economically disadvantaged backgrounds face multiple layers of exclusion. For instance, a Dalit transgender

person may experience not only transphobia but also caste-based discrimination in housing, healthcare, education, and employment. Similarly, individuals belonging to religious minorities may face socio-religious marginalization that intersects with their gender identity, further limiting access to safety, dignity, and state services.

In Kerala, despite being regarded as progressive in terms of literacy and healthcare indicators, the intersection of caste, religion, and socioeconomic status continues to influence how transgender individuals experience access to public services, community support, and social acceptance. This highlights the necessity of an intersectional lens in understanding transgender experiences in the Indian socio-cultural landscape. (Levitt & Ippolito 2014).

Transgender individuals in India, a historically marginalized community, have long faced societal stigma and discrimination. Despite the rich cultural diversity and deep-rooted traditions in Indian society, the transgender population remains one of the most vulnerable groups, grappling with issues related to (Framework, 2013)¹⁵ acceptance, rights, and access to essential services. The Indian Supreme Court's 2014 ruling which recognized transgender individuals as a third gender marked a significant milestone in the quest for equality and legal recognition. This decision was aimed at fostering inclusivity and granting rights to transgender individuals, thereby empowering them to participate more fully in society. Statistical data reveals the challenges faced by this community (Pinki, et.al 2020).¹⁶ For instance, according to the latest figures, states like Uttar Pradesh have a significant transgender child population of 137,465, while Kerala, known for its progressive social policies, has a comparatively smaller number of 3,902 transgender people. The literacy rates among transgender individuals are a cause for concern; for instance, while Kerala boasts an impressive literacy rate of 84.61% among its transgender population, states like Bihar and Jharkhand lag behind with rates of 44.35% and 47.58%, respectively (Harper, et.al 2007).¹⁷

Community-Based Organizations (CBOs) play a pivotal role in advocating for transgender rights and addressing the unique challenges this population faces. These organizations work tirelessly to provide support, promote awareness, and facilitate

access to education, healthcare, and (Norris, et.al 2007)¹⁸ employment opportunities. However, significant barriers remain, including societal stigma, lack of education, and limited economic opportunities. The ongoing efforts to promote transgender rights in India reflect a growing recognition of their contributions to society and the need for inclusive policies that celebrate diversity and promote equality. As awareness increases and more initiatives are implemented, there is hope for a more inclusive future for transgender individuals in India (Census, 2011).¹⁹

Table 1.1: State -wise Distribution of Transgender Population in India as per census 2011

Sl.No	State	Transgender persons	Child (0-6)	SC	ST	Literacy
	India	487,803	54,854	78,811	33,293	56.07%
1	Uttar Pradesh	137,465	18,734	26,404	639	55.80%
2	Andhra Pradesh	43,769	4,082	6,226	3,225	53.33%
3	Maharashtra	40,891	4,101	4,691	3,529	67.57%
4	Bihar	40,827	5,971	6,295	506	44.35%
5	West Bengal	30,349	2,376	6,474	1,474	58.83%
6	Madhya Pradesh	29,597	3,409	4,361	5,260	53.01%
7	Tamil Nadu	22,364	1,289	4,203	180	57.78%
8	Orissa	20,332	2,125	3,236	4,553	54.35%
9	Karnataka	20,266	1,771	3,275	1,324	58.82%
10	Rajasthan	16,517	2,012	2,961	1,805	48.34%
11	Jharkhand	13,463	1,593	1,499	3,735	47.58%
12	Gujarat	11,544	1,028	664	1,238	62.82%
13	Assam	11,374	1,348	774	1,223	53.69%
14	Punjab	10,243	813	3,055	0	59.75%
15	Haryana	8,422	1,107	1,456	0	62.11%
16	Chhattisgarh	6,591	706	742	1,963	51.35%
17	Uttarakhand	4,555	512	731	95	62.65%
18	Delhi	4,213	311	490	0	62.99%
19	Jammu and Kashmir	4,137	487	207	385	49.29%
20	Kerala	3,902	295	337	51	84.61%
21	Himachal Pradesh	2,051	154	433	118	62.10%
22	Manipur	1,343	177	40	378	67.50%
23	Tripura	833	66	172	181	71.19%
24	Meghalaya	627	134	3	540	57.40%
25	Arunachal Pradesh	495	64	0	311	52.20%
26	Goa	398	34	9	33	73.90%
27	Nagaland	398	63	0	335	70.75%
28	Puducherry	252	16	40	0	60.59%
29	Mizoram	166	26	1	146	87.14%
30	Chandigarh	142	16	22	0	72.22%
31	Sikkim	126	14	9	37	65.18%
32	Daman and Diu	59	10	1	2	75.51%

33	Andaman and Nicobar Islands	47	5	0	3	73.81%
34	Dadra and Nagar Haveli	43	5	0	22	73.68%
35	Lakshadweep	2	0	0	2	50.00%

Source: Census- 2011

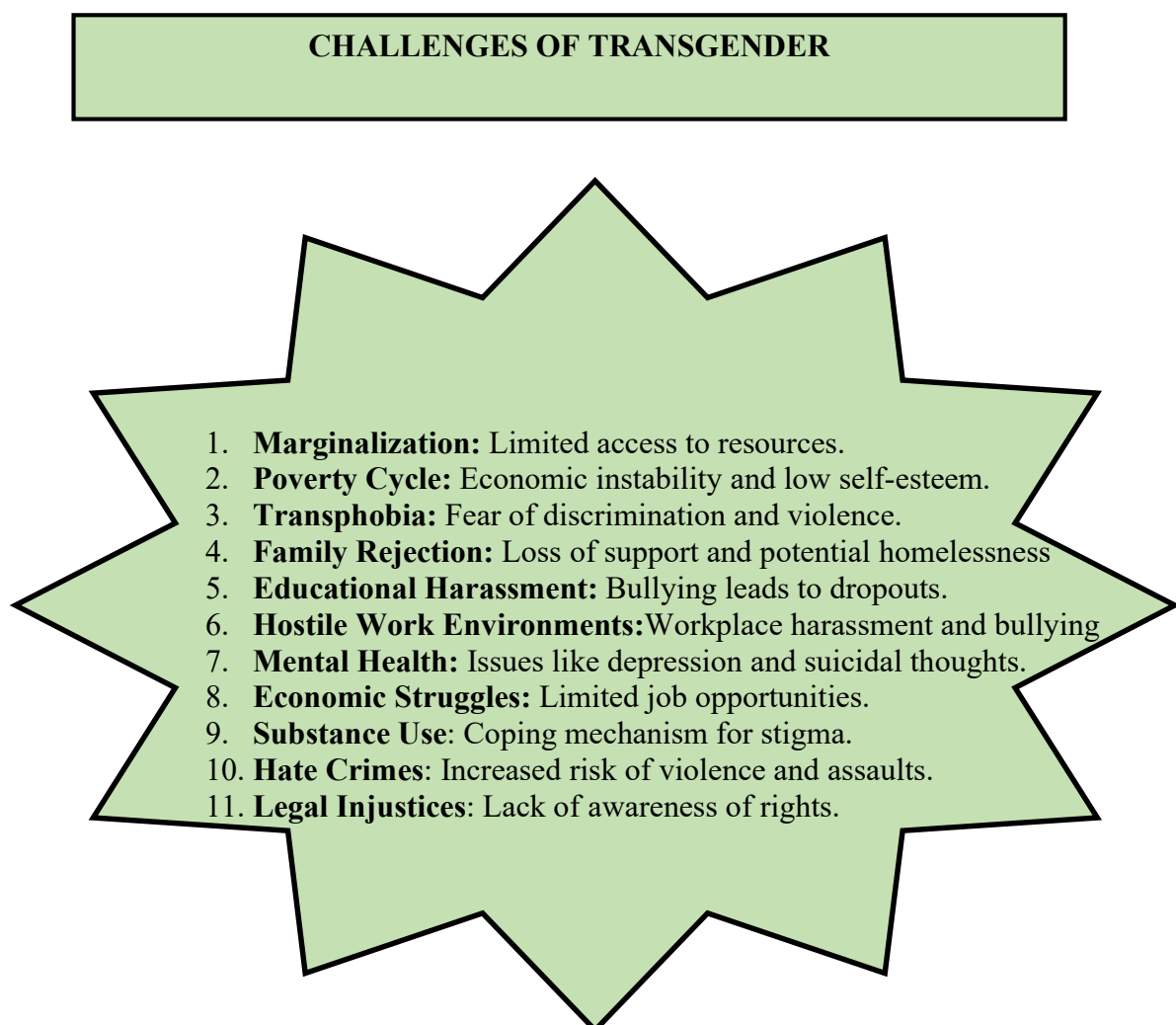
1.3 Navigating Challenges: the Transgender Experience

Transgender is an umbrella term that includes individuals whose gender identity, expression, or behaviour does not align with societal expectations based on their assigned sex at birth. Gender identity refers to a person's internal understanding of their gender, which may be male, female, or something else entirely, while gender expression involves how individuals outwardly communicate their gender through behaviours, clothing, and physical traits. Although "transgender" is a widely accepted term, not everyone who exhibits gender-nonconforming traits identifies as transgender. In recent years, the discourse surrounding transgender identities has evolved significantly, leading to greater awareness and understanding of the diverse experiences within the community. However, transgender individuals continue to face numerous challenges that are often universal in nature. Marginalization and social exclusion are prevalent issues; many transgender people experience limited access to essential resources such as employment and healthcare due to societal ostracism. This marginalization can lead to a cycle of poverty and decreased self-esteem (Jacob & Goveas, 2024).²⁰

Transphobia and homophobia further complicate their lives, forcing many to conceal their identities for fear of discrimination or violence. Family reactions can also be detrimental; many individuals face rejection from their families upon revealing their gender identity, which can lead to homelessness as they are compelled to leave unsupportive environments. In educational settings, transgender youth often encounter harassment from peers, which can result in them dropping out of school early and missing out on vital educational opportunities. The psychological toll of bullying and societal rejection can lead to significant mental health issues, including depression and suicidal tendencies. Economically, transgender individuals frequently struggle with poverty due to limited job opportunities and discrimination in the workplace. Many face harassment or bullying in professional settings, creating hostile work environments that further exacerbate their challenges (Nayar, et.al, 2023).²¹

Some individuals turn to substance use as a coping mechanism for the stigma and stress they endure daily. Transgender people are also at a heightened risk of experiencing hate crimes, including sexual and physical assaults. Legal injustices compound these issues; many are unaware of their rights and face exploitation due to a lack of legal knowledge. The intersection of these challenges highlights the urgent need for societal change and legal protections for transgender individuals. Addressing these issues requires a comprehensive approach that fosters understanding, acceptance, and support for the diverse experiences (Krishna, 2018)²² within the transgender community.

Figure 1.1: Challenges of Transgender



1.4 Progressive Legal Reforms and Social Interventions for the Transgender Community in India

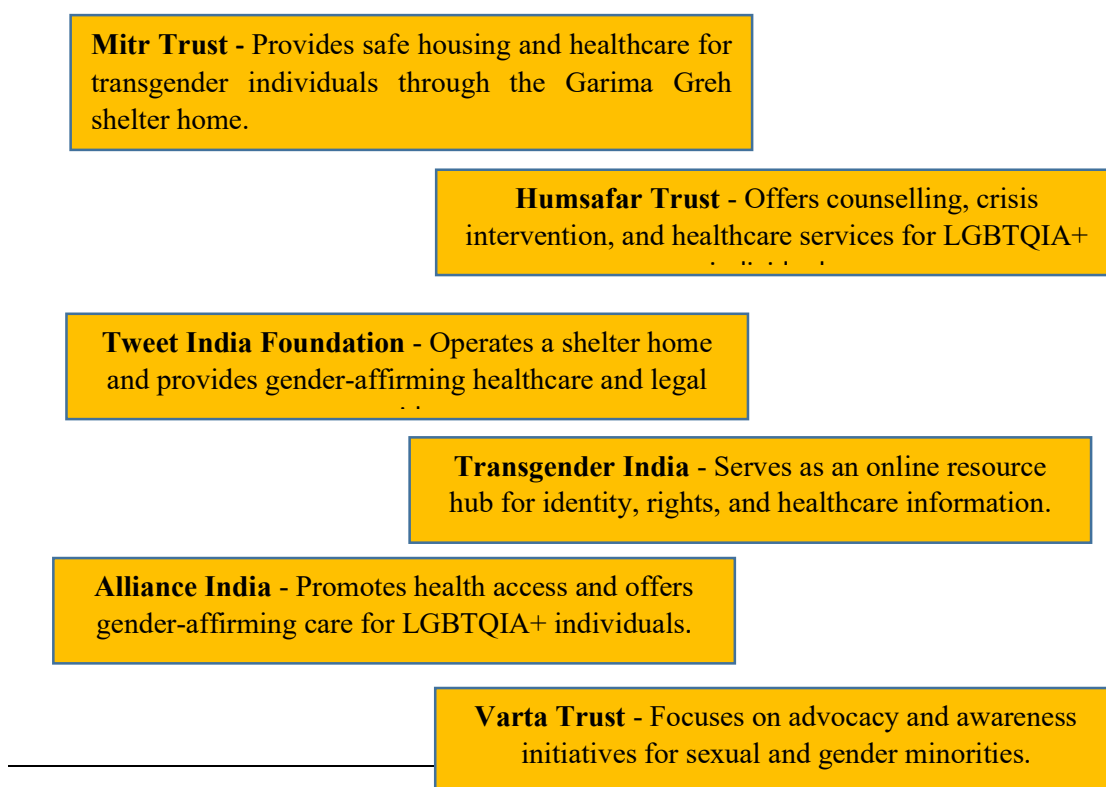
In India, social interventions for the transgender community have evolved significantly, particularly following landmark legal decisions. The National Legal Services Authority (NALSA) petition in 2014 led to the Supreme Court's recognition of transgender individuals as a "third gender," emphasizing their fundamental rights under the Constitution and international law. The Court mandated public awareness initiatives to combat discrimination and required state governments to implement measures such as recognizing third-gender individuals as socially and educationally backward, and developing community-based welfare programs. In September 2018, the Supreme Court decriminalized homosexuality by striking down Section 377 of the Indian Penal Code, which had criminalized same-sex relationships and contributed to widespread harassment of LGBTQIA+ individuals. Following NALSA, the Transgender Persons (Protection of Rights) Act, 2019 was enacted, allowing transgender individuals to be recognized based on their self-identified gender and ensuring rights such as protection against discrimination in education, employment, and healthcare. The Act also established the National Council for Transgender Persons to advise the government on policy matters and criminalized various offenses against transgender individuals, including forced labour and denial of access to public spaces. The National Portal for Transgender Persons offers various services, including shelters, identity cards, (Kumar, 2021)²³skill development programs, and scholarships for transgender students, reflecting a broader commitment to support and integrate the transgender community into society.

1.5 The Evolving Landscape of Transgender Rights and Community Support in India

In India, a growing number of community-based organizations (CBOs) have emerged to address the rights and challenges faced by transgender individuals, reflecting an increasing acknowledgment of their needs. Mitr Trust, established in 2015 in Chamoli, Uttarakhand, launched the GarimaGreh shelter home under a pilot initiative by the Ministry of Social Justice and Empowerment (MoSJE), providing safe housing, healthcare, and recreational amenities. Humsafar Trust, founded in 1994 in Mumbai, focuses on healthcare and mental well-being for LGBTQIA+ individuals, offering counselling and gender-affirming care. Tweet India Foundation, operational

since 2017 in Delhi, advocates for transgender rights and runs a shelter home in Mumbai under the Garima Greh scheme, providing healthcare and legal aid. Transgender India, launched in 2016, serves as an online resource hub for information on (Varma, 2024)²⁴ identity, rights, and healthcare. Alliance India, established in 1999, promotes health access for LGBTQIA+ individuals while focusing on HIV/AIDS prevention and gender-affirming care. Varta Trust, founded in 2009 in Gujarat, emphasizes advocacy and awareness initiatives for sexual and gender minorities. Collectively, these organizations play a crucial role in the ongoing transgender rights movement in India, which has seen significant legal advancements such as the Supreme Court's recognition of the third gender in 2014 and the enactment of the Transgender Persons (Protection of Rights) Act in 2019. Despite these strides, societal stigma and discrimination continue to pose significant challenges that necessitate ongoing advocacy and support. In Kerala, organizations like Kudumbashree Mission promote livelihood opportunities through Neighbourhood Groups for transgender individuals, while the Social Justice Department offers emergency assistance through helplines and schemes. Collectively, these efforts foster an inclusive environment for transgender individuals across India (Mittal & Garg, 2015).²⁵

Figure 1.2: Functions of Community-based organizations (CBOs)



1.6 Transgender Lives in Kerala

The 2011 census in India estimated the transgender population to be around 4.8 million, marking a significant recognition of this community by categorizing individuals who did not identify strictly as male or female under the "other" category. This classification encompassed not only transgender individuals but also others who chose to identify as "other." In Kerala specifically, the census data indicated a transgender population of approximately 3,902 in 2011. This number was later supported by a 2015 survey that estimated around 25,000 self-identified transgender people in the state. The 2011 census was particularly noteworthy as it was the first time transgender individuals were officially recorded, highlighting a growing awareness of (Mundu, 2023)²⁶diverse gender identities in India.

The transgender community in India has a rich history dating back to the Puranic period, yet Kerala lacks recorded histories of prominent transgender groups such as Hijra, Aravani, and Jagappa, found in other regions. A notable mythological reference is the tale of Mohini, a form of Lord Vishnu, who gave birth to Lord Ayyappa, believed to have originated in Kerala, evidenced by the famous Sabarimala temple (Nelson, 2022).²⁷ Despite this, the late 20th century witnessed numerous incidents, including suicides linked to transgender identity crises and societal harassment, which were rarely discussed in public forums. Traditionally, many transgender individuals from Kerala sought better job prospects in cities like Coimbatore and Bengaluru, but faced significant socio-cultural barriers, particularly in education, leading to (Krishna, 2018)²⁸ high dropout rates as they struggled with identity crises and abuse. These individuals often felt compelled to leave their homes due to family pressures, becoming part of the Hijra community in search of livelihoods, which frequently involved sex work or begging under the guidance of a caregiver, or "guru." Coerced surgeries without proper medical care further compounded their hardships, as highlighted in a 2014 report on transgender issues. Many transgender individuals remained invisible in public life, facing discrimination, unemployment, and inadequate medical care, contributing to high rates of mental

health issues and substance abuse (Joy & Nelson, 2022).²⁹ The Kochi Metro Rail Limited (KMRL) made a commendable effort to integrate transgender individuals into its workforce, initially hiring 23, but the number dwindled to 11 by 2021 due to challenges such as inadequate salaries and transport issues, revealing the ongoing struggles in sustaining employment opportunities for transgender persons. Following the landmark NALSA judgment, the Government of Kerala conducted a comprehensive survey to assess the socio-economic conditions of transgender individuals, uncovering critical data: 99% of respondents were transgender women, highlighting barriers to those assigned female at birth; the population was diverse across religious and caste lines; high dropout rates in education were evident, with half of respondents leaving school before the tenth grade due to harassment and lack of support; 54% earned less than Rs. 5,000 monthly, with only 11.6% in stable jobs; forced marriages and sexual harassment were prevalent; many faced discrimination that forced them to relocate; and a shocking 32% had attempted suicide. The survey's findings urged government authorities to adopt non-discriminatory practices, offer legal aid, include transgender individuals in health insurance schemes, train healthcare workers, and implement supportive policies in educational institutions. It advocated for self-employment grants and anti-discrimination measures in workplaces, (Dutta, 2014)³⁰ emphasizing the urgent need for comprehensive support and recognition of transgender rights in Kerala.

In Kerala's complex social landscape, transgender individuals navigate a challenging lifestyle marked by profound socio-economic disparities. The Kerala Comprehensive Transgender Survey (2021) reveals that most transgender people live in marginalized urban and semi-urban communities, predominantly in Thiruvananthapuram, Kochi, and Kozhikode. (Joy & Nelson 2022)³¹ Their daily life is characterized by significant economic challenges: approximately 65% work in informal sectors like beauty parlours, street vending, and sex work, with median monthly incomes ranging between Rs. 3,000-5,000. Social stigma forces many to live in tight-knit community clusters, often in rented accommodations or shared spaces. Family acceptance remains low, with only 22% experiencing supportive familial environments. Educational opportunities are limited, with dropout rates exceeding

60% before completing higher secondary education. Healthcare access is restricted, with many facing discrimination in medical institutions. Despite these challenges, Kerala's transgender community demonstrates remarkable resilience, forming support networks, participating in activism, and gradually challenging traditional gender norms through collective empowerment strategies. (Kumar 2022) ³²

1.7 Kinship, Structure, and Social Control in the Hijra Community

The hijra community organizes itself primarily around a structured kinship system based on the guru-chela (teacher-disciple) relationship. This bond, modelled after Hindu familial and spiritual frameworks, positions the guru as a symbolic parental or spousal figure responsible for providing for the chela's material needs. In turn, chelas owe respect, obedience, and often a portion of their earnings to their guru. Upon joining, a hijra is sponsored by a guru who serves as a lifelong guide and protector, providing essential social and economic support within designated territories that are exclusive to each guru's group. Though changing gurus is possible, it requires a formal ritual and payment and is generally frowned upon. Each guru's "house" forms a symbolic descent line with its own traditions and rules, and these houses come together under councils of elders (jamat) to handle community matters, such as initiation ceremonies and dispute resolution. Hijras live communally, with households typically led by a guru or manager, where all members contribute economically, and older hijras take on domestic responsibilities if they cannot work outside. Social control is maintained through strict regulations on economic territories; any hijra excluded from her guru's territory loses the right to work within the community network. Disruptions or serious offenses can lead to disciplinary actions like fines or suspensions, potentially resulting in a damaging reputation across the national hijra network. This system applies specifically to hijras who are Transwomen, whereas Transmen face different societal challenges. Transmen often contend with issues related to gender recognition, lack of societal acceptance, and limited access to support networks, and they generally do not participate in the guru-chela structure of the hijra community.

Transphobes exhibit distinct behaviours toward Transmen and Trans women, revealing deeply ingrained sexist beliefs. They view Transwomen as threats, treating them with open disdain and anger, as they see them as "dangerous predators." In contrast, Transmen are often seen as "misguided women," brainwashed victims of a patriarchal society. This perspective drives transphobes to use covert tactics of conversion, veiled as "concern" or "kindness," aiming to convince Transmen to "return to womanhood." These tactics involve patronizing attitudes, persistent negation of their bodily autonomy, and undermining their achievements and self-awareness. Transphobes attempt to infantilize Transmen, patronizingly disregarding their accomplishments and personal choices. This approach mirrors patriarchal stereotypes about women as naive and incapable of self-determination. Compounding this is the "butch lesbian fallacy," where transphobes view Transmen as "lost" lesbians, further highlighting their refusal to respect diverse identities within the Trans community. Fundamentally, transphobes' treatment of Transmen reflects their need to control Transbodies, especially by questioning surgical choices and autonomy, while perpetuating harmful stereotypes to discourage self-acceptance among Transmen. This paternalistic behaviour exposes transphobes' deeper discomfort with individuals who disrupt rigid gender norms, particularly Transmen who confidently embrace their gender identity, challenging transphobic ideology at its core. Transmen face unique and often overlooked challenges, frequently unheard or dismissed. In some regions, they encounter harmful practices like "corrective" rape, aimed at enforcing traditional gender roles, sometimes even within the bounds of forced marriages. These actions reflect deeply entrenched societal beliefs that view Transmen's identities as misguided or something to be "fixed." Despite the struggles they endure, the issues of Transmen, including violations of their autonomy and rights, remain underrepresented in mainstream conversations on gender and LGBTQ+ rights. The systemic neglect not only isolates Transmen but also perpetuates a cycle of misunderstanding and harm.

In Kerala, transgender kinship transcends traditional family structures, forming unique support networks. The Transgender Survey Kerala (2014) revealed that 70-80% of transgender individuals initially enter heterosexual marriages under societal pressure. However, alternative kinship models are emerging, exemplified by

couples like ZiyaPaval and Zahad, who became India's first transgender parents in Kozhikode. Community organizations like Oasis serve as crucial support systems, creating chosen families. Notable examples include Ishan and Surya, who married under the Special Marriage Act in 2018, challenging societal norms. These relationships are characterized by mutual support, shared experiences of marginalization, and a collective desire to create inclusive, loving family structures that defy conventional gender expectations. (Krishna 2018)³³

Table 1.2: District-wise Distribution of Transgender Population in Kerala as per census 2011

District	Transgender Population in Kerala
Thiruvananthapuram	1,001
Ernakulam	1,201
Kozhikode	601
Malappuram	501
Kollam	401
Thrissur	301
Palakkad	251
Kottayam	201
Pathanamthitta	151
Idukki	101
Wayanad	91
Kasargod	81
Kannur	71
Alappuzha	61
Malappuram	51
Total	3,902

Source: Census -2011

1.8 Government Initiatives for Transgender Welfare in Kerala

In 2015, the Government of Kerala implemented the State Policy for Transgender Persons, aimed at safeguarding the constitutional rights of transgender individuals, as emphasized by the Supreme Court in the NALSA v. Union of India case (2014). This policy acknowledges systemic injustices faced by transgender people, including marginalization from socio-economic and political spheres, and aims to combat stigma and discrimination. It draws on significant legal frameworks and studies, including the Indian Constitution (1950), the NALSA judgment, and an empirical study conducted by the (Sundaram, et.al, 2024)³⁴ Social Justice Department of Kerala in 2014. The policy's core objectives encompass ensuring equality, access to

development opportunities, freedom of expression, dignity free from violence, and equal participation in decision-making processes. To achieve these goals, it proposes the establishment of a Transgender Justice Board to prevent discrimination and mandates that all governmental forms recognize a “third gender”. It emphasizes equal access to education, healthcare, public transport, and social security for transgender individuals. Moreover, the policy promotes awareness among law enforcement and judicial bodies about the challenges faced by this community and encourage cultural participation. For employment and self-sufficiency, it calls for supportive measures from various departments to facilitate education and job opportunities while also addressing healthcare needs specific to transgender individuals, (Jayasree&Bindu, 2020)³⁵ including counselling and funding for sex reassignment surgery. To uphold dignity and protect against violence, it assigns responsibilities to multiple government departments to ensure statutory protections are enforced, including establishing helplines and legal aid services. It recommends local self-governments provide essential services like shelter homes and financial support for elderly transgender persons. The policy outlines an action plan involving a State Transgender Welfare Board and District Transgender Justice Committees to coordinate efforts across departments while ensuring community representation in decision-making. Following its adoption, several initiatives such as the Kerala Transgender Housing Scheme (launched in 2018) and health insurance programs have been launched under the supervision of the Directorate of Social Justice. As per the Plan Guidelines, in Local Self Government Institutions 5% of the Annual plan fund was earmarked for the old and children who are the marginalised groups. Now transgender persons are also included in this group. Hence as per the Plan Guidelines, projects for transgender persons can also be prepared by local bodies in Kerala. Despite these advancements, challenges remain in employment opportunities for many transgender individuals; thus, financial assistance schemes have been introduced to support self-employment endeavours. The implementation of these policies largely relies on local bodies and the Social Justice Department; however, many transgender persons still face difficulties in voicing their concerns at local levels due to lack of representation (Hepner 2015).³⁶

1.9 Community Based Organizations in Supporting Kerala's Transgender Community

The transgender community in Kerala has historically faced significant challenges due to societal stigma and rejection, often forcing individuals to leave their homes in search of acceptance and support. Many have sought refuge in other states where they could embrace their true identities without fear of discrimination. In recent decades, however, a growing number of individuals have shown the courage to reveal their identities, thanks in large part to the efforts of Community-Based Organizations (CBOs) dedicated to the welfare and development of the LGBTIQ+ community. These organizations have been instrumental in fostering a sense of belonging and empowerment among transgender individuals (Antony & Johny 2017).³⁷

The journey of CBOs in Kerala began around 1999 to 2000, initially operating under the broader umbrella of Male Sex with Male (MSM) communities, which posed barriers to individual freedom and recognition. The official acknowledgment of the transgender community in 2010 marked a significant milestone, coinciding with the launch of the Pehchan Project—the first initiative specifically addressing the needs of transgender individuals in Kerala. Following this, the Suraksha Project was introduced in 2012 to prevent and control the spread of HIV/AIDS among sexual minorities, (Jayasree & Bindu 2020)³⁸ further solidifying the role of CBOs in the region.

Recognizing that government interventions alone cannot resolve the multifaceted issues faced by the transgender community, various CBOs have taken on the crucial task of supporting sexual minorities. These organizations work tirelessly to improve the socioeconomic status of transgender individuals, addressing localized needs and providing tailored support that complements government efforts. Key organizations, such as the Malabar Cultural Forum, Amma, Sahodari, Sahayathrika, FICO, Jwala, Dhwayah, Amigos, Queerhythm and Oasis, play a vital role in advocating for community members, empowering them to confront societal discrimination and stigma. These CBOs not only act as allies but also serve as advocates for the transgender community, ensuring their voices are heard in various societal matters. Through their interventions, they provide essential support, resources, and platforms for advocacy, enabling transgender individuals

to lead confident and positive lives. The ongoing efforts of these organizations highlight the importance of community solidarity and the need for continued progress in recognizing and upholding the rights and dignity of transgender individuals in Kerala (Kurian& Manoj, 2021).³⁹

1.10 Education and Professional Opportunities for Transgender Individuals in Kerala

In Kerala, transgender individuals face significant employment challenges, with only 11.6% holding regular jobs and 54% earning less than Rs. 5,000 per month. However, initiatives like the Kochi Metro's Kudumbashree Mission and government schemes such as the Pride Project and Sakalyam are creating job opportunities in fields like HR, ticketing, housekeeping, and academia. Despite these efforts, transgender professionals still encounter substantial discrimination, including workplace harassment, social stigma, and difficulties with commuting, accommodation, and expenses like hormone treatments, making sustained employment challenging. The community continues to advocate for inclusive work environments and equal opportunities. Notable strides include UST Global hiring Kerala's first transgender woman as an HR Associate, Kochi Metro Rail employing 13 transgender individuals, and Padma Lakshmi becoming the first transgender lawyer in Kerala in 2023. Many transgender individuals are also skilled professionals in areas like dance teaching, makeup artistry, and personal styling for film actors, with demand rising during festivals such as Onam, Vishu, and school art festivals, as well as in the entertainment industry.⁴⁰(National Human Rights Commission. (2018).

A recent survey by the Kerala State Literacy Mission Authority (KSLMA) in 2019 conducted among 918 transgender persons reveals critical insights into their educational landscape. The survey found that 59% of transgender students drop out before completing 10th standard, with only 26.55% having completed Plus Two, 13.60% being graduates, and a mere 2.10% achieving postgraduate qualifications. Kerala has been pioneering inclusive educational initiatives to address these challenges. The state's Higher Education Department issued a groundbreaking government order reserving two spots for transgender students in every university

course. Moreover, 67.14% of surveyed transgender individuals expressed interest in continuing education programs, with 30% requesting special batches and 27% willing to study in common classes. The survey highlighted diverse educational aspirations, including interests in health, hygiene, sexual health, law, arts, and sports. Despite progressive measures like scholarship schemes and skill development programs, societal discrimination remains a significant barrier. Only 13% of transgender individuals rate their quality of life as “good”, while 35% mark it as “poor”, underscoring the ongoing challenges in educational and social integration.⁴¹ (Kerala State Literacy Mission Authority, 2014-2015)

1.11 Statement of Problem

Community-Based Organizations (CBOs) and NGOs are vital in advocating for LGBTIQ+ rights, providing support services, and raising awareness. International mechanisms like the Yogyakarta Principles emphasize the need for states to eliminate discriminatory practices, highlighting the ongoing struggle for equality and acceptance. Achieving true equality demands both legal reform and a cultural shift toward inclusivity. Kerala, often recognized for its advanced development indicators and progressive social policies, continues to struggle with ensuring the rights, dignity, and well-being of its transgender population. While the state excels in areas such as healthcare, education, and gender equality on a broad scale, the transgender community remains marginalized, facing significant social exclusion and discrimination. Despite some government efforts to promote inclusion, transgender individuals still encounter barriers in accessing education, healthcare, and employment. As people whose gender identity, expression, or behaviour differs from the sex they were assigned at birth, transgender individuals are one of the most vulnerable groups in society. They often face societal transphobia, rejection from their families, and exclusion from mainstream social spaces. These circumstances lead to homelessness, severe mental health challenges, and increased exposure to violence and abuse, both within the public and private spheres. Poverty, unemployment, and limited access to education further compound these difficulties, making it hard for transgender individuals to find stable livelihoods or live with dignity.

Community-Based Organizations (CBOs) in Kerala have become pivotal in advocating for the rights and well-being of transgender individuals. These grassroots, non-profit groups, often run by community members, address challenges faced by marginalized populations. CBOs in Kerala have launched transgender-friendly initiatives to improve access to healthcare, education, and employment, also creating safe spaces for self-expression free from discrimination. They work to reduce societal prejudice by promoting inclusivity, raising awareness, and advocating for transgender rights at both the grassroots and policy levels.

Despite their efforts, the success of these initiatives has been mixed. Some programmes have facilitated the integration of transgender individuals into mainstream society; societal stigma remains a significant barrier, perpetuating discrimination and exclusion. CBOs face resource constraints, including funding and government support, limiting their ability to expand their programs. Institutional challenges, such as slow legal protections and lack of anti-discrimination laws, further hinder progress.

The study aims to evaluate the effectiveness of CBO-led transgender-friendly initiatives, focusing on transgender individuals' perceptions and their impact on education, healthcare, and employment access. It explores how these programs have contributed to reducing stigma and discrimination. The research also examines the role CBOs play in raising public awareness about transgender issues in Kerala, despite facing socio-cultural and institutional barriers. The study identifies gaps in current strategies, including the need for stronger legal protections, more government support, and increased funding for CBOs. The goal is to offer recommendations for improving the inclusivity and sustainability of initiatives for the transgender community, contributing to a more equitable society in Kerala. The findings aim to enhance understanding of CBOs' role in empowering transgender individuals and identify challenges that must be addressed for meaningful change.

The Universal Declaration of Human Rights (UDHR) asserts that “all human beings are born free and equal in dignity and rights” (Article 1), mandating equal protection for all, including lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ+) individuals. Despite these protections, LGBTIQ+ people continue to face

discrimination and marginalization. For instance, many transgender individuals encounter barriers in accessing healthcare, employment, and education due to inadequate legal recognition of their gender identity. More than 70 countries criminalize consensual same-sex relationships, exposing LGBTIQ+ individuals to arbitrary arrests and violence. Legal advancements, such as India's Supreme Court ruling in *Navtej Singh Johar vs. Union of India* (2018), decriminalized same-sex relationships by overturning Section 377 of the Indian Penal Code. The Transgender Persons (Protection of Rights) Act (2019) aimed to prohibit discrimination against transgender individuals in various sectors. However, societal stigma remains a significant barrier to the effective implementation of these laws.

1.12 Purpose of the Study

The main purpose of the study is to assess social interventions aimed at fostering inclusivity and support for transgender individuals in Kerala. It seeks to evaluate the effectiveness of various community-based organizations (CBOs) in promoting transgender-friendly initiatives and raising awareness about the issues faced by this marginalized community. The study aims to investigate the perceptions of transgender persons regarding these initiatives, assess the role of CBOs in bringing transgender issues into the mainstream discourse, and explore the barriers these organizations encounter in their efforts. The research intends to evaluate the measures taken to ensure the successful implementation of transgender-friendly initiatives, thereby providing a comprehensive understanding of the dynamics at play in the socio-economic and cultural context of Kerala.

1.13 Objectives

The objectives of the study are following:

1. To study the perceptions of transgender persons on transgender-friendly initiatives in Kerala.
2. To assess the role of Community Based Organizations in bringing the issues of transgender persons in main stream.

3. To explore the barriers in the strategy for the development of transgender persons formulated and implemented by CBOs.
4. To evaluate the measures for successful implementation of transgender-friendly initiatives.

1.14 Hypotheses

1. **Null Hypothesis (H₀):** Transgender persons in Kerala do not perceive transgender-friendly initiatives as effective.

Alternative Hypothesis (H₁): Transgender persons in Kerala perceive transgender-friendly initiatives as effective.

2. **Null Hypothesis (H₀):** Community Based Organizations do not significantly influence the mainstreaming of transgender issues in Kerala.

Alternative Hypothesis (H₁): Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala.

3. **Null Hypothesis (H₀):** There are no significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons.

Alternative Hypothesis (H₁): There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons.

4. **Null Hypothesis (H₀):** The measures for implementing transgender-friendly initiatives are not successful in Kerala.

Alternative Hypothesis (H₁): The measures for implementing transgender-friendly initiatives are successful in Kerala.

1.14 Research Questions

1. What are the perceptions of transgender persons regarding transgender-friendly initiatives in Kerala?
2. What role do Community Based Organizations (CBOs) play in bringing the issues of transgender persons into the mainstream?

3. What barriers exist in the strategies formulated and implemented by CBOs for the development of transgender persons?
4. How effective are the measures implemented for the successful execution of transgender-friendly initiatives?

1.15 Significance of the Study

The study "Assessing Social Interventions in Gendered Spaces: A Study of Community-Based Organizations on Transgender-Friendly Initiatives in Kerala" is significant as it underscores the vital role of community-based organizations (CBOs) in addressing the unique challenges faced by transgender individuals. Organizations like Malabar Cultural Forum, Amma, Sahodari, and Sahayathrika serve as the backbone of the transgender community, engaging in initiatives that enhance empowerment and community development. They raise public awareness, offer skill-building opportunities, and encourage participation in socioeconomic, educational, and political activities, elevating the status and decision-making authority of transgender individuals within society. By dismantling cultural barriers that hinder equality, these organizations act as change agents, bringing critical issues to the forefront. CBOs like, Queerythm, Amigos, FICO and Jwala, focus on awareness, skill development, employment, health and legal aid, creating safe spaces for transgender individuals to access essential services without fear of discrimination. Meanwhile, Dhwayah provides platform for performing arts and promotes talents of community members, Oasis promotes awareness and education about transgender issues, fostering a more informed public perception. The interventions of these CBOs are crucial for instilling a sense of belonging and acceptance among community members, enabling them to lead confident lives despite societal stigma. Therefore, analysing whether these social interventions effectively promote equality and meaningful change in the lives of transgender individuals is essential. The study serves as a vital resource for policymakers and activists striving for social justice and equity, ultimately contributing to a more inclusive society that respects and celebrates diverse gender identities. By exploring perceptions of transgender individuals regarding these initiatives, research can identify gaps in existing programs, ensuring they genuinely meet community needs. Investigating the barriers faced by CBOs in

implementing transgender development strategies uncover systemic challenges hindering progress, paving the way for targeted interventions. Evaluating the measures for successful implementation ensures accountability and effectiveness, leading to better health, social, and economic outcomes for transgender individuals. Collectively, these areas of focus highlight the pressing issues within the transgender community and underscore the importance of collaborative efforts to promote dignity, rights, and opportunities for all, regardless of gender identity.

1.16 Limitations of the Study

The study on "Assessing Social Interventions in Gendered Spaces: A Study of Community-Based Organizations on Transgender-Friendly Initiatives in Kerala" faced several limitations that influenced both data collection and analysis.

1. **Accessibility Issues:** Many transgender individuals reside in marginalized and often isolated communities, making access difficult.
2. **Sensitivity of Topics:** Engaging with participants on sensitive issues related to their experiences as transgender individuals required a high level of cultural sensitivity. Many respondents were hesitant to discuss personal experiences related to discrimination, stigma, and violence, potentially limiting the depth of data collected.
3. **Sample Size Limitations:** The study's sample size was limited to 250 participants, which, while providing valuable insights, restricted the diversity of perspectives captured. Furthermore, Kerala is a state with a diverse transgender population, but the sample was drawn from only four districts. This geographic limitation may affect the generalizability of the findings across the broader transgender community in Kerala and does not fully represent the experiences of individuals in other regions.
4. **Time Constraints:** The duration of the study may have limited the depth of engagement with participants. A longer research timeline could have facilitated more comprehensive data collection and allowed for follow-up interviews, providing richer insights into participants' experiences.

5. **Potential Response Bias:** Participants may have felt compelled to provide socially desirable responses, particularly regarding their experiences with CBOs and the effectiveness of transgender-friendly initiatives. This response bias could skew the data and affect the authenticity of the findings.

1.17 Delimitations of the Study

Delimitations of the study are as follows:

- 1) **Geographical Focus:** The study was confined to four districts in Kerala—Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode—known for their significant concentrations of transgender individuals. This focus was intentionally narrowed to allow for an in-depth examination of the transgender community within this specific geographical context.
- 2) **Sample Size and Composition:** The study included a total of 250 respondents, comprising 230 members of the transgender persons and 20 key stakeholders from various community-based organizations. These organizations included the Malabar Cultural Forum, Amma, and Sahodari, all based in Kozhikode, as well as Sahayathrika, FICO, and Jwala from Thrissur. Dhwayah and Amigos in Ernakulam, Queerythm and Oasis in Thiruvananthapuram were also involved in the research. This diverse sample composition was designed to provide comprehensive insights into the perceptions and experiences of the transgender community within the selected districts of Kerala. This diverse sample composition was designed to provide comprehensive insights into the perceptions and experiences of the transgender community within the selected districts of Kerala.
- 3) **Methodological Approach:** The research employed a qualitative and quantitative methodology, utilizing in-depth interviews with both open-ended and closed-ended semi-structured questions, along with thematic analysis to study the perceptions of transgender persons on transgender-friendly initiatives in Kerala, assess the role of Community-Based Organizations (CBOs) in bringing the issues of transgender persons into

the mainstream, explore the barriers in the strategies for the development of transgender persons formulated and implemented by CBOs, and evaluate the measures for the successful implementation of transgender-friendly initiatives. This focus on qualitative and quantitative data intentionally excluded large-scale quantitative surveys, which could have provided a broader statistical perspective.

- 4) **Areas of Inquiry:** The areas of inquiry for the study focus on understanding the perceptions of transgender persons regarding transgender-friendly initiatives in Kerala, assessing the role of Community-Based Organizations (CBOs) in mainstreaming the issues faced by transgender individuals, exploring the barriers in the strategies developed and implemented by these CBOs, and evaluating the measures necessary for the successful implementation of these initiatives.
- 5) **Time Frame:** The time frame is confined to the period from 2018 to 2024. This range allows for an examination of recent developments and transformations within the transgender community in Kerala, focusing on the effectiveness and impact of various initiatives and interventions introduced during this time. The year 2018 is particularly significant as it marked a turning point in the recognition and rights of transgender individuals in India, with the Supreme Court's landmark judgment affirming the rights of transgender persons and declaring them a legally recognized third gender. This ruling not only highlighted the historical struggles faced by transgender individuals but also catalysed various social and legal reforms aimed at improving their status and access to rights. By analysing this specific period, the study aims to capture contemporary issues and shifts while also discussing the historical context that has shaped the lives of transgender individuals in Kerala. This dual focus provides a comprehensive understanding of the evolving landscape of transgender rights and support within the state.
- 6) **Analytical Methodology:** The analytical methodology employed in the study involved thematic analysis to examine the qualitative data, alongside

quantitative analysis using statistical techniques such as t-tests, ANOVA, and correlation, facilitated by SPSS 26.0. Thematic analysis allowed for an in-depth exploration of relevant issues, identifying and interpreting patterns within the qualitative responses. Meanwhile, the quantitative component provided a statistical framework to assess relationships and differences among variables, enhancing the robustness of the findings. This combination of methodologies facilitated a comprehensive understanding of the research questions; however, it is important to note that while qualitative thematic analysis enabled a rich, nuanced exploration of participant's experiences, the quantitative analysis offered scope for broad statistical generalizations that might have been achieved with other research methods.

1.18 Operational Definitions

Transgender

The Transgender Persons (Protection of Rights) Act, 2019 defines transgender individuals as those whose gender identity differs from their birth-assigned sex. It includes identities like male, female, Hijra, and others. The Act ensures their rights in education, employment, and healthcare, promoting social inclusion. In Kerala, efforts have been made to implement these rights through community-based interventions.

Gender

Gender is a social construct encompassing roles, identities, and behaviours attributed to individuals based on perceived sex. It covers a spectrum beyond the male-female binary, reflecting diverse experiences. In Kerala, the understanding of gender diversity has expanded through various social initiatives aimed at inclusivity.

Gender Expression

Gender expression refers to how individuals present their gender through actions, dress, and physical traits, aligning with their internal identity of being male, female, or other. Kerala has witnessed increasing awareness and acceptance of diverse gender expressions, supported by local community-based organizations.

Community-Based Organization (CBO)

A CBO is a non-profit group addressing community welfare, often locally initiated, with support from institutions or NGOs. In Kerala, CBOs play a vital role in promoting transgender-friendly initiatives, advocating for rights, and providing support to marginalized communities, including the transgender population.

Gender-Affirming Surgery (GAS)

GAS includes surgeries that align a person's body with their gender identity, such as breast augmentation or genital reconstruction. It aims to alleviate gender dysphoria and improve the well-being of transgender individuals. In Kerala, healthcare initiatives are increasingly supporting access to gender-affirming surgeries as part of broader transgender inclusion policies.

LGBTIQA+

LGBTIQA represents diverse sexual orientations and gender identities: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual. The plus sign denotes there are other identities not covered by LGBTIQA. In Kerala, the LGBTQ community has gained visibility through the efforts of CBOs and government-backed programs, fostering inclusivity and acceptance of diverse identities.

1.19 Organization of Thesis

The organization of the study rephrased in the past tense and defined clearly:

Chapter I

The first chapter establishes the foundational framework for the study by providing a global perspective on the rights and recognition of transgender individuals. It then narrows its focus to the specific challenges faced by the transgender community in India, with an emphasis on the state of Kerala. This chapter examines the role of Community-Based Organizations (CBOs) in advocating for transgender rights and the impact of their initiatives on enhancing the quality of life for transgender individuals. The chapter articulates the statement of the problem,

clearly defining the study's purpose, objectives, Hypotheses and research questions. Additionally, it highlights the significance of the research while outlining its limitations and delimitations. Finally, operational definitions of key terms utilized throughout the study are presented to ensure clarity and consistency in the discussion.

Chapter II

Chapter two provides a thorough review of the relevant literature, highlighting existing research gaps in the field. It examines previous studies and theoretical frameworks that inform the current research, establishing a foundation for understanding the context and background of the study. This comprehensive analysis serves to situate the research within the broader academic discourse on transgender issues and the role of Community-Based Organizations (CBOs) in fostering social interventions in Kerala.

Chapter III

Chapter three outlines the research methodology employed in the study, detailing the research design and approaches utilized to investigate the transgender-friendly initiatives in Kerala. It describes the sampling techniques and the sample size of 250 respondents, which included members of the general public and key stakeholders from various Community-Based Organizations (CBOs). Additionally, the chapter elaborates on the instruments of data collection, including in-depth interviews with both open and closed-ended semi-structured questions. The methods of data analysis are also explained, highlighting the use of thematic analysis for qualitative data and quantitative analysis techniques and rationale of such as t-tests, ANOVA, and correlation with the help of SPSS 26.0. This chapter ensures a clear understanding of how the data were processed and interpreted to address the study's research objectives and hypotheses.

Chapter IV

Chapter four presents a detailed analysis and interpretation of the collected data regarding transgender-friendly initiatives in Kerala. It discusses the findings in depth, offering insights into the perceptions of transgender individuals and the role of

Community-Based Organizations (CBOs) in advocating for their rights. The chapter includes frequency distribution of the interview schedule, supported by tabulated data and graphical representations to illustrate key trends and patterns. It also employs statistical tests, such as the t-test and ANOVA, using SPSS 26.0 to rigorously test the hypotheses related to the study. The chapter examines the barriers faced by CBOs in implementing strategies for the development of transgender persons, as well as evaluates the measures necessary for the successful implementation of these initiatives. By contextualizing the results within the broader framework of social interventions and gendered spaces, the chapter highlights the implications of the findings for policymakers, activists, and stakeholders, emphasizing the need for continued efforts to promote inclusivity and equity for the transgender community.

Chapter V

Chapter five provides a comprehensive conclusion to the study, synthesizing the key findings related to the effectiveness of transgender-friendly initiatives in Kerala. It summarizes the significant insights gained regarding the perceptions of transgender individuals, the role of Community-Based Organizations (CBOs), and the barriers encountered in implementing strategies for transgender development. The chapter highlights the importance of these findings in promoting social equity and inclusivity for the transgender community. Based on the analysis, it offers actionable recommendations aimed at enhancing the impact of current initiatives, guiding policymakers, stakeholders, and CBOs in their efforts to create a more supportive environment for transgender individuals. Furthermore, the chapter suggests areas for future research that could build on the current study, encouraging continued exploration of the dynamics within gendered spaces and the effectiveness of community interventions.

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Review of Literature and Theories

CHAPTER – II

REVIEW OF LITERATURE AND THEORIES

2.1 Introduction

A literature review is a comprehensive survey of existing research on a specific topic, synthesizing findings and identifying gaps in knowledge. It is a foundational step in the research process, allowing researchers to assess the current state of knowledge, refine their research questions, and avoid duplicating previous work. By reviewing past studies, researchers can pinpoint areas that require further investigation, guiding their focus. It provides insights into effective methodologies used in earlier research, enabling researchers to adopt or adapt these techniques for their own studies. Conducting a thorough literature review also enhances a researcher's credibility by demonstrating familiarity with their field and situating new research within the broader academic discourse. It is essential for framing research questions, guiding methodological choices, and contributing meaningfully to the existing body of knowledge.

A review of existing literature is essential for assessing social interventions in gendered spaces, particularly the role of community-based organizations (CBOs) in supporting transgender-friendly initiatives in Kerala. The review encompasses international, national, and regional sources to explore the legal, social, and organizational dimensions of transgender interventions. By employing a methodological review, the study evaluates various research methods used in past studies, offering critical insights into the effectiveness of these approaches. A systematic review helps identify existing gaps in the literature by carefully analysing previous research on social interventions and transgender inclusion, which the study aims to address. The scoping review is conducted to map key concepts, explore the breadth of available evidence, and highlight areas requiring further investigation. The integration of these reviews helps lay the foundation for the research objectives, guiding the formulation of research questions and hypotheses. The identification of gaps in knowledge, particularly concerning the role of CBOs in transgender

empowerment, ensures that the study is focused on addressing critical shortcomings in current literature. By synthesizing diverse sources such as government policies, social intervention programs, and academic studies on transgender inclusion, the review seeks to bridge existing knowledge gaps. The study explores how CBOs in Kerala contribute to addressing the healthcare, social, and economic needs of transgender individuals, thereby fostering inclusion. The literature review ultimately provides valuable insights into the impact of these interventions on social inclusion, empowerment, and well-being. By exploring challenges and benefits, the study aims to contribute to a more comprehensive understanding of community-driven efforts to create transgender-friendly spaces in Kerala, aligning research objectives with identified gaps.

2.2 Legal and Policy Framework for Transgender Rights

The legal and policy framework for transgender rights refers to laws, regulations, and guidelines established to protect the rights of transgender individuals. It aims to ensure equality, prohibit discrimination, and provide access to social, legal, and healthcare services, promoting the inclusion and dignity of transgender people within society.

Nelson, N. J. (2024)¹article explains that in 2015, Kerala became the first Indian state to implement a comprehensive Transgender Policy, aiming to uphold the constitutional rights of transgender individuals. The policy emerged following the Supreme Court's 2014 NALSA judgment, which recognized transgender rights. It facilitates self-identification, mandates educational institutions to adopt inclusive policies, and provides financial support for surgeries. It established a Transgender Justice Board and initiated various social interventions to combat discrimination, thereby enhancing the community's visibility and integration into society. Despite progress, challenges remain in healthcare access and societal acceptance.

Sundaram et al., (2024)²article examines gender-responsive planning and development of health-related projects for women and transgender persons at the local self-government level in Kerala, highlighting significant strides made since the 1990s. It underscores Kerala's unique decentralized health system, which allocates at least

10% of its budget specifically for women's health initiatives, reflecting a commitment to gender equity in public policy. While traditional gender roles continue to shape project designs, recent efforts have expanded to include transgender welfare following the introduction of the Kerala State Transgender Policy in 2015. The article discusses the participatory planning process initiated in 1996, which empowers local bodies to address community-specific needs effectively. Despite these advancements, challenges remain in fully integrating gender perspectives into all health initiatives.

Das, B., & Saikia, A. (2023)³ article discusses the evolution of transgender rights in India has been significant, particularly since the 2014 Supreme Court ruling that recognized transgender individuals as a third gender, affirming their rights under the Constitution. The Transgender Persons (Protection of Rights) Act was passed on December 5, 2019, following earlier legislative attempts, including the 2014 Rights of Transgender Persons Bill. The act aims to protect against discrimination and ensure access to education, healthcare, and employment for transgender individuals, marking a critical shift from historical marginalization to legal recognition and support for their rights in contemporary society.

Vikraman, A. R. (2022)⁴ article focuses on the complexities of transgender organizing in the context of cisgender hegemony, highlighting the duality of empowerment and challenge within the transgender community in Kerala. The thesis discusses how societal structures often marginalize transgender voices while simultaneously recognizing their resilience and agency in advocating for rights. It emphasizes the role of art and culture in fostering community identity and solidarity, illustrating how these creative expressions serve as both a form of resistance and a means of empowerment. The systemic barriers that hinder effective organization among transgender individuals, such as societal stigma and institutional neglect. The study underscores the importance of inclusive policies and community-led initiatives to dismantle cisnormative frameworks that perpetuate discrimination. By analysing these dynamics, Vikraman contributes to a deeper understanding of the intersectionality of gender identity and social organization, advocating for a more equitable approach to rights and recognition for transgender persons in Kerala.

Bhattacharya, S. (2019)⁵article examines the Legal Path to Transgender Inclusion in India". It explores the significant legal advancements for transgender rights in India. It highlights the landmark 2014 Supreme Court ruling that recognized transgender individuals as a third gender, affirming their right to self-identify and mandating equal treatment under the law. The Transgender Persons (Protection of Rights) Act, enacted in 2019, aimed to provide comprehensive protections against discrimination in employment, education, and healthcare. The Act also established a National Council for Transgender Persons to advise the government on policy matters. Despite these legal frameworks, challenges remain, including societal stigma and inadequate implementation of protections. The article emphasizes the ongoing need for advocacy and structural support to ensure that legal recognition translates into meaningful change for transgender individuals in India. It underscores both the progress made and the work still needed to achieve full inclusion and equality for the transgender community.

Sadiqe, S. (2018)⁶ article examines the legal milestones in transgender rights in Kerala reveals significant progress and challenges. Kerala was the first state to implement a comprehensive Transgender Policy in 2015, following the landmark Supreme Court judgment in 2014 that recognized the rights of transgender individuals. The policy aimed to address the needs of a historically marginalized community, providing access to free sex reassignment surgeries and educational scholarships. However, despite these advancements, barriers such as lack of awareness, inadequate monitoring, and discrimination hinder effective implementation. The Transgender Persons (Protection of Rights) further aimed to protect the rights of transgender individuals but faced criticism for regressive clauses and insufficient safeguards the Kerala government launched the "Pride" project to enhance employment opportunities for transgender individuals, illustrating ongoing efforts to combat unemployment and societal invisibility. Despite these initiatives, many in the transgender community still face challenges accessing benefits due to systemic issues and societal stigma, highlighting the need for continued advocacy and reform.

Robinson, T. (2017)⁷article focuses on the **2015 report by the Inter-American Commission on Human Rights**, which underscored the necessity for protective measures for transgender rights throughout the Americas. It highlighted

systemic violence and discrimination faced by transgender individuals, advocating for legal recognition and comprehensive protections. Aligns with India's NALSA judgment in 2014, which recognized transgender individuals as the 'third gender' and affirmed their fundamental rights, including self-identification without mandatory sex reassignment surgery. The subsequent Transgender Persons (Protection of Rights) Act, 2019 further aimed to safeguard these rights in India.

2.3 Community-Based Organizations and Transgender Advocacy

Community-based organizations (CBOs) play a pivotal role in advocating for transgender rights and support. These grassroots groups are essential in creating safe spaces for transgender individuals, offering resources such as housing, healthcare, and legal assistance. They empower community members through education and advocacy, addressing systemic discrimination and promoting social acceptance. By fostering a sense of belonging, CBOs help individuals navigate the challenges posed by societal stigma and legal barriers. Initiatives led by organizations like the Transgender Education Network and local shelters provide critical support services, including mental health resources and skill development programs. As the landscape of transgender rights continues to evolve, these organizations remain at the forefront, driving change and ensuring that the voices of transgender individuals are heard and respected within broader societal frameworks.

Hariharan, A. (2024)⁸article explores that NGOs play a crucial role in transgender empowerment by fostering community solidarity and advocating for rights. These organizations provide essential services, including healthcare access, legal assistance, and educational programs, specifically tailored to the needs of transgender individuals. They serve as safe spaces where community members can express their identities without fear of discrimination. The local NGOs engage in awareness campaigns to educate the broader public about transgender issues, helping to dismantle societal stigma. Through capacity-building initiatives, they empower individuals with skills and knowledge necessary for economic independence. Collaborative efforts with government bodies enhance the effectiveness of these initiatives, ensuring that transgender voices are included in policy discussions. Events

organized by NGOs often celebrate transgender culture and achievements, further promoting visibility and acceptance. Local NGOs are instrumental in transforming societal attitudes and creating a more inclusive environment for transgender individuals, enabling them to claim their rights and participate fully in society.

Viswambaran, V. (2021)⁹article examines the community interventions in Kerala's transgender support systems have made significant strides in addressing the needs of the marginalized population. The Kudumbashree initiative, which empowers transgender neighbourhood groups across eight districts, has been pivotal in fostering community solidarity and resilience, particularly during the COVID-19 pandemic. With an estimated 25,000 transgender individuals in Kerala, these interventions focus on providing essential services such as healthcare, legal assistance, and economic support. The state government has also implemented a Queer-friendly hospital initiative to ensure equitable healthcare access for transgender persons. The community-based organizations play a crucial role in raising awareness and advocating for rights, helping to integrate transgender individuals into the socio-economic fabric of society. Despite these advancements, ongoing challenges such as societal stigma and inadequate resources highlight the need for sustained efforts to bridge gaps in support systems for the transgender community in Kerala.

Poornima, R. (2021)¹⁰article examines community-driven social change through transgender initiatives in India, particularly in Kerala. It highlights the significant role of grassroots organizations in advocating for transgender rights and providing essential services. Initiatives such as the "Queer-friendly hospital" project aim to create inclusive healthcare environments, ensuring that transgender individuals receive respectful and equitable treatment. The government schemes like the SMILE initiative focus on skill development, economic support, and shelter through GarimaGrehs, which offer safe spaces for marginalized individuals. These efforts reflect a broader commitment to integrating transgender persons into mainstream society, addressing systemic barriers, and fostering community solidarity. The importance of local activism in driving meaningful change and improving the lives of transgender individuals in Kerala and beyond.

Nair, M. (2021)¹¹article focuses on advocacy networks and social support systems in Kerala highlights the transformative impact of community-driven initiatives for transgender individuals. Local organizations, such as OASIS and Queerhythm, play a crucial role in providing essential services, including healthcare access and legal assistance. The Kerala government's "Pride" project aims to enhance employment opportunities for the transgender community, addressing issues of unemployment and social invisibility. The introduction of queer-friendly hospitals ensures that healthcare services are accessible and respectful. These interventions foster a supportive environment that empowers transgender individuals to assert their rights and integrate into society. By promoting awareness and facilitating community engagement, these advocacy networks significantly contribute to the social acceptance and empowerment of transgender persons in Kerala.

Sharma, R, et.al, (2020)¹² article discusses the Grassroots advocacy for transgender rights in India, particularly in Kerala, has emerged as a powerful force for empowerment and social change. Local NGOs and community-based organizations (CBOs) play a critical role in this movement, providing essential services such as healthcare, legal assistance, and vocational training. Initiatives like the Kudumbashree program have fostered solidarity among transgender individuals, enabling them to reclaim their identities and assert their rights. Events organized by these groups, such as fashion shows, challenge societal norms and promote visibility for the transgender community. The landmark 2014 Supreme Court ruling that recognized transgender individuals as a third gender has galvanized advocacy efforts, leading to the formulation of supportive policies like the Transgender Persons (Protection of Rights) Act of 2019. Despite these advancements, challenges remain, including societal stigma and systemic discrimination. Grassroots organizations continue to push for inclusive policies and greater public awareness, striving to ensure that transgender individuals can fully participate in society and enjoy equal rights as citizens.

2.4 Healthcare Interventions and access For Transgender Individuals

Healthcare interventions and access for transgender individuals in Kerala have seen significant advancements in recent years, driven by a commitment to inclusivity

and support. The Kerala government has implemented the pioneering "Queer-friendly hospital initiative," which aims to provide equitable healthcare services without discrimination. The initiative includes the establishment of transgender community link workers who facilitate access to medical care, helping to navigate the oftenintimidating healthcare system. The state has introduced comprehensive policies that ensure transgender individuals can access necessary medical interventions, including gender-affirming surgeries and hormone therapies. The integration of mental health services and community support systems is essential to address the unique needs of transgender individuals, ensuring they receive holistic care that respects their identities and promotes their well-being.

Jain, D., & Balu, K. (2024)¹³article focuses on the initiatives aimed at providing inclusive healthcare for transgender individuals within Kerala's public health system. The Kerala government has launched the "Queer-Friendly Hospital Initiative," marking a significant step toward ensuring equitable healthcare access for the transgender community. The initiative will first be implemented in Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode districts, where general hospitals are being equipped and staff trained to create supportive environments. A key component of this initiative is the introduction of the Transgender Community Link Worker (CLW) scheme, which facilitates connections between transgender individuals and healthcare services, addressing barriers they often face. The government aims to extend these queer-friendly practices to all healthcare institutions across the state gradually. By prioritizing the rights and needs of transgender individuals, Kerala is setting a precedent for inclusive healthcare, fostering an environment where all individuals can receive respectful and comprehensive medical care without discrimination. The initiative reflects Kerala's commitment to advancing social justice and health equity for marginalized communities.

Nair, S. G. (2024)¹⁴ article examines the inclusivity of medical access for transgender persons within Kerala's healthcare system. It highlights the persistent barriers that inhibit their access to necessary health services, including societal stigma, discrimination, and a lack of awareness among healthcare providers. Despite the progressive policies established by the Kerala government, such as the

introduction of a comprehensive transgender policy in 2015, many transgender individuals still face challenges in obtaining adequate medical care. The article emphasizes the crucial role of community health organizations in bridging these gaps by advocating for transgender rights, providing education, and facilitating access to healthcare resources. These organizations work tirelessly to raise awareness and create supportive environments that empower transgender individuals to seek medical assistance without fear of discrimination. The need for ongoing efforts to ensure that healthcare systems are truly inclusive and responsive to the unique needs of transgender persons in Kerala.

RS, M. (2023)¹⁵article focuses on transforming healthcare for transgender populations in Kerala through the implementation of best practices under the Transgender Persons (Protection of Rights) Act, 2019. It highlights the Kerala government's commitment to inclusivity by establishing the "Queer-Friendly Hospital Initiative," which aims to provide equitable healthcare services across various districts. The initiative includes training healthcare staff to create supportive environments and introducing the Transgender Community Link Worker (CLW) scheme to bridge gaps between transgender individuals and healthcare systems. The strategic approach not only addresses barriers to access but also ensures that medical interventions are sensitive to the unique needs of transgender persons. By fostering collaboration between government bodies and community organizations, Kerala is setting a precedent for comprehensive healthcare that respects and upholds the rights of transgender individuals, ultimately promoting their well-being and integration into society. The article underscores the importance of sustained efforts to ensure that these initiatives lead to meaningful change in healthcare access and quality for the transgender community.

Raj, A., & Juned, F. (2022)¹⁶study focuses on Bridging Health Inequities in Kerala's Transgender-Friendly Medical Interventions" highlights the significant strides made by the Kerala government in addressing the healthcare needs of transgender individuals. The introduction of the "Queer-Friendly Hospital Initiative" aims to provide inclusive and unbiased healthcare services across four districts: Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode. The initiative includes training hospital staff to create supportive environments for transgender patients and

establishing the Transgender Community Link Worker (CLW) scheme to facilitate access to healthcare. The government is developing guidelines for transgender-specific medical treatments, ensuring that surgeries are conducted only after thorough mental health assessments. These interventions reflect Kerala's commitment to reducing health inequities and fostering a more inclusive healthcare system. By prioritizing transgender rights and needs, Kerala sets a precedent for other states in India, demonstrating that comprehensive healthcare access is essential for marginalized communities. These efforts aim to empower transgender individuals and ensure they receive respectful and adequate medical care.

Jayasree, A. K., & Bindu, M. V. (2020)¹⁷ article examine the healthcare needs of the transgender community in Kerala, emphasizing the importance of a strategic approach to address these needs effectively. The article highlights that despite progressive policies and initiatives, many healthcare requirements remain inadequately met due to systemic barriers and societal stigma. The authors discuss the role of community health organizations, such as OASIS and Queerythm, which are instrumental in advocating for transgender rights and facilitating access to healthcare services. These organizations provide essential support, including mental health services, legal assistance, and awareness campaigns aimed at reducing discrimination. The significance of the Kerala government's "Queer-Friendly Hospital Initiative," which aims to create inclusive healthcare environments across several districts. The initiative is designed to ensure that transgender individuals receive respectful and equitable treatment within the public health system. The need for continued collaboration between government bodies and community organizations to create a comprehensive healthcare framework that truly addresses the unique challenges faced by the transgender community in Kerala.

2.5 Employment and Economic Empowerment Programmes Integration of Transgender Communities

Employment and economic empowerment programs for transgender communities are essential for fostering inclusivity and improving livelihoods. These initiatives aim to address the significant barriers that transgender individuals face in

accessing stable employment and financial resources. In many regions, including Kerala, programs focus on skill development, entrepreneurship, and cooperative models that encourage collective action among community members. By providing training and support, these programs help transgender individuals gain the skills necessary to secure jobs or start their own businesses. The integrating transgender persons into existing welfare schemes ensures they benefit from government resources aimed at reducing poverty and enhancing social status. Such initiatives not only promote economic independence but also challenge societal stigma, paving the way for greater acceptance and equal opportunities within the workforce.

PK, V. (2023)¹⁸article examines the critical role of community support in enhancing the economic participation of transgender individuals in Kerala. It highlights the systemic barriers that hinder their access to employment opportunities, emphasizing the need for inclusive policies and social acceptance. The research underscores the importance of grassroots organizations and community networks that provide training, resources, and advocacy for transgender rights. By fostering an environment of support, these initiatives aim to break down economic barriers, enabling transgender individuals to achieve financial independence and social dignity. Community support mechanisms have been pivotal in addressing the unique challenges faced by transgender people in Kerala. Initiatives such as vocational training programs and awareness campaigns are designed to empower the marginalized group, facilitating their integration into the workforce. The collaboration between government bodies and civil society organizations has led to the development of targeted policies that promote equal employment opportunities. These efforts not only enhance economic prospects but also contribute to broader societal acceptance and recognition of transgender rights.

Kurup, M. & Hariharan, (2022)¹⁹article examines the transformative role of the Kudumbashree Mission in Kerala, highlighting its impact on enhancing livelihoods and promoting social inclusion for marginalized groups, particularly transgender individuals. Through community-driven approaches, Kudumbashree has become a key force in poverty alleviation, primarily by empowering women and other underserved communities. The research emphasizes the importance of

Neighbourhood Groups (NHGs) in creating economic opportunities and fostering social integration, illustrating success stories that showcase Kudumbashree's effectiveness in establishing sustainable livelihoods. Operating through a three-tiered structure comprising NHGs, Area Development Societies (ADS), and Community Development Societies (CDS), Kudumbashree's model enables grassroots-level participation and decision-making, allowing communities to address their specific needs through tailored solutions. Its initiatives, especially those targeting transgender individuals, underscore a broader commitment to social equity and empowerment, aiming to break down barriers faced by marginalized populations. By providing training, financial assistance, and community engagement opportunities, Kudumbashree has fostered an environment where members can improve their economic standing and social status. The research positions Kudumbashree as a model for inclusive development, demonstrating how targeted, community-based interventions can drive meaningful change for marginalized populations in Kerala.

Singh, S. (2021)²⁰ article highlights that Kerala has implemented various vocational training programs aimed at empowering transgender individuals economically. The Kerala Knowledge Economy Mission recently organized a three-day employability training in Thiruvananthapuram, focusing on essential skills such as IT training, professional communication, and office productivity. The training is part of the PRIDE initiative, which offers scholarships and job placement assistance for participants. The "Sakalyam" project by the Social Justice Department provides tailored training based on individual interests, helping destitute transgender persons gain self-employment opportunities. These initiatives address the economic challenges faced by the transgender community, promoting skill development and facilitating access to jobs, thereby enhancing their social and financial independence.

Jayanthi, E. (2019)²¹book examines the integration of transgender communities into society through various welfare initiatives and highlights their historical significance in Indian epics, emphasizing their longstanding cultural presence. It discusses Kerala's proactive approach to transgender welfare, particularly through community-based organizations (CBOs) that play a vital role in advocating for rights and providing essential services. The community-based organizations

(CBOs) facilitate skill development, economic empowerment, and social inclusion, helping transgender individuals overcome barriers to employment and healthcare access. Despite the progressive policies established by the Kerala government, such as the Transgender Policy of 2015, challenges remain regarding societal acceptance and economic opportunities. The study highlights the importance of sustained efforts by CBOs to raise awareness, promote education, and create supportive environments that enable transgender individuals to thrive. By fostering community solidarity and addressing systemic inequalities, these initiatives contribute significantly to the empowerment and visibility of transgender persons in Kerala, ultimately working towards a more inclusive society.

2.6 Education and Skill Development for Transgender Communities in India

Education and skill development for transgender communities in India is a critical area of focus, reflecting broader societal challenges related to inclusion and equity. Despite legal recognition and policies aimed at improving their status, transgender individuals often face significant barriers in accessing quality education and vocational training. These challenges stem from deep-rooted stigma, discrimination, and a lack of supportive environments within educational institutions. Recent initiatives, such as the National Education Policy (NEP) 2020, aim to promote equitable access to education for marginalized groups, including transgender individuals. However, the effectiveness of these policies is often undermined by inadequate implementation and the persistence of cultural prejudices. Addressing these issues requires comprehensive strategies that not only facilitate access to education but also foster an inclusive atmosphere that supports the unique needs of transgender students. By enhancing educational opportunities and skill development, we can empower transgender communities, enabling them to achieve greater economic independence and social acceptance.

Anil kumar, V. (2024)²² article examines the educational initiatives aimed at fostering lifelong learning for transgender communities in Kerala. It highlights the "Samanwaya" continuing education program launched by the Kerala State Literacy Mission Authority, which provides essential learning opportunities tailored to the

needs of transgender individuals. The initiative addresses high dropout rates due to discrimination and financial constraints, thereby enhancing employability and social integration. These educational efforts are part of broader governmental strategies to empower marginalized groups, ensuring that transgender persons can access quality education and skill development for a better quality of life.

Poornima, R. (2022)²³article examines Kerala's transgender policy, focusing on its effectiveness and the challenges faced by the transgender community. It highlights that while Kerala was the first state to implement a transgender policy in 2015, aimed at empowering the marginalized group, many issues remain unresolved. The policy intended to provide equal rights and opportunities but has struggled with implementation. Skill development training has been limited to a select few, leaving many without access to essential resources. Despite the government's efforts, societal stigma and discrimination continue to hinder the community's progress. The article calls for a more comprehensive approach that not only addresses policy formulation but also ensures effective implementation and societal acceptance. The critical analysis emphasizes the need for ongoing evaluation and adaptation of policies to truly benefit the transgender population in Kerala, ensuring they receive the support necessary for social and economic empowerment.

Aneesh, M. S., & John, J. (2020)²⁴article examines educational interventions aimed at promoting transgender inclusivity in Kerala. It highlights initiatives like the "Samanwaya" continuing education program, which provides tailored learning opportunities for transgender individuals, addressing high dropout rates due to stigma and discrimination. The Kerala government has also implemented special surveys to identify and support the transgender community's educational needs. These efforts are part of a broader strategy to ensure equal access to education and employment, ultimately empowering transgender individuals to achieve greater social and economic independence in society.

Vats, N. K., & Purohit, M. (2017)²⁵article examines the crucial intersection of education and employment rights as a means of empowering the transgender community in India. It highlights the recent establishment of schools specifically for

transgender individuals in Kerala, which aims to address educational disparities and promote skill development. The initiative represents a significant step toward enhancing economic opportunities and fostering social inclusion. The authors emphasize that tailored educational programs are essential for equipping transgender individuals with the skills necessary for sustainable employment, thereby facilitating their integration into mainstream society.

2.7 Social and Cultural Inclusion Initiatives

Social and cultural inclusion initiatives for transgender individuals are essential for fostering acceptance and integration within society. In India, particularly in Kerala, various programs have been implemented to address the socio-economic challenges faced by the transgender community. These initiatives focus on providing education, skill development, and employment opportunities, aiming to empower individuals and promote self-sufficiency. Organizations like the Gravittus Foundation and PeriFerry have launched skill development programs that equip transgender individuals with vocational skills, enabling them to enter the workforce confidently. The government policies, such as the Transgender Policy in Kerala, aim to combat stigma and ensure equitable access to resources. By emphasizing education and community support, these initiatives strive to create a more inclusive environment where transgender individuals can thrive and contribute meaningfully to society.

Thomas, T. M., & Sarma, U. A. (2023)²⁶book examines the role of art and culture in advocating for transgender rights in Kerala, highlighting how creative expressions can drive social change. It discusses initiatives that leverage artistic platforms to raise awareness and foster acceptance of transgender individuals, emphasizing the importance of representation in cultural narratives. The authors note that these efforts not only empower the transgender community but also challenge societal norms and prejudices. By integrating art into advocacy, Kerala's approach aims to create a more inclusive environment where transgender voices are heard and valued, ultimately contributing to a broader movement for equality and justice.

Choudhary, M. (2022)²⁷article examines how community projects in Kerala have significantly enhanced the social fabric and economic stability of transgender

individuals. It highlights initiatives that celebrate diversity through visibility campaigns, which aim to raise awareness and foster acceptance within society. These efforts not only empower transgender people but also encourage their active participation in various community projects, promoting inclusivity. By integrating transgender voices into social and cultural narratives, Kerala is making strides toward dismantling stigma and discrimination, ultimately creating a more equitable environment where all individuals can thrive and contribute meaningfully to society.

Kumar Ajith, K., & Vidya, N. A (2021)²⁸article examines the cultural representation of transgender lives in Kerala and the impact of social interventions on their visibility and acceptance. It highlights the significant role of community-based organizations (CBOs) in advocating for transgender rights and fostering social change. Initiatives such as cultural events, awareness campaigns, and educational programs aim to challenge stigma and promote understanding within society. The Kerala government's transgender policy, introduced in 2015, has been pivotal in providing legal recognition and access to resources for transgender individuals. Despite these efforts, many still face discrimination and unemployment, with a 2014-15 survey revealing that only 11.6% of transgender individuals had regular jobs. The article emphasizes that ongoing cultural interventions are essential for enhancing social acceptance and ensuring that transgender voices are represented in various spheres of life, ultimately contributing to a more inclusive society where diversity is celebrated and respected.

Konduru, D., & Hangsing, C. (2018)²⁹article discusses various cultural initiatives aimed at fostering social acceptance and inclusion of transgender individuals in Kerala. It highlights the role of organizations like PeriFerry, which organizes cultural festivals showcasing the talents of the transgender community through performing arts such as dance, theatre, and music. These events not only celebrate their creativity but also serve as platforms for raising awareness about their experiences and challenges. The sensitization programs using theatre allow transgender individuals to share their personal stories, promoting empathy and understanding within society. The Kerala government's Transgender Policy, introduced in 2015, further supports these efforts by aiming to eliminate stigma and

ensure equal rights. By integrating cultural expressions with advocacy, these initiatives strive to create a more inclusive environment where transgender individuals can thrive and be recognized for their contributions to society.

2.8 Housing and Shelter for Transgender People

Housing and shelter for transgender individuals in Kerala has seen significant developments, particularly with the establishment of specialized care homes aimed at providing safe and supportive environments. The state government has initiated several projects, including Thanal, a short-stay home for Trans men located in Thiruvananthapuram, which can accommodate up to 25 residents but has struggled to attract occupants, highlighting ongoing stigma and awareness issues within the community. The Karuthal scheme offers emergency assistance to transgender individuals facing crises, reflecting a commitment to addressing their unique challenges. Despite these initiatives, many transgender people continue to face discrimination and familial rejection, underscoring the need for broader societal acceptance and support systems.

Majumder, S., & Kar, A. (2022)³⁰article Highlights the Kerala government has pioneered housing interventions for its transgender population, recognizing housing as a fundamental human right. The “Sukrutham Housing project” aims to provide land to homeless transgender individuals, ensuring a secure living environment. The initiative is crucial, as many transgender individuals face homelessness after disclosing their gender identity. The state has established short-stay homes, offering essential support services. These efforts reflect Kerala's commitment to addressing the health and safety needs of its transgender community amidst ongoing societal challenges.

MS, A., & John, J. (2021)³¹article examines the housing crisis faced by transgender individuals in Kerala, highlighting the significant challenges they encounter. Despite Kerala's progressive policies, many transgender people remain marginalized and homeless, often forced to live in precarious situations like bus stands or railway stations. A 2014-15 survey indicated approximately 25,000 transgender individuals in the state, with fewer than 4,000 openly identifying as such. Stigma and discrimination continue to hinder their access to safe housing, leaving

many vulnerable to violence and exploitation, underscoring the urgent need for comprehensive and inclusive housing solutions.

Tagore, M. T. (2020)³² Kerala has taken significant steps to address the housing needs of transgender individuals through various shelter programs. The state launched its first short-stay home, “Thanal”, in Thiruvananthapuram, specifically for Trans men, providing safe accommodation and essential services like food, counselling, and medical aid. Managed by the community organization “Queerythm”, it aims to support those undergoing sex reassignment surgeries or facing emergencies. The “Sukrutham Housing project” is proposed to offer land to homeless transgender individuals, further enhancing their housing security. Despite these initiatives, stigma and discrimination persist, highlighting the ongoing need for societal acceptance and comprehensive support systems.

Nelson, N. J. (2016)³³ article focuses on the critical role of safe housing in enhancing the wellbeing of transgender communities in Kerala. The state has seen the establishment of dedicated shelter homes, as a safe haven for Trans men undergoing transitions or facing emergencies. These facilities not only provide accommodation but also essential services like counselling and medical aid, addressing the unique health needs of transgender individuals. The lack of safe spaces has led some to live in precarious conditions, exposing them to violence and exploitation. By creating supportive environments, these housing interventions significantly improve mental health outcomes, reduce instances of crisis, and foster community integration. However, ongoing challenges remain, including limited awareness of available resources and persistent discrimination. As Kerala continues to develop its transgender policies, the focus on secure housing is vital for ensuring the dignity and safety of the marginalized community.

2.9 Laws AND Commissions Related to Transgender

Jafri, N. F. (2024)³⁴ study examines the Criminal Tribes Act of 1871, which stigmatized entire communities, including transgender individuals, by labelling them as "criminal tribes." The colonial law led to the forced marginalization of these groups, stripping them of dignity and pushing them to society's fringes. The Act restricted their freedom, with many being forced onto wastelands, such as those near

Bilaspur village, where they lived in isolation and were denied the respect associated with formal social status. The analysis highlights the Act's long-lasting impact on the social and economic conditions of affected communities.

Bhargava, D. C., et.al, (2024)³⁵ article examines the evolution of transgender rights in India, focusing on initiatives like GarimaGreh and the National Portal for Transgender Persons. These efforts aim to create supportive environments and ensure policy implementation through the National Council for Transgender Persons. Despite legislative progress, including the Transgender Persons (Protection of Rights) Act, significant gaps remain in actualizing these rights. Discrimination persists due to societal stigma and inadequate recognition of gender identity. The authors argue that while these initiatives mark a positive shift, persistent efforts are essential to bridge implementation gaps and foster true equality for transgender individuals in India. Continued advocacy and awareness are vital for overcoming entrenched biases and ensuring comprehensive rights protection.

Bharat, G. (2024)³⁶ study examines the 2014 Madras High Court case of Nangai v. Superintendent of Police, which upheld the right to self-identify gender, prohibiting the state from mandating medical examinations for gender verification. The court emphasized that forcing individuals to undergo gender-specific medical procedures violates Article 21, which guarantees the right to life and personal liberty. The landmark ruling reinforced the principle that gender identity is a deeply personal aspect of an individual's identity, affirming that no one should be compelled to undergo invasive medical assessments to validate their gender. The decision marks a significant step in recognizing and protecting the rights of transgender individuals in India.

Chakraborty, D. (2023)³⁷ article explores the case of "Supriyo Chakraborty v. Union of India", which highlights the ongoing struggle for same-sex marriage rights in India. The Supreme Court ruled that the right to marry is not a fundamental right for queer individuals, emphasizing that legislative changes should be made by Parliament rather than the judiciary. The decision has been met with disappointment from LGBTQ+ activists, who argue it perpetuates discrimination and denies equal rights to same-sex couples. While the court acknowledged the need to end

discrimination against same-sex couples, it opted to establish a committee to explore potential legal rights rather than legalizing same-sex marriage outright. The ruling reflects a complex interplay between legal recognition and societal acceptance, leaving many advocates concerned about the future of marriage equality in India.

Roy, S., & Pal, A. (2022)³⁸article examines the constitutional guarantees of equality under Articles 14 to 18, highlighting that widespread discrimination against gender-diverse individuals primarily stems from inadequate recognition of gender identity. Despite legal frameworks aimed at ensuring equality, many transgender and gender non-conforming individuals face systemic barriers, including violence and exclusion from essential services. The lack of legal gender recognition exacerbates their marginalization, impacting their access to healthcare, education, and employment. The article calls for states to adopt self-determined gender recognition policies and eliminate abusive medical requirements, emphasizing that true equality cannot be achieved without acknowledging and respecting individual gender identities. Addressing these issues is crucial for fostering an inclusive society.

Shah, P. (2022)³⁹article highlights the complexities surrounding the Transgender Persons (Protection of Rights) Act, 2019, which aims to safeguard the rights of transgender individuals in India. While the Act was intended to build on the Supreme Court's landmark 2014 ruling in the NALSA case, which recognized transgender people as a third gender and affirmed their right to self-identify, it has faced criticism for not fully aligning with these principles. The Act requires transgender individuals to undergo a medical process for legal recognition, contradicting the 2014 judgment that emphasized self-identification without medical prerequisites. The implementation gaps persist, leaving many transgender persons vulnerable to discrimination and social stigma. The study calls for stronger enforcement of rights and greater societal acceptance to ensure that legislative measures translate into real-world protections for the transgender community.

Sahoo, V., et.al, (2020)⁴⁰article examines the case of Shivani 'Shivy' Bhat, an Indian-origin citizen of the USA, who faced severe harassment from his family during a visit to Uttar Pradesh. His parents confiscated his passport and attempted to force

him into a local college to "cure" his gender non-conformity. After seeking help from a local NGO, Shivani was subjected to police harassment following his mother's kidnapping complaint. The court intervened, recognizing Shivani's illegal confinement and harassment by both family and police. In response to an interim order, Shivani's parents retracted their complaint and agreed to support his return to the US for further studies. The court's ruling emphasized the rights of transgender individuals and mandated that police refrain from harassing them, reinforcing the need for dignity and self-determination within the LGBTQ+ community.

Dixit, P. (2020)⁴¹ study focuses on the landmark case of “Navtej Singh Johar v. Union of India”, which played a crucial role in decriminalizing homosexuality in India. On September 6, 2018, the Supreme Court partially struck down Section 377 of the Indian Penal Code, which criminalized consensual same-sex relationships. The court ruled that the law violated fundamental rights, including equality and privacy under Articles 14, 19, and 21 of the Constitution. The decision emphasized that societal norms should not dictate legal standards and highlighted the importance of constitutional morality over majority opinion. The ruling marked a significant advancement for LGBTQ+ rights in India, affirming that sexual orientation is an intrinsic part of human identity deserving protection and respect.

Voss, M. J. (2018)⁴² article discusses the contentious landscape surrounding sexual orientation and gender identity (SOGI) resolutions at the UN Human Rights Council. It highlights significant milestones, including the adoption of resolutions aimed at combating violence and discrimination based on SOGI, notably in 2016. The resolution mandated the appointment of an independent expert to address these issues globally. Despite opposition from various nations, the resolutions reflect a growing commitment to human rights advocacy, supported by numerous NGOs and a coalition of countries, particularly from Latin America.

Ryan, J. (2018)⁴³ study examines Argentina's ground-breaking 2012 Gender Identity Law, which allows individuals to change their gender and name on official documents without requiring medical intervention. The law recognizes self-defined gender identity, enabling adults to amend civil records through a straightforward

administrative process. Minors can also request changes with parental consent. The law mandates access to trans-specific health services, including surgeries and hormone treatments. Since its enactment, over 12,655 individuals have updated their documentation. The UN has supported the progressive legislation through resolutions against discrimination based on sexual orientation and gender identity since 2011, reinforcing Argentina's leadership in promoting LGBTQ+ rights in Latin America and beyond.

Kumar, S. M.(2016)⁴⁴article examines the landmark case of National Legal Services Authority v. Union of India, where Laxmi Narayan Tripathy argued that the non-recognition of Hijras as a third gender violated Articles 14 and 21 of the Indian Constitution. The Supreme Court ruled on April 15, 2014, that transgender individuals, including Hijras, have the right to self-identify their gender, affirming that the recognition is essential for equality and dignity under Article 14, which prohibits discrimination. The Court emphasized that the absence of legal acknowledgment left Hijras vulnerable to harassment and societal discrimination, thus breaching their right to life and liberty under Article 21. The ruling mandated that the government implement affirmative action for the community, including reservations in education and employment, recognizing them as socially and economically backward. The decision marked a significant step towards inclusivity, allowing Hijras to be recognized officially in legal documents and ensuring their rights are protected under Indian law.

Mridul, S. (2015)⁴⁵ article examines the legal challenges faced by transgender individuals in India, particularly through the cases of “Shivani Bhat vs. State of NCT of Delhi, K. Prithika Yashini vs. The Chairman, and Arunkumar vs. The Inspector General of Registration”. These cases collectively highlight the systemic issues within Indian law regarding gender identity and rights. In “Shivani Bhat's” case, the Supreme Court addressed the unlawful confinement and harassment faced by transgender individuals, emphasizing their right to self-identify. Similarly, “K. Prithika Yashini's” case underscored the need for legal recognition of transgender identities, advocating for equal rights in public and private spheres. Meanwhile, “Arunkumar's” case focused on the bureaucratic hurdles faced by transgender individuals in obtaining legal documentation

that reflects their gender identity. These rulings reveal a significant gap in legal protections and affirm the necessity for comprehensive reforms to ensure dignity, equality, and recognition for transgender persons in India. Despite some progress, challenges remain in achieving full legal and social acceptance.

Jha, E. (2014)⁴⁶ study examines the landmark case of “NALSA v. Union of India”, which marked a significant shift in recognizing transgender rights in India. The Supreme Court ruled that gender identity is crucial to an individual's dignity, protected under Article 21 of the Constitution. The case was initiated by the National Legal Services Authority (NALSA) to advocate for legal recognition of transgender individuals, including those identifying as a "third gender." The court emphasized that discrimination based on gender identity violates fundamental rights and mandated that transgender individuals have the right to self-identify their gender. The ruling led to the inclusion of a third gender option in official documents and directed the government to create welfare schemes for transgender persons. The decision was a pivotal moment in advancing human rights and dignity for marginalized communities in India.

Harper, et.al, (2007)⁴⁷ article highlights the essential role that Community-Based Organizations (CBOs) play in advocating for transgender rights and addressing the unique challenges faced by the population. CBOs work tirelessly to support transgender individuals by providing resources, legal assistance, and safe spaces for expression. They help raise awareness about issues such as discrimination, mental health, and access to healthcare. In India, significant legal advancements, like the “Transgender Persons (Protection of Rights) Act, 2019”, have been influenced by the efforts of these organizations. The Act aims to protect transgender individuals from discrimination and recognizes their right to self-identify. The initiatives like the National Council for Transgender Persons further empower the community by advising on policies and programs. CBOs also facilitate access to vital services, including education and employment opportunities, helping to integrate transgender individuals into society. These organizations are crucial in promoting equality and improving the lives of transgender people.

Saiz, I. (2007)⁴⁸article highlights that the United Nations Human Rights Council passed a landmark resolution on June 17, 2011, condemning violence and discrimination based on sexual orientation and gender identity. The non-binding resolution, adopted by a narrow margin of 23 votes in favour to 19 against, called for an end to discrimination and recognized the issue as a priority for the UN. It expressed grave concern over acts of violence against individuals due to their sexual orientation and mandated the UN High Commissioner for Human Rights to conduct a study on discriminatory laws and practices globally.

2.10 Navigating Challenges: The Transgender Experience

Transgender individuals often face various obstacles, including discrimination, social stigma, and legal barriers. These challenges can affect their mental health, access to healthcare, and opportunities for education and employment. Many transgender people struggle to be accepted by their families and communities, which can lead to feelings of isolation and fear. Despite these difficulties, many individuals find strength in their identities and seek support from friends, allies, and community organizations. Understanding the unique experiences of transgender individuals is essential for fostering acceptance and promoting equal rights for all.

Dar, D. R., et.al, (2024)⁴⁹study explores the increased risk of violence and assaults faced by transgender individuals, particularly highlighting the widespread harassment of LGBTQIA+ people. Transgender individuals are over four times more likely to experience violent victimization compared to their cisgender counterparts, with significant rates of sexual and physical assault. Many homeless LGBTQIA+ individuals face heightened risks, often experiencing abuse and hate crimes. The article underscores that societal stigma and discrimination contribute to the violence, emphasizing the urgent need for protective measures and support systems to ensure safety and dignity for transgender individuals in all aspects of life.

Mushika, M. R., & Koduri, M. V. (2022)⁵⁰article focuses on the issue of homelessness and familial experiences of transgender individuals. It discusses how many transgender people face rejection from their families, leading to increased vulnerability and homelessness. The lack of acceptance often forces them to leave

their homes, resulting in a struggle for basic needs like shelter and safety. The study highlights various programs initiated by the Kerala government aimed at supporting transgender individuals. For example, the "Pride" project seeks to provide employment opportunities, while the "Saphalam" scheme offers financial assistance for education. These initiatives aim to empower transgender individuals and help them reintegrate into society, addressing the systemic issues of discrimination and unemployment they face. The study emphasizes the need for comprehensive support systems to ensure that transgender individuals can lead safe and fulfilling lives.

Mehta, R. (2021)⁵¹article examines the National Council for Transgender Persons (NCTP) in India, established under the Transgender Persons (Protection of Rights) Act, 2019. The council consists of 30 members, but only five are transgender individuals, raising concerns about representation. Its primary role is to advise the government on policies and monitor their impact on the transgender community. The council aims to address grievances and ensure equality and full participation of transgender persons in society. Despite its formation, the limited representation highlights ongoing challenges in achieving comprehensive inclusion and support for transgender individuals within policymaking processes.

More, V. (2021)⁵²article discuss the hostile work environments that transgender individuals often face, highlighting issues of workplace harassment and bullying. Many transgender people experience significant discrimination, with studies showing that up to 75% have faced harassment at work. The bullying can lead to severe emotional distress and even job loss, as over a quarter of transgender individuals report losing their jobs due to their gender identity. The article emphasizes that such hostility not only affects mental health but also perpetuates economic instability. Legal protections, such as the Supreme Court's ruling under Title VII, are crucial for safeguarding transgender employees from discrimination and ensuring a safer workplace.

Westbrook, L. (2020)⁵³book examines how transphobia and homophobia complicate the lives of transgender individuals, forcing many to hide their identities due to fear of discrimination or violence. These prejudices create a hostile

environment, leading to increased risks of mental health issues, homelessness, and violence. Many transgender people face bullying, harassment, and even physical assault simply for being who they are. The study emphasizes that societal attitudes often push individuals to conceal their true selves, which can result in feelings of shame and isolation. The intersection of racism and transphobia exacerbates these challenges, particularly for transgender people of colour who experience heightened discrimination. The ongoing struggle against identity politics highlights the need for greater awareness and advocacy to combat these issues. Ultimately, addressing transphobia and homophobia is crucial for ensuring safety and equality for all individuals, allowing them to live authentically without fear.

Jayanthi, E. (2019)⁵⁴book examines the poverty cycle faced by transgender individuals, highlighting how economic instability and low self-esteem are interconnected. It discusses how familial rejection often exacerbates these issues, leading to feelings of worthlessness. The societal stigma contributes to low self-esteem, making it difficult for transgender people to escape poverty. It emphasizes the need for support systems to break the cycle and improve their lives.

Domínguez-Martínez, T., & Robles, R. (2019)⁵⁵study explores educational harassment faced by transgender individuals, highlighting how bullying can lead to school dropouts. It emphasizes that transgender youth often experience significant victimization, including transphobic bullying, which negatively impacts their mental health and academic success. The need for inclusive educational environments free from violence and discrimination. It also reviews programs aimed at preventing bullying and promoting safety in schools. Ultimately, creating supportive school climates is essential for reducing dropout rates and ensuring that transgender students can thrive academically and socially.

Oswalt, S. B., & Lederer, A. M. (2017)⁵⁶article highlights the mental health challenges faced by transgender individuals, focusing on issues like depression, anxiety, and suicidal thoughts. It highlights that transgender people experience significantly higher rates of mental health conditions compared to the general population, with many reporting feelings of distress due to societal stigma and

discrimination. The article emphasizes that these challenges are often linked to experiences of bullying and rejection, which can lead to severe emotional consequences. It calls for increased awareness and support systems to address these mental health issues, ensuring that transgender individuals receive the care and understanding they need to thrive.

Katz-Wise, et.al (2016)⁵⁷article focuses on the impact of family reactions, particularly parental acceptance and rejection, on transgender youth. It highlights how supportive families can significantly enhance the well-being of transgender individuals, while negative reactions can lead to emotional distress and isolation. Many transgender youth experience mixed responses from their families; some receive love and acceptance, while others face hostility or rejection. The study emphasize that acceptance from parents is crucial for mental health and self-esteem. Families often go through a grieving process as they adjust to their child's gender identity. The article also discusses how societal attitudes toward gender diversity can influence familial dynamics, underscoring the need for education and support for families to foster a more inclusive environment for transgender youth. Positive family support is essential for helping transgender individuals navigate their identities in a challenging world.

Collins, J. C., et.al, (2015)⁵⁸article explores the marginalization of transgender individuals, particularly their limited access to resources. It highlights that many people lack a clear understanding of what it means to be transgender, which contributes to stigma and discrimination. The study emphasizes the importance of recognizing transgender experiences as significant issues that deserve attention. It discusses how societal prejudices can lead to negative outcomes, such as homelessness and mental health struggles. By raising awareness and promoting acceptance, the article advocates for better support systems and resources for transgender individuals, aiming to improve their quality of life and ensure their rights are respected.

2.11 Transgender Rights and Community Support in India

Transgender rights and community support in India refer to the legal recognition and protection of transgender individuals, ensuring their rights to equality,

non-discrimination, and access to essential services. Following the landmark *NALSA v. Union of India* judgment in 2014, transgender people were officially recognized as a third gender, leading to the enactment of the Transgender Persons (Protection of Rights) Act, 2019. The law aims to safeguard their rights in various areas, including education, employment, and healthcare. Community support plays a vital role in advocating for these rights, providing resources, and fostering acceptance within society, ultimately promoting the well-being and dignity of transgender individuals in India.

Bhattacharya, S., et.al, (2022)⁵⁹ study examines the impact of the Transgender Persons (Protection of Rights) Act, 2019, on the transgender community. It highlights both achievements and challenges faced by individuals in accessing their rights. While the Act provides legal recognition and protections, participants reported mixed feelings about its effectiveness. Many expressed that despite some progress, issues like caste and class discrimination remain unaddressed. The study also emphasizes the importance of community support and activism in navigating these challenges. While the Act marks a significant step forward, ongoing efforts are needed to ensure that transgender individuals can fully realize their rights in everyday life.

Bhatt, N., et.al, (2022)⁶⁰ article examines Gender-Affirming Surgery (GAS) for transgender and LGBTQIA+ individuals, highlighting its importance in aligning physical appearance with gender identity. GAS includes various procedures such as vaginoplasty, phalloplasty, and chest surgeries, which significantly improve quality of life. Research shows that around 91% of transgender patients report satisfaction after surgery, experiencing reduced gender dysphoria and improved mental health. However, access to these surgeries can be limited due to financial barriers and insurance coverage issues. GAS is a crucial aspect of transgender healthcare that supports individuals in their journey towards self-affirmation and well-being.

Shaikh, S., et.al, (2016)⁶¹ study examines the vital role of Community-Based Organizations (CBOs) in supporting transgender and LGBTQIA+ individuals in India. CBOs focus on enhancing rights, reducing stigma, and promoting access to healthcare and education. For instance, they have facilitated gender identity documentation for 269

transgender persons and resolved 84% of reported cases through various mechanisms. The CBOs have trained over 3,400 representatives from health, education, and law sectors on LGBTQIA+ issues. These organizations advocate for inclusive policies and provide essential resources, helping to create safer environments for the community. Their efforts are crucial in addressing discrimination and ensuring that transgender individuals can access their rights effectively.

2.12 Transgender Lives in Kerala

Transgender lives in Kerala reflect a complex interplay of cultural acceptance and ongoing challenges. Despite the state's progressive policies, such as the Transgender Persons (Protection of Rights) Act and the 2015 State Policy for Transgenders, many individuals still face stigma and discrimination. The majority live outside their homes due to issues related to gender identity, often leading to economic instability and social isolation. While Kerala has made strides in recognizing transgender rights, societal attitudes remain a significant barrier, making it difficult for many to express their identities openly. Community support and awareness are essential for fostering a more inclusive environment where transgender individuals can thrive.

Sundaram, D. C., et.al, (2024)⁶²article explores the gender-responsive planning and development of health-related projects for women and transgender persons at the local self-government level in Kerala. It highlights that while fund allocation for transgender welfare projects was higher in 2016-2017, there has been a decline in subsequent years. The research shows that 85% of health-related projects focus on nutrition, with limited attention to other crucial areas. It emphasizes the need for gender-disaggregated data to improve planning and implementation. The study calls for local governments to prioritize gender-specific needs, ensuring that health initiatives effectively address the unique challenges faced by women and transgender individuals. It underscores the importance of inclusive policies and community involvement in achieving better health outcomes for marginalized groups in Kerala.

Nayar, K. R., et.al, (2023)⁶³article examines the pandemic trajectories of the transgender population in Kerala, India, focusing on the impact of the COVID-19 crisis on their lives. Kerala was the first Indian state to implement a comprehensive transgender policy, aiming to uphold their constitutional rights. The research

highlights that while the policy has provided some support, many transgender individuals still face significant challenges, including social stigma and economic instability. During the pandemic, these issues were exacerbated, leading to increased vulnerability. The authors emphasize the need for targeted interventions and community support to address these challenges effectively, ensuring that transgender individuals can access essential services and live with dignity amid ongoing societal discrimination. The study underscores the importance of continuous advocacy and policy implementation to improve the lives of transgender people in Kerala.

Haseena, V. A. (2021)⁶⁴study examines the cultural and social dynamics of transgender individuals in Kerala, focusing on their participation in festivals and community life. It highlights the concept of "Tritiya Prakriti," or third nature, which acknowledges transgender identities. Despite progressive policies, many face stigma and transphobia, leading to a crisis in self-identity. The article emphasizes the need for greater acceptance and understanding within society to improve the lives of transgender people in Kerala, allowing them to celebrate their identities openly and participate fully in cultural events. It calls for ongoing efforts to combat discrimination and promote inclusivity.

Plan, F. F. Y. (2022)⁶⁵article examines the barriers faced by transgender individuals in Kerala regarding development strategies implemented by community-based organizations (CBOs). It highlights how CBOs play a crucial role in advocating for the rights and welfare of transgender persons, focusing on community development and mobilization. Despite their efforts, challenges like social stigma, discrimination, and lack of funding persist. The study emphasizes the need for legal recognition and identity affirmation for transgender individuals, which CBOs strive to achieve through advocacy and awareness programs. Events like cultural shows help combat isolation and promote acceptance. However, the closure of key projects has hindered progress. While CBOs have made significant strides, ongoing support and resources are essential for overcoming existing barriers and ensuring the full inclusion of transgender persons in society.

Kurian, M., & Manoj, G. (2021)⁶⁶article focuses on the welfare schemes initiated by the Kerala government to uplift the transgender community, focusing on

various programs like the Kochi Metro Rail project, education initiatives, health clinics, and old-age pensions. The government aims to integrate transgender individuals into mainstream society through these initiatives. Key programs include the “Saphalam Scheme”, which offers financial assistance up to ₹1 lakh per year for transgender students pursuing professional courses, and the “Varnam Scheme”, supporting distance education with annual aid of ₹24,000. The health clinics cater specifically to transgender needs, addressing healthcare disparities. The “Pride Project” aims to provide job opportunities in innovative sectors, further enhancing social acceptance and economic stability. These efforts reflect Kerala's commitment to ensuring dignity and rights for transgender individuals, promoting their inclusion in all spheres of life.

Ligin, K. L., & Nelson, N. J. (2021)⁶⁷ study examines measures for the successful implementation of transgender-friendly initiatives in India. It highlights the “Transgender Persons (Protection of Rights) Act, 2019”, which mandates various welfare provisions, including healthcare, education, and vocational training. Key initiatives include the “SMILE scheme”, offering scholarships, skill development, and housing through “GarimaGrehs” for those in need. The government has allocated ₹365 crores for these programs from 2021 to 2026. The establishment of “Transgender Protection Cells” aims to address crimes against transgender individuals effectively. The study emphasizes the importance of creating inclusive environments in workplaces and public spaces by providing gender-neutral facilities and implementing awareness programs. These measures reflect a commitment to ensuring dignity, rights, and opportunities for transgender individuals in society.

Kurian, M., & Manoj, G. (2021)⁶⁸ article examines the government initiatives for transgender welfare in Kerala, focusing on various schemes aimed at uplifting this marginalized community. Notably, the "Pride" project was launched to provide employment opportunities in innovative sectors, addressing the high unemployment rates faced by transgender individuals. Kerala's Chief Minister, Pinarayi Vijayan, emphasized the project's goal of enhancing social acceptance and quality of life through meaningful job placements. The Saphalam scheme offers financial assistance up to ₹1 lakh annually for transgender students pursuing professional courses, aiming to improve educational access and employment prospects. The Varnam scheme supports distance education for transgender students, providing up to ₹24,000 per year

to help them overcome financial barriers. These initiatives reflect Kerala's commitment to ensuring civil rights and social rehabilitation for transgender individuals, as outlined in the State Policy for Transgender Persons established in 2015. The policy aims to eliminate discrimination and promote inclusion across various sectors, including education, healthcare, and employment. These government efforts signify a progressive step towards achieving equality and dignity for transgender individuals in Kerala.

Kumar Ajith, K., & Vidya, N. (2021)⁶⁹study focuses on Kerala's Transgender Policy, introduced by the state government in 2015, marking a pioneering step in India towards recognizing and safeguarding the rights of transgender individuals. Spearheaded by the NGO Sangama, the policy aims to eliminate societal stigma and ensure equitable access to resources for all transgender categories, including male-to-female and intersex individuals. It emphasizes self-identification rights and mandates equal treatment under the law, alongside provisions for social and economic opportunities. The policy also proposes establishing a Transgender Justice Board to oversee its implementation and conduct regular evaluations. Despite its progressive framework, reports indicate challenges in actualizing these commitments, with criticisms highlighting insufficient implementation measures, such as the lack of separate public toilets. While Kerala's policy serves as a model for other states, its effectiveness hinges on genuine execution and community engagement to fulfil its ambitious goals of dignity and equality for transgender people in the state.

Jayasree, A. K., & Bindu, M. V. (2020)⁷⁰article examines the healthcare needs of the transgender community in Kerala, highlighting the state's progressive policies and ongoing challenges. Following the landmark 2014 Supreme Court ruling recognizing a "third gender," Kerala became a pioneer in formulating supportive measures, including the introduction of a comprehensive transgender policy in 2015. The policy aimed to ensure equal access to healthcare, education, and employment opportunities for transgender individuals. Despite these advancements, significant barriers remain, such as societal discrimination and inadequate training among healthcare providers for gender-affirming procedures. The state government has initiated various welfare schemes, including free gender affirmation surgeries and specialized clinics for transgender

patients, yet many still rely on private institutions due to insufficient public healthcare resources. Recent initiatives like the "Pride" project aim to enhance employment opportunities for transgender individuals, addressing their economic invisibility. However, persistent issues such as police harassment and societal stigma complicate the community's quest for dignity and equality, underscoring the need for continuous advocacy and reform in healthcare and social policies.

Krishna, G. (2018)⁷¹ study highlights the realization of transgender identities in Kerala, focusing on their life journeys and interactions with societal institutions. It reveals that Kerala lacks a traditional transgender culture, leading to limited socialization opportunities for transgender individuals. The research highlights the stages of identity realization and how relationships with family and schools evolve, often marked by both positive and negative experiences. Despite the progressive Transgender Policy of 2015, challenges such as stigma and discrimination persist. The study calls for a deeper qualitative analysis to better understand the complexities of transgender lives in Kerala and the need for greater societal acceptance.

2.13 Theories

Queer Theory

Queer theory is a critical framework that examines and challenges societal norms surrounding gender and sexuality. Emerging in the early 1990s, it critiques the binary understanding of gender and sexual identities, arguing that these concepts are socially constructed rather than biologically determined. Queer theory seeks to explore the fluidity of identities and experiences that exist outside of heterosexual and cisgender norms, promoting inclusivity for diverse sexualities, including bisexuality and transsexuality. By deconstructing established categories, queer theorists aim to reveal the power dynamics at play in how society perceives and regulates identity. Ultimately, queer theory advocates for a broader understanding of human experience, emphasizing the importance of recognizing and valuing differences in sexual orientation and gender identity.

Elliot, P. (2010)⁷²book examines the complexities of “Queer Theory”, emphasizing its role in challenging traditional gender norms and ideologies. It argues that gender is not a fixed biological category but a social construct shaped by cultural influences. Key figures like Judith Butler and Michel Foucault are highlighted for their contributions, particularly in understanding how identities are formed through societal discourse rather than inherent truths. Advocating for a more fluid understanding that encompasses a spectrum of identities. It also addresses the historical context of queer activism, linking it to broader social justice movements. By deconstructing established norms, Queer Theory seeks to empower marginalized voices and promote inclusivity. The study serves as a call to rethink and expand our understanding of gender and sexuality, encouraging readers to embrace diverse expressions of identity in contemporary society.

Jagose, A., & Genschel, C. (1996)⁷³book explores “Queer Theory”, as a critical framework that challenges traditional ideas about gender and sexuality. It argues that both gender and sexual identities are not fixed but fluid, allowing for a spectrum of expressions, including bisexuality, transsexuality, and various forms of queerness. It emphasizes that "queer" serves as an umbrella term that questions societal norms and the binary classification of gender. It critiques the notion of stable identities, suggesting that our understanding of sexuality is shaped by cultural contexts rather than biological determinism. The Queer Theory emerged from feminist thought and LGBTQ+ activism, aiming to create space for marginalized voices. Ultimately, the book advocates for a broader acceptance of diverse identities, promoting inclusivity and challenging oppressive structures within society.

Intersectionality Theory

Intersectionality theory, developed by Kimberle Crenshaw in 1989, explores how various social identities—such as race, gender, class, and sexuality—intersect to create unique experiences of oppression and privilege. The framework emphasizes that individuals do not experience discrimination based on a single identity but rather through a combination of overlapping identities that can compound their experiences of marginalization. For instance, a Black woman may face both racism and sexism,

resulting in a distinct form of discrimination that cannot be fully understood by examining each identity in isolation. Intersectionality highlights the importance of recognizing these interconnected systems of oppression to promote social justice and equality, as it allows for a more nuanced understanding of how different forms of discrimination interact and affect individuals' lives.

Al-Faham, H., et.al, (2019)⁷⁴ study examines how intersectionality has evolved from a theoretical framework to practical applications in various fields. It reviews the conceptualization of intersectionality, highlighting its significance in understanding overlapping social identities and the complexities of oppression. The authors discuss different definitions and their implications, emphasizing that intersectionality is crucial for addressing systemic inequalities effectively. The study explores applications in law, social sciences, and activism, demonstrating how this framework can inform policies and practices that consider the multifaceted experiences of marginalized groups. It emphasizes the need for precise language and understanding when applying intersectionality to ensure it fosters collaboration and solidarity among diverse communities. The study underscores intersectionality's transformative potential in promoting social justice and inclusivity across various sectors.

Atewologun, D. (2018)⁷⁵ study examines intersectionality theory as a critical framework for understanding how various social identities—such as race, gender, class, and sexuality—intersect to shape individual experiences of oppression and privilege. The theory highlights that people are often disadvantaged by multiple sources of discrimination that cannot be analysed in isolation. The article outlines the relevance of intersectionality in various fields, including healthcare, education, and social justice, emphasizing its role in addressing systemic inequalities. It discusses practical applications, such as tailoring policies to meet the diverse needs of marginalized groups and fostering inclusive environments. The study also critiques the challenges of implementing intersectional approaches, including the need for reflexivity and a nuanced understanding of identity dynamics. The study highlights intersectionality's importance in promoting social equity and enhancing our understanding of complex social issues by recognizing the interconnected nature of various forms of discrimination.

Social Capital Theory

Social capital theory emphasizes the value of social networks, relationships, and trust within communities. It highlights how these networks facilitate cooperation and resource sharing. The theory helps explain the role of CBOs in building social capital within transgender communities, fostering mutual support, and enabling access to social and economic opportunities

Goswami, B. V., & Qureshi, V. G. (2023)⁷⁶study examines how these theories help understand the empowerment of transgender individuals in Kerala through Community-Based Organizations (CBOs). CBOs play a vital role by providing resources, skills, and support, enabling transgender people to assert their rights and live with dignity. They address systemic marginalization by promoting awareness and advocacy, which is crucial for social inclusion. The 2015 State Transgender Policy, influenced by CBO efforts, marked a significant step toward recognizing transgender rights. By fostering community development, CBOs help individuals gain confidence in their identities and challenge societal norms. The empowerment leads to improved quality of life and greater participation in society, ultimately enhancing the visibility and acceptance of transgender individuals in Kerala.

Kreuter, M. W., & Lezin, N. (2002)⁷⁷study examines Social Capital Theory, focusing on its significance in health promotion and community well-being. It defines social capital as the networks, relationships, and trust that enable individuals to work together effectively. The authors argue that social capital is a complex theory that influences various aspects of life, including health outcomes. They emphasize the importance of understanding how social connections can enhance knowledge and resources for individuals and communities. The study also explores practical applications of social capital in health initiatives, highlighting its role in improving access to healthcare and promoting healthy behaviours. The study underscores the necessity of fostering social networks to enhance individual and community health outcomes, advocating for policies that support social capital development.

Dubos, R. (2017)⁷⁸book examines Social Capital Theory, highlighting its significance in understanding the role of social networks in shaping individual and

community well-being. It emphasizes that social capital consists of relationships, trust, and shared norms that facilitate cooperation and collective action. The author discusses key theorists like James Coleman and Pierre Bourdieu, who have contributed to the theory by defining social capital in terms of its individual and collective benefits. Coleman focuses on how social networks can provide resources for individuals, while Bourdieu highlights the material advantages gained through participation in these networks. The practical applications of social capital in areas such as community development and organizational performance. It underscores the importance of fostering strong social connections to enhance both individual opportunities and community resilience, advocating for a more integrated approach to understanding social dynamics.

Akdere, M. (2005)⁷⁹ article explores Social Capital Theory and its implications for human resource development. It emphasizes that social capital consists of the networks, relationships, and trust that facilitate cooperation and enhance individual and organizational performance. The approaches to social capital, highlighting its multifaceted nature. The study argues that understanding social capital is essential for organizations to improve employee engagement and productivity. By investing in social relations, companies can foster a collaborative environment that leads to better outcomes. The study underscores the importance of integrating social capital into HR practices to navigate the complexities of today's workforce effectively.

Social Constructionism

Social constructionism asserts that gender and other social identities are not biologically determined but are constructed through social processes, cultural practices, and historical contexts. The theory is useful in understanding how transgender identities are constructed and recognized within Kerala's societal context and how CBOs work to reshape these social narratives to foster acceptance.

Burr, V., & Dick, P. (2017)⁸⁰ book examines social constructionism, a theory that asserts gender and other social identities are not biologically determined but are shaped through social processes, cultural practices, and historical contexts. This perspective is particularly relevant in understanding how transgender identities are

constructed and recognized in Kerala. CBOs (Community-Based Organizations) play a crucial role in reshaping these narratives, promoting acceptance and visibility for transgender individuals. They challenge traditional norms and advocate for rights, helping to create a more inclusive society. The theory emphasizes that identities are fluid and constructed through interactions, which can lead to changes in societal perceptions over time. By highlighting the historical and cultural contexts that define these identities, social constructionism fosters critical discussions about power dynamics and social inequalities. The approach encourages a deeper understanding of how societal attitudes toward gender and identity can evolve, paving the way for greater acceptance and empowerment of marginalized communities, particularly transgender individuals in Kerala.

Allen, B. J. (2005)⁸¹study examines social constructionism; a theory that argues our understanding of identities like gender, race, and class is not biologically fixed but constructed through social interactions and cultural contexts. The perspective highlights how categories such as "man" and "woman" are shaped by historical processes rather than inherent traits. In Kerala, social constructionism is crucial for understanding how transgender identities are formed and recognized. Community-Based Organizations (CBOs) actively work to reshape these narratives, fostering acceptance and challenging societal norms. They emphasize that identities are fluid and can change over time, promoting greater visibility and rights for marginalized groups. By exploring the social meanings attached to identities, social constructionism reveals the dynamic nature of societal perceptions and the potential for change in power relations.

Figure 2.1: Theoretical Framework of Assessing Social Interventions in Gendered Spaces: A Study of Community Based Organizations on Transgender-Friendly Initiatives in Kerala



Human Rights Framework

A human rights framework emphasizes that all individuals, regardless of gender identity, are entitled to fundamental rights and freedoms. It frames the advocacy for transgender rights as part of the broader human rights discourse. The framework guides the analysis of CBO efforts to secure legal rights and protections for transgender individuals in Kerala, ensuring their access to health, education, employment, and housing.

Dicklitch-Nelson, S., & Rahman, I. (2022)⁸² article explores the human rights framework for transgender individuals, emphasizing that transgender rights are fundamental human rights. It highlights significant global efforts to recognize these rights within existing human rights frameworks. The study discusses how various countries have made strides in acknowledging transgender identities, linking LGBT rights to broader human rights issues. They note that legal recognition, protection from discrimination, and access to healthcare are crucial for the well-being of transgender people. It emphasizes the importance of international cooperation and advocacy in promoting these rights. By examining cross-national comparisons, the study illustrates both progress and ongoing challenges faced by transgender communities worldwide, underscoring the need for continued action and awareness to ensure equality and dignity for all individuals.

SuessSchwend, A. (2020)⁸³ study examines the human rights framework for transgender individuals, emphasizing that their rights are fundamental human rights. It highlights the global efforts to recognize these rights, particularly through the Transgender Persons (Protection of Rights) Act of 2019 in India, which aims to reduce stigma and discrimination. The Act ensures non-discrimination in education, employment, and healthcare while recognizing self-perceived gender identity. The article underscores the importance of legal recognition for transgender people, linking it to their dignity and access to essential services. By integrating transgender rights into the broader human rights discourse, the framework promotes inclusivity and accountability, fostering a society where transgender individuals can live freely and with respect.

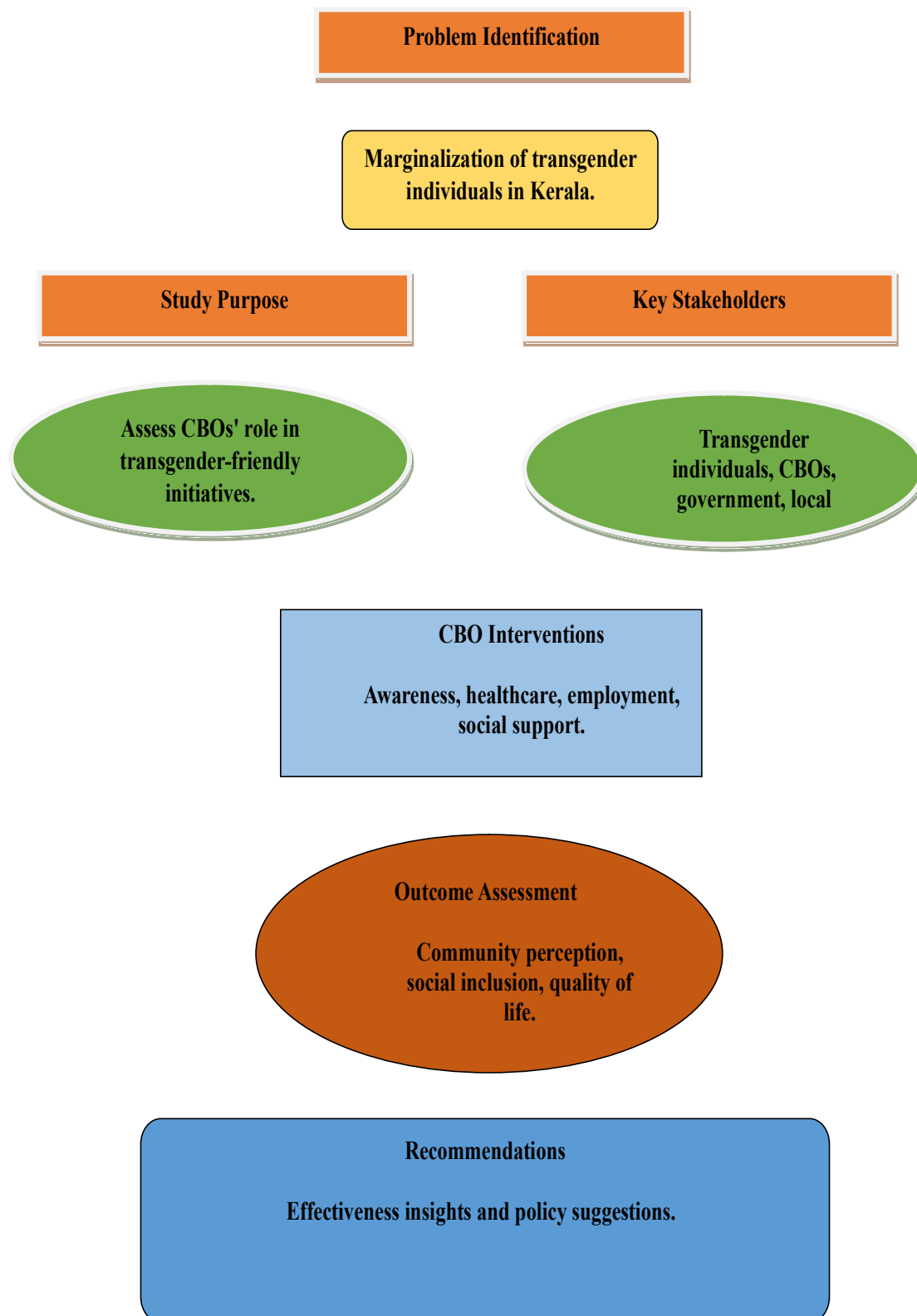
2.14 Conceptual Framework on Transgender

Conceptual framework for the study "Assessing Social Interventions in Gendered Spaces: A Study of Community-Based Organizations on Transgender-Friendly Initiatives in Kerala," several key elements are included to create a clear structure. First, it incorporates theories like social constructionism and human rights to understand gender identity and the rights of transgender individuals. Second, it focuses on the role of Community-Based Organizations (CBOs) that implement initiatives to support transgender people. The framework also examines various social interventions, such as awareness campaigns and healthcare access, to see how effective they are in creating a welcoming environment. It looks at gendered spaces to understand how societal norms affect transgender experiences. Finally, the framework assesses the outcomes of these interventions, including changes in community attitudes and improvements in the quality of life for transgender individuals in Kerala.

Datta, A. (2020)⁸⁴article examines the complex dynamics of gendered spaces, highlighting their dual role as both restrictive and empowering environments for women. It discusses how these spaces can marginalize women by enforcing societal norms that dictate where they can and cannot go, often reflecting deeper power imbalances in social relations. For instance, the concept of "women's areas" often excludes men, reinforcing traditional patriarchal structures while simultaneously providing women with a degree of freedom from male scrutiny. Gendered spaces are not merely sites of exclusion but can also serve as arenas for resistance and empowerment. Women in these spaces can challenge dominant narratives and develop new identities, as illustrated by examples such as Somali women establishing businesses in predominantly male environments. This reflects a broader trend where marginalized groups leverage gendered spaces to foster community and initiate change. While gendered spaces can reinforce traditional roles, they also hold potential for transformation and empowerment, making them critical areas of study in understanding gender dynamics today.

UngLoh, J. (2018)⁸⁵article examines transgender identity, sexual versus gender 'rights,' and the tools of the Indian state, focusing on the historical and contemporary context of transgender rights in India. It highlights the recognition of hijras and transgender individuals in ancient India, contrasting with modern legal frameworks established by landmark rulings such as *NALSA v. Union of India* in 2014, which acknowledged transgender individuals as a "third gender" under Indian law. Transgender Persons (Protection of Rights) Act, 2019, which provides a comprehensive framework for the rights of transgender individuals, including self-identification without mandatory medical procedures. Despite these advancements, the article notes significant gaps in implementation, as societal discrimination persists, limiting access to education, employment, and healthcare. Transgender rights, emphasizing that while legal recognition has improved visibility and rights on paper, practical enforcement remains inadequate. The article concludes by asserting that true equality for transgender individuals in India requires not only legal recognition but also societal acceptance and systemic change to dismantle entrenched biases.

Figure 2.2: Conceptual Framework



2.15 Research Gap

Research on social interventions in gendered spaces has gained considerable global attention, especially concerning the inclusion and rights of transgender individuals. However, there is a noticeable gap in studies that focus on the specific efforts undertaken in Kerala, India, particularly through the work of community-based organizations (CBOs). While transgender-friendly initiatives have been implemented in various parts of the world, the unique context and challenges faced in Kerala remain underexplored. The study aims to address this gap by examining the role of CBOs in promoting transgender-friendly initiatives in Kerala, assessing their impact on social inclusion, and evaluating the effectiveness of these interventions. The research seeks to contribute valuable insights into the dynamics of gendered spaces in Kerala, focusing on the role of CBOs in supporting transgender individuals. A comprehensive review of international, national, and regional sources is conducted to understand the legal, social, and cultural frameworks that influence transgender-friendly initiatives. By critically analysing these sources, the study identifies the existing gaps in research and knowledge, which aid in formulating the study's objectives, research questions, and hypotheses. Integrating insights from government reports, community action plans, and academic studies, the research bridges the existing knowledge gaps and contributes to the discourse on social interventions in gendered spaces. Despite extensive research on transgender-friendly initiatives globally; there is a dearth of studies specifically examining the efforts in Kerala. The research identifies and fills that gap by focusing on the contributions of CBOs, offering a localized understanding of social interventions and their impact on transgender communities in Kerala.

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Research Methodology

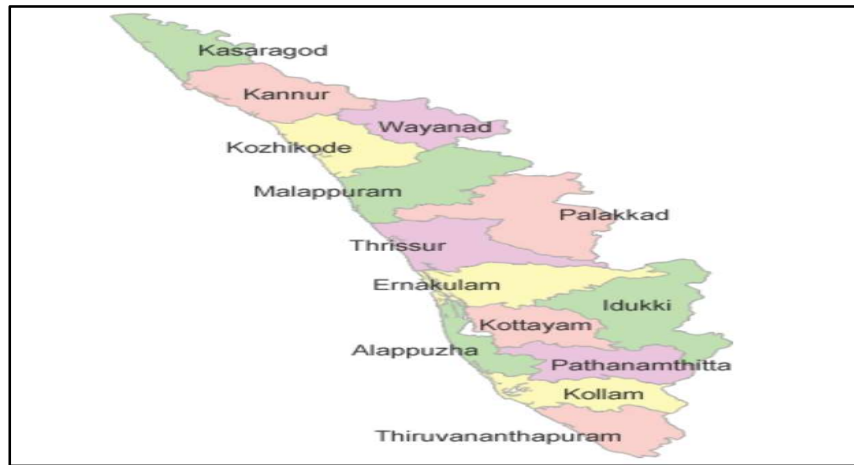
CHAPTER – III

RESEARCH METHODOLOGY

3.1 Description of the Study Area

3.1.1 Description of Kerala a Southern state in India

Kerala, a picturesque state in southern India, is renowned for its lush landscapes, backwaters, and rich cultural heritage. With a population of approximately 33.4 million as per the 2011 Census, Kerala accounts for about 2.76% of India's total population, with 16,027,412 males and 17,378,649 females. The state has a high literacy rate of 94%, with male literacy at 96.11% and female literacy at 92.07%, and a favourable sex ratio of 1,084 females per 1,000 males, significantly higher than the national average. Over the last decade, Kerala's population growth slowed to 4.91%, down from the previous decade's 9.42%. Religiously diverse, Kerala's population is predominantly Hindu (54.73%), followed by Muslims (26.56%) and Christians (18.38%). While about 52.3% of the population resides in rural areas, urbanization is growing with 47.7% in urban settings. The state is one of the most densely populated in India, with an average density of 859 people per square kilometre. The age distribution shows 19% of the population is aged between 0-14 years, and 12% is aged 65 and over. Kerala's vibrant society is shaped by its historical trade links and multicultural influences. The state is divided into 14 districts: Thiruvananthapuram, Kollam, Pathanamthitta, Alappuzha, Kottayam, Idukki, Ernakulam, Thrissur, Palakkad, Malappuram, Kozhikode, Wayanad, Kannur, and Kasaragod, each contributing to its cultural and demographic diversity.(Census of India, 2011).¹

Map 3.1: District map of Kerala

Source: [www. Mapsonline.com](http://www.Mapsonline.com)

3.1.2 Location of Kerala

Kerala is located in the south-western region of India, bordered by the Arabian Sea to the west and the Western Ghats mountain range to the east. It stretches approximately 590 kilometres along the Malabar Coast, with its width varying between 11 and 121 kilometres. The state shares its northern and north-eastern boundaries with Karnataka, while Tamil Nadu lies to the east and south. Kerala's geographical coordinates range from 8°18' to 12°48' north latitude and 74°52' to 77°22' east longitude. The unique positioning contributes to its diverse climate, lush landscapes, and rich biodiversity, making it a prominent destination for tourism. The state is often referred to as "God's Own Country" due to its scenic beauty, which includes tranquil backwaters, pristine beaches, and verdant hills. With a total area of 38,863 square kilometres, Kerala is one of India's smaller states but is densely populated, housing over 33 million residents as of the 2011 census. Its capital is Thiruvananthapuram, which serves as a cultural and political hub for the region (Wikipedia, 2024).

3.1.3 Climate of Kerala

Kerala experiences a tropical monsoon climate, characterized by high humidity and significant rainfall, primarily influenced by the seasonal monsoons. The state has four distinct seasons: summer (March to May), southwest monsoon (June to September), northeast monsoon (October to November), and winter (December to

February). Summers are hot and humid, with temperatures averaging around 35°C, while winters are cooler, particularly in the highlands, where temperatures can drop below 10°C. The southwest monsoon brings heavy rains, averaging between 2250 mm to 2500 mm, making Kerala one of the wettest regions in India. In contrast, the northeast monsoon contributes additional rainfall, typically between 450 mm to 500 mm. The diverse topography of Kerala results in varying climatic conditions across the state, with coastal areas experiencing hot and humid weather year-round, while the mountainous regions enjoy a cooler climate.(Kerenvis.nic.in., 2020)

3.1.4 Transgender population in Kerala

Kerala is home to an estimated 25,000 transgender individuals, a figure derived from the Transgender Survey conducted in 2014, which highlighted significant challenges faced by this community. Despite the progressive legal framework established by the Supreme Court of India in 2014, which recognized transgender people as a third gender and granted them rights to self-identification, societal acceptance remains limited.³ The survey revealed that around 70-80% of transgender individuals in Kerala enter into marriages due to familial pressures, often leading to short-lived unions. A staggering 54% of respondents reported earning less than ₹5,000 per month, with only 11.6% holding regular employment. Educational attainment is also alarmingly low; 90% of transgender individuals drop out of school due to harassment and discrimination. The lack of visibility and acceptance has driven many to migrate to other states or live in isolation, as societal stigma often leads to estrangement from families—over 51% reported being disowned.(Sukumar&Ullatil 2020)⁴ Despite Kerala's relatively advanced policies aimed at supporting transgender rights, including the provision for free gender affirmation surgeries in government hospitals, implementation issues persist. Furthermore, 32% of respondents indicated they had attempted suicide at least once in their lives, underscoring the mental health crisis within this community. While urban centres like Kochi offer some degree of acceptance, pervasive discrimination and harassment continue to hinder the community's integration into mainstream society. The need for greater awareness and systemic change remains critical for improving the lives of transgender individuals in Kerala.(Kahm, 2021)⁵

3.2 Research Methodology

3.2.1 Research Design

Research design is a structured framework that outlines the methodology, data collection methods, and analysis strategies for a study. It is crucial for research as it ensures the reliability, validity, and reproducibility of findings, guiding researchers in effectively addressing research questions and achieving their objectives (Myers & Lorch2013).⁶The study adopted an analytical method to assess the impact of interventions by community-based organizations (CBOs) on transgender inclusion. The analytical method involves systematically evaluating existing data and observing patterns to derive meaningful conclusions about the effectiveness of transgender-friendly initiatives in Kerala (Swartz&Krull2018).⁷The study utilizes the survey method, with data collection facilitated through the use of an interview schedule. This approach allows for semi structured interview with participants, helping to gather both factual and experiential data on the interventions impact (Groves, et, al 2011).⁸ The study employs a mixed-method approach, incorporating both qualitative and quantitative research. Qualitative research is defined by Denzin and Lincoln (2011) as "a multi-method approach that involves an interpretive, naturalistic view of its subject matter," emphasizing understanding individuals experiences and social contexts (Denzin 2008).⁹This is particularly relevant in exploring the lived experiences of transgender individuals in Kerala and the effectiveness of CBO interventions. Qualitative research, as defined by Denzin and Lincoln (2011), involves an interpretive, naturalistic approach to understanding social realities, making it ideal for exploring the experiences of transgender individuals and the impact of CBO initiatives in Kerala. Quantitative research includes the use of statistical tools such F-tests ANOVA, F-test (Analysis of Variance) are used to assess differences among multiple groups.

3.2.2 Rationale of Likert Scale

A Likert scale is a psychometric tool commonly used in surveys to measure attitudes, opinions, or perceptions. Respondents indicate their level of disagreement with a series of statements. This scale provides quantifiable data for statistical analysis. The study adopted the Likert scale to gauge participants' perceptions of

transgender-friendly initiatives and the impact of community-based organizations in Kerala. By using this scale, the researchers captured nuanced opinions, allowing for a comprehensive analysis of attitudes and experiences related to transgender inclusion and community support. (Joshi, et. al 2015)¹⁰

3.2.3 Rationale of Open-Ended Questions and Closed-Ended Questions

The study adopted open-ended questions for stakeholders of key community-based organizations (CBOs) and other stakeholders like government officials, healthcare providers, and representatives from educational institutions to gather in-depth insights and diverse perspectives on their experiences and strategies regarding transgender-friendly initiatives. Open-ended questions allow respondents to express their thoughts freely, leading to rich qualitative data that can reveal complexities and nuances in their responses. In contrast, closed-ended questions were used for transgender individuals to collect specific, quantifiable data regarding their experiences and perceptions. Closed-ended questions limit responses to predefined options, facilitating easier data analysis and comparison across responses. The combination of question types enhances the study's comprehensiveness, capturing both qualitative and quantitative insights.

3.2.4 Sources of Data Collection

The data generated for the study was comprised of primary sources and secondary source

Primary data were collected through in-depth interviews with 250 respondents. This included 230 transgender individuals, representing the community's diverse experiences and challenges, and 10 stakeholders from ten key community-based organizations (CBOs) and with government officials, healthcare providers, and representatives from educational institutions with expertise in transgender issues. These interviews provided critical insights into the effectiveness and impact of various transgender-friendly initiatives in Kerala.

The data collection process involved engaging with community-based organizations, conducting interviews with transgender individuals and activists, and

observing transgender-friendly initiatives in Kerala. Several significant challenges arose, including overcoming deep-rooted stigmas, ensuring confidentiality, and fostering trust among participants. Accessibility was a major issue, as many participants were concentrated in urban areas, complicating efforts to reach a diverse demographic. Transportation challenges further hindered field visits. Additionally, language barriers posed difficulties, as many transgender individuals were unable to speak or read English well, necessitating the use of Malayalam, the local language, for effective communication. This required additional effort to ensure accuracy and clarity in data collection while navigating sensitive topics with empathy and cultural sensitivity.

Secondary Data: Secondary data were obtained from a variety of sources, including academic journals, government reports and census data, published reports, policy documents, news articles, and studies related to transgender rights and community interventions. The comprehensive approach ensured a well-rounded understanding of the socio-cultural context and the effectiveness of CBO efforts in promoting transgender inclusion in Kerala.

3.2.5 Universe of the Study/Target Population of the Study

The study focuses on the state of Kerala, located in the south-western part of India, known for its rich cultural heritage and diverse landscapes. Kerala comprises 14 districts, each characterized by unique socio-cultural dynamics and geographical features. As of the 2011 census, Kerala has a total population of approximately 33.4 million, with a favourable sex ratio and a high literacy rate of 94%. The study targets transgender individuals from Kerala, aiming to capture the diverse experiences and challenges they face regarding social inclusion and access to services. The stakeholders from various community-based organizations (CBOs) i.e., the Malabar Cultural Forum, Amma and Sahodari of Kozhikode district, Sahayathrika, FICO and Jwala of Thrissur district, Dhwayah and Amigos of Ernakulam district, Queerythm and Oasis of Thiruvananthapuram district that work on transgender issues are included to gain insights into the effectiveness of initiatives designed to support this community. The state's urban and rural settings offer a comprehensive backdrop for

understanding the socio-cultural contexts in which these interventions occur. Given Kerala's progressive policies and active civil society, the region provides a valuable case for examining the impact of community-based organizations on transgender-friendly initiatives, reflecting the complexities of gendered spaces and social interventions.

3.2.6 Sampling and Sample Size

The study employed both purposive and stratified sampling, each supporting different aspects of data analysis. Purposive sampling, which aids in qualitative analysis, was used to select the districts of Thiruvananthapuram, Ernakulam, Kozhikode and Thrissur. These districts were chosen intentionally due to their relatively higher transgender population compared to other districts in Kerala, making them crucial for the study's objectives. The targeted approach ensures that qualitative insights are drawn from areas where the transgender community is more prominent, allowing for a deeper exploration of their unique experiences and challenges. Stratified sampling, supporting quantitative analysis, was applied to ensure proportional representation from each district. By dividing the population into strata and focusing on specific demographic characteristics, such as transgender representation, this method ensures that the sample size is statistically reflective of the urban population, which totals 3,902. The total population was used to determine the sample size, calculated using the Taro Yamane formula. The Taro Yamane formula is a simplified method for calculating a sample size from a known population. The formula is:

$$n = \frac{N}{1 + Ne^2}$$

Where n is the sample size, N is the population size, and e is the margin of error (usually expressed as a percentage). This formula helps ensure that the selected sample is representative of the population while minimizing sampling error. By applying this formula, the study guarantees an accurate and reliable sample size for quantitative analysis. Together, these methods create a balanced approach, combining in-depth qualitative insights and reliable quantitative analysis.¹¹(Neyman, 1992).

Total population (N) = 3,902

Desired Margin of Error (e) = 5% (0.05)

Taro Yamane's Formula is: $n = \frac{N}{1+Ne^2}$

Plugging in the values: $n = \frac{3,902}{1+3,902 \times (0.05)^2}$

$$n = \frac{3,902}{1 + 3,902 \times 0.0025}$$

$$n = \frac{3,902}{10.755}$$

$$n = \frac{3,902}{10.755}$$

$$n \approx 363 - 113 = 250$$

Using Taro Yamane's formula, the researcher determined a sample size of 363. However, during data collection, 113 respondents declined to participate in the interview without revealing their reasons. Several respondents filled out the interview schedule sheets incorrectly. Upon careful scrutiny, the researcher excluded those with errors, leaving only 250 respondents who accurately filled out the response sheets and permitted the interview. Despite the initial target, these limitations reduced the effective sample size, as many responses were either incomplete or incorrect, and some respondents were not ready for the interview.

Table 3.1: Selected districts from which the sample size is taken

District	Transgender Population in Kerala	Sample, sizeDisproportionate samplingdistribution
Thiruvananthapuram	1,001	70
Ernakulam	1,201	70
Kozhikode	601	60
Thrissur	301	50
Grand Total	3,902	250
Transgender 230 respondents and 20 Stakeholders		
Source: Primary Data		

The study adopted disproportionate sampling, a type of stratified sampling, to divide the sample size across districts. In stratified sampling, the population is grouped by

districts. Disproportionate sampling allows for varying sample sizes across these groups, ensuring better representation from each district, regardless of population size, to gain balanced insights. The approach is part of a broader effort in assessing social interventions in gendered spaces, focusing on community-based organizations and their transgender-friendly initiatives in Kerala. (Kalton& Anderson 1986) ¹²

3.2.7 Instrument of Data Collection

The researcher adopted the following instruments of data collection for the study:

In-Depth Interview

The study involved two sets of interviews. The first set targeted the general transgender population, using closed-ended questions on a Likert scale to enable hypothesis testing through quantifiable analysis of responses. The second set focused on stakeholders from ten selected community-based organizations (CBOs), with one key persons from each organization and government officials, healthcare providers, and representatives from educational institutions are interviewed using 16 open-ended questions that also gathered demographic information. In Kerala, several organizations actively support transgender rights and welfare. The Malabar Cultural Forum, Amma, and Sahodari (Kozhikode) focus on cultural representation and social support for transgender individuals. Sahayathrika and FICO advocate for legal aid to uphold transgender rights, while Jwala (Thrissur) promotes economic empowerment through vocational training. Dhwayah provides a platform for showcasing the talents of the transgender community, and Amigos (Ernakulam) offers essential resources to support their well-being. Queerythm and Oasis (Thiruvananthapuram) contribute to community building and awareness, fostering greater acceptance and understanding of transgender individuals across Kerala.

Qualitative Data Collection

The open-ended nature of the questions helps in qualitative analysis by identifying trends and patterns, facilitating a deeper understanding of community-based organizations on transgender-friendly initiatives in Kerala.

3.2.8 Data Gathering Procedures

The data gathering procedures for this study began with a thorough review of related literature, which informed the development of the data collection instruments. Subsequently, an interview schedule was prepared to facilitate two sets of in-depth interviews. The first set targeted members of the transgender community, and these interviews were conducted in the local language to ensure that participants could express themselves comfortably. The responses were recorded to capture detailed quantitative data accurately. The second set of interviews focused on twenty key stakeholders from ten community-based organizations, conducted in both the local language and English, which supports qualitative data analysis. This dual-language approach allowed stakeholders to respond in English when comfortable; however, if any difficulties arose, the researcher was prepared to translate questions and responses into the local language. This method aimed to ensure clarity and promote comprehensive responses from all participants.

3.2.9 Methods of Data Analyses

The researcher adopted both qualitative and quantitative approaches to examine the community-based organizations support for transgender-friendly initiatives in Kerala. Data were collected through two sets of questionnaires: one for the general transgender population and the other for key stakeholders from selected community-based organizations. While some questions utilized a Likert scale for quantitative analysis, most were open-ended, allowing for in-depth exploration of individual perspectives. The open-ended responses were first collected and then categorized based on recurring themes related to the study objectives. ANOVA F-tests are used to determine whether there are statistically significant differences between the means of three or more independent groups. In this study, the variables such as age, religion, caste, marital status, education, profession, and place of residence each contain multiple categories. Therefore, ANOVA F-tests are appropriate for testing hypotheses and examining whether the variations in responses across these groups are significant. The method helps assess whether observed differences are due to actual group effects or if they have occurred by random chance, providing reliable analysis

of demographic variables. For quantitative data analysis, SPSS 26.0 was used for tabulation and testing the hypotheses, employing ANOVA F-tests to analyze relationships between variables. For qualitative data, trends, patterns, and relevance were identified to generate themes. The comprehensive approach, integrating both qualitative and quantitative methods, provided insight into how community-based organizations are evolving to support transgender individuals in response to broader socio-economic and legislative changes, such as the implementation of inclusive policies and initiatives.

3.3 Exclusion Criteria

The study adopted specific criteria for participant selection to ensure the integrity and relevance of the data collected. Individuals under 18 years of age are excluded to ensure that participants possess the maturity and awareness necessary for meaningful engagement. Non-transgender individuals are also excluded to maintain focus on the specific socio-cultural and livelihood aspects of the transgender community. Respondents lacking basic knowledge of their community's practices or those unwilling to participate in the interviews are excluded. The approach aims to enhance the quality of both qualitative and quantitative data, ensuring that the insights gathered reflect the experiences and perspectives of those who are most knowledgeable about the subject matter.

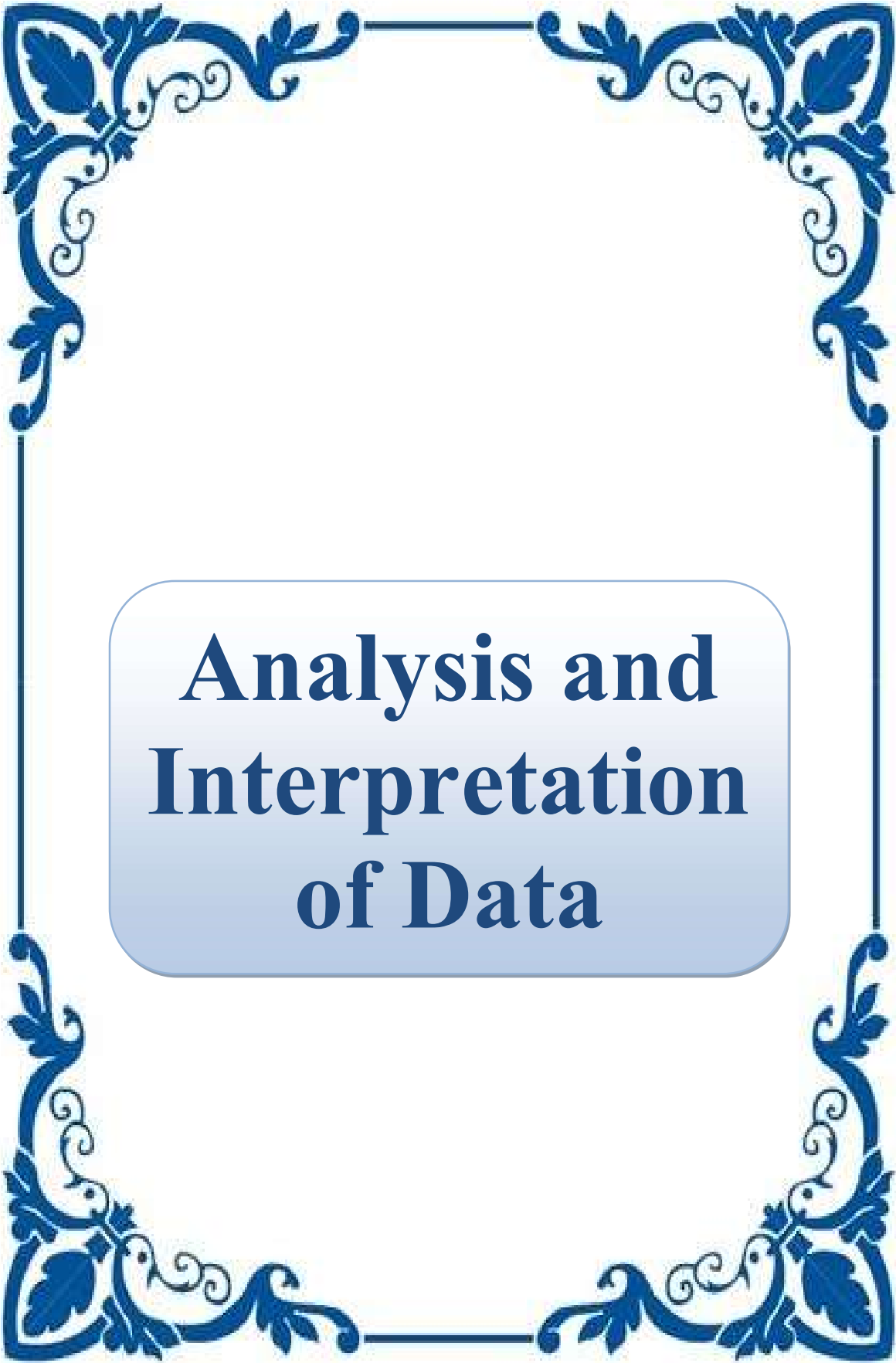
3.4 Ethical Considerations

The ethical standards for the study were upheld by obtaining formal approval from relevant authorities. Before conducting the in-depth interviews with the transgender community and stakeholders, participants were informed about the study's purpose, their vital roles, and their rights within the research process. Confidentiality regarding their responses and the voluntary nature of their participation were emphasized, along with their right to withdraw at any time. Once participants were fully informed and satisfied with the ethical procedures, they were asked to sign a consent form to confirm their willingness to participate. The approach ensured that both qualitative and quantitative data collection adhered to ethical guidelines, promoting respect and integrity throughout the research process.¹³

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Analysis and Interpretation of Data

CHAPTER – IV

ANALYSIS AND INTERPRETATION OF DATA

This chapter presents a detailed analysis and interpretation of data on assessing social interventions in gendered spaces, specifically focusing on community-based organizations (CBOs) and transgender-friendly initiatives in Kerala. The study draws on data from 250 respondents, whose perceptions provide insight into the effectiveness of these initiatives. To systematically analyze these responses, various statistical methods are employed, allowing for a comprehensive examination of key areas such as perceptions of transgender-friendly initiatives, the role of CBOs in mainstreaming transgender issues, barriers in CBO strategies, and recommendations for successful implementation. Descriptive statistics, including measures such as mean and standard deviation, are used to summarize complex datasets and provide a clear, simplified view of respondent's opinions. This chapter enables understanding of the central tendencies and variability in perceptions. To explore specific differences based on respondent's characteristics, differential analyses—including F-tests—are conducted. The ANOVA, F-test examines variances across multiple groups, ensuring a thorough assessment of group-based perceptions. Hypothesis is tested for statistical significance at the 0.01 and 0.05 levels to ensure robustness and accuracy. The data are presented in frequency distribution tables created with SPSS and MS Excel, providing a clear visualization of the perceptions among transgender respondents regarding CBO-led initiatives in Kerala. These tables help illustrate the prevalence of key perceptions, barriers, and recommendations in a structured, accessible format. The chapter is organized into several sections. It begins by discussing the general perceptions of transgender persons toward various transgender-friendly initiatives, including attitudes toward accessibility, effectiveness, and inclusivity. This is followed by an analysis of the role of CBOs in bringing transgender issues into the mainstream, focusing on advocacy efforts and the visibility CBOs provide. Next, the chapter examines the primary barriers CBOs encounter in implementing these initiatives, identifying obstacles such as social stigma, funding constraints, and policy limitations. Finally, the chapter concludes with a section on

suggested measures for effective implementation of transgender-friendly initiatives, based on recommendations from both transgender respondents and CBO representatives. A detailed demographic profile of the respondents is provided, capturing variables such as age, caste, religion and marital status, level of education, profession and place of residence. The demographic context aids in interpreting the data, offering a comprehensive view of how respondent's characteristics shape their experiences with and perceptions of CBO-led initiatives in Kerala.

4.1 Frequency Distribution of Socio-Demographic Details of Respondent

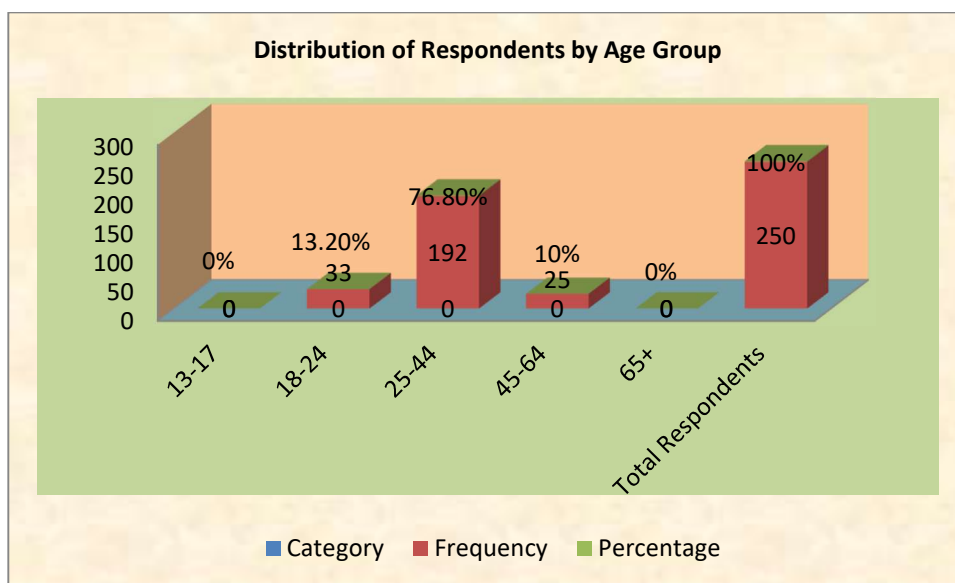
Frequency distribution is a statistical method that organizes data by categorizing and counting the number of occurrences of each value in a dataset. It helps summarize and interpret large amounts of data, showing how often each value appears, which makes patterns and trends within the dataset more evident. This section deals with the frequency distribution of the socio-demographic details of the respondents. These categories provide an overview of the diverse backgrounds of the 250 respondents, adding context to their perceptions of transgender-friendly initiatives in Kerala.

Table 4.1: Distribution of Respondents by Age Group

Age (Years)	Category	Frequency	Percentage
13-17	Teens	0	0%
18-24	Young Adult	33	13.2%
25-44	Adult	192	76.8%
45-64	Middle-Aged Adult	25	10%
65+	Senior	0	0%
Total		250	100%
Source: Survey Data			

Table 4.1 illustrates the age distribution of respondents, providing insights into the demographics impacted by transgender-friendly initiatives in Kerala. Notably, 76.8% of respondents fall within the Adult category (ages 25-44), showing a strong representation of respondents who are likely engaged in community advocacy and can offer informed perspectives on these initiatives. Young Adults (ages 18-24) account for 13.2% of the participants, indicating some level of involvement from younger

respondents in social advocacy. Middle-Aged Adults (ages 45-64) represent 10% of respondents, contributing valuable experience and insights to the discourse. Interestingly, there are no respondents in the Teens (ages 13-17) or Senior (65+) categories, which may reflect limited exposure to or engagement with CBO-led transgender-friendly interventions among these age groups. The demographic breakdown highlights the need for targeted outreach to younger and older populations to enhance participation in discussions surrounding transgender issues in Kerala.

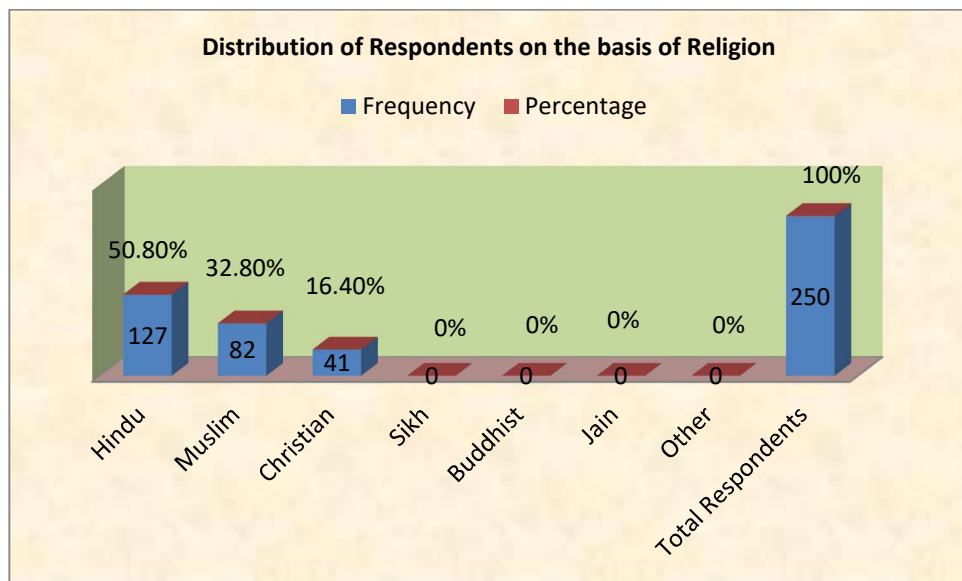


Graph 4.1: Distribution of Respondents by Age Group

Table 4.2: Distribution of Respondents on the basis of Religion

Religion	Frequency	Percentage
Hindu	127	50.8%
Muslim	82	32.8%
Christian	41	16.4%
Sikh	0	0%
Buddhist	0	0%
Jain	0	0%
Other	0	0%
Total Respondents	250	100%
Source: Survey Data		

Table 4.2 presents the religious distribution of respondents, revealing key insights into the demographics engaged with transgender-friendly initiatives in Kerala. The majority, comprising 127 respondents (50.8%), identify as Hindu, indicating a significant representation of this community in discussions around transgender issues. Muslims account for 82 respondents (32.8%), reflecting notable participation from this group as well. Christians make up 41 respondents (16.4%), showing some level of engagement from this religious community. Notably, there are no respondents from the Sikh, Buddhist, Jain, or other religious categories, highlighting a potential gap in representation from these groups. The religious demographic breakdown underscores the importance of understanding the diverse religious contexts within which transgender-friendly initiatives operate in Kerala, indicating areas where outreach may be needed to ensure inclusive participation across all communities.

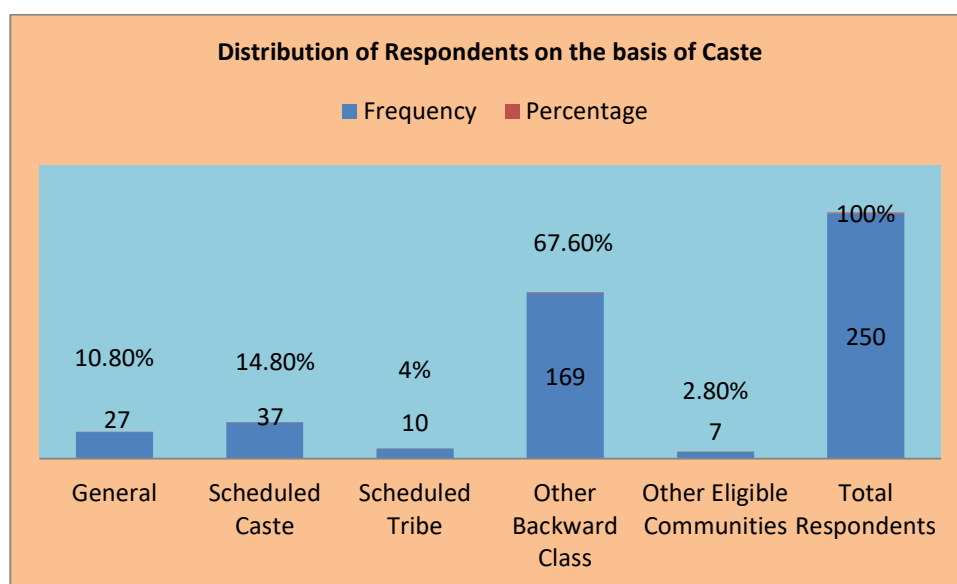


Graph 4.2: Distribution of Respondents on the basis of Religion

Table 4.3: Distribution of Respondents on the basis of Caste

Social Category	Frequency	Percentage
General	27	10.8%
Scheduled Caste	37	14.8%
Scheduled Tribe	10	4%
Other Backward Class	169	67.6%
Other Eligible Communities	7	2.8%
Total Respondents	250	100%
Source: Survey Data		

Table 4.3 illustrates the social category distribution of respondents, providing insights into the demographic composition relevant to transgender-friendly initiatives in Kerala. Among the respondents, 169 respondents (67.6%) belong to the Other Backward Class, indicating a strong representation from this community in the study. Scheduled Caste respondents number 37 (14.8%), reflecting a significant but smaller participation compared to the Other Backward Class. General category respondents comprise 27 respondents (10.8%), while Scheduled Tribe respondents account for 10 (4%), showing limited engagement from these groups. Finally, Other Eligible Communities consist of 7 respondents (2.8%), highlighting the smallest representation. This breakdown emphasizes the predominance of the Other Backward Class in the sample, which may influence the perspectives and experiences shared regarding transgender issues and the effectiveness of community-based organizations in Kerala.

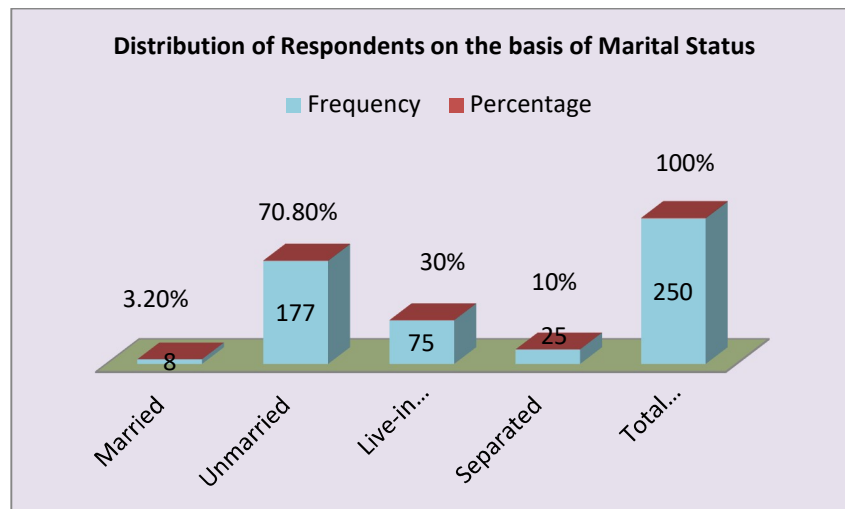


Graph 4.3: Distribution of Respondents on the basis of Caste

Table 4.4: Distribution of Respondents on the basis of Marital Status

Marital Status	Frequency	Percentage
Married	8	3.2%
Unmarried	177	70.8%
Live-in Relationship	75	30%
Separated	25	10%
Total Respondents	250	100%
Source: Survey Data		

Table 4.4 provides insights into the marital status of respondents engaged with transgender-friendly initiatives in Kerala. A significant majority, 177 respondents (70.8%), identify as unmarried, indicating a predominant presence of single respondents who may be more open to exploring and discussing progressive social issues. Those in a live-in relationship comprise 75 respondents (30%), highlighting a notable engagement from couples in non-traditional arrangements. In contrast, only 8 respondents (3.2%) are married, showing that married respondents may have limited representation in the discourse around transgender issues, 25 respondents (10%) are separated, indicating some level of personal challenges that may impact their perspectives. The distribution reflects the diverse relationship dynamics within the sample and underscores the importance of considering these factors in understanding attitudes toward transgender-friendly initiatives in Kerala.

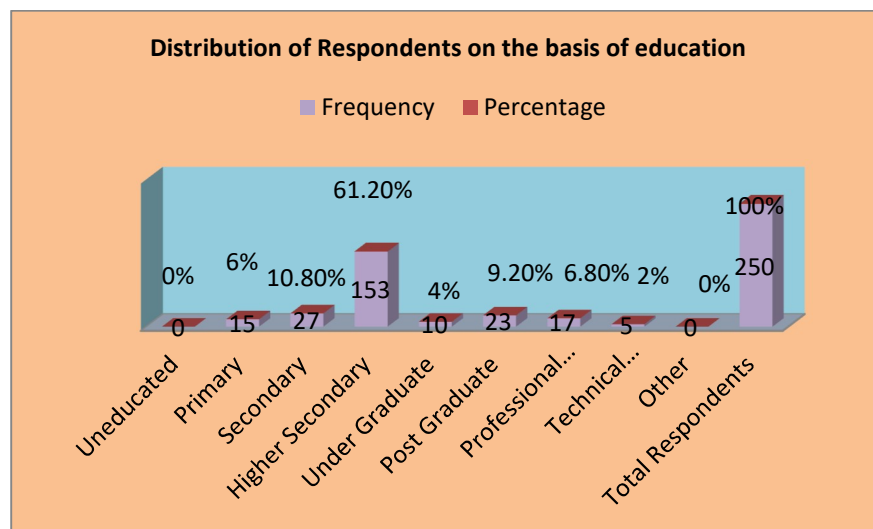


Graph 4.4: Distribution of Respondents on the basis of Marital Status

Table 4.5: Distribution of Respondents on the basis of education

Level of Education	Frequency	Percentage
Uneducated	0	0%
Primary	15	6%
Secondary	27	10.8%
Higher Secondary	153	61.2%
Under Graduate	10	4%
Post Graduate	23	9.2%
Professional Degree	17	6.8%
Technical Education	5	2%
Other	0	0%
Total Respondents	250	100%
Source: Survey Data		

Table 4.5 outlines the educational background of respondents involved in transgender-friendly initiatives in Kerala. The majority, comprising 153 respondents (61.2%), have attained a Higher Secondary level of education, indicating a strong foundation for understanding and discussing social issues. Secondary education is represented by 27 respondents (10.8%), while 15 respondents (6%) have completed only Primary education. Notably, there are no respondents classified as uneducated or from the "Other" category, showing that all participants have at least some formal education. In terms of higher education, 23 respondents (9.2%) hold a Post Graduate degree, and 17 respondents (6.8%) possess a Professional degree, while 10 respondents (4%) are Under Graduates. Lastly, 5 respondents (2%) have received Technical education. This distribution emphasizes the educational diversity within the sample, highlighting the potential for well-informed discussions on transgender issues, particularly among those with higher education levels.



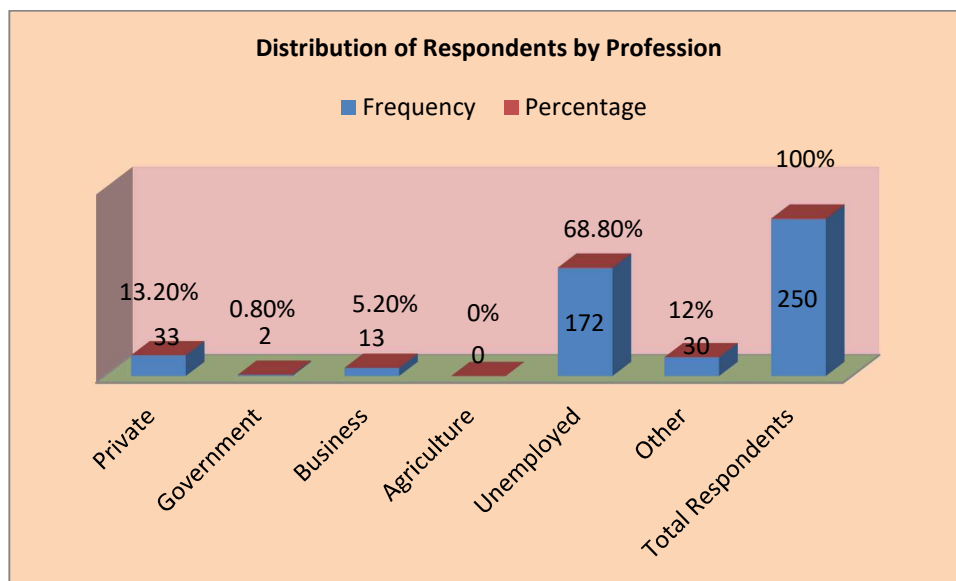
Graph 4.5: Distribution of Respondents on the basis of education

Table 4.6: Distribution of Respondents by Profession

Profession	Frequency	Percentage
Private	33	13.2%
Government	2	0.8%
Business	13	5.2%
Agriculture	0	0%
Unemployed	172	68.8%
Other	30	12%
Total Respondents	250	100%

Source: Survey Data

Table 4.6 illustrates the professional distribution of respondents involved in transgender-friendly initiatives in Kerala. A striking 172 respondents (68.8%) are categorized as unemployed, indicating a significant proportion of respondents facing economic challenges, which may influence their engagement with social issues. Private sector workers account for 33 respondents (13.2%), showing a modest representation from this segment. Business professionals comprise 13 respondents (5.2%), while only 2 respondents (0.8%) are employed in government positions, reflecting limited representation from public sector employees. Notably, there are no respondents engaged in agriculture, indicating a possible demographic gap in the sample. Additionally, 30 respondents (12%) fall into the "Other" category, showcasing diverse professions not explicitly listed. This professional landscape reveals the socioeconomic context within which transgender issues are addressed, highlighting the need for targeted initiatives to support unemployed respondents.



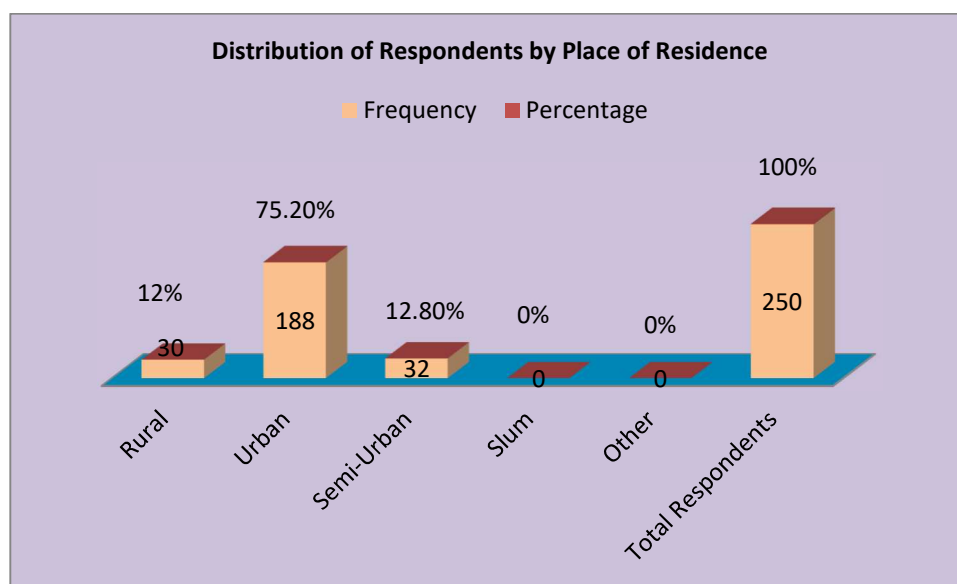
Graph 4.6 Distributions of Respondents by Profession

Table 4.7: Distribution of Respondents by Place of Residence

Place of Residence	Frequency	Percentage
Rural	30	12%
Urban	188	75.2%
Semi-Urban	32	12.8%
Slum	0	0%
Other	0	0%
Total Respondents	250	100%

Source: Survey Data

Table 4.7 presents the distribution of respondents by place of residence, providing insight into the geographical context of those engaged with transgender-friendly initiatives in Kerala. The urban population is overwhelmingly represented, with 188 respondents (75.2%), indicating a significant concentration of respondents living in urban areas. The urban majority may impact the perspectives and experiences shared regarding transgender issues, as urban environments typically offer different resources and support systems compared to rural settings. Semi-urban respondents account for 32 respondents (12.8%), while the rural population includes 30 respondents (12%), showing a relatively minor representation from these areas. Notably, there are no respondents from slum or "Other" categories, indicating a lack of representation from these potentially vulnerable groups. This geographical distribution underscores the importance of considering urban-centric strategies in addressing transgender issues while recognizing the need for outreach to rural and semi-urban populations.



Graph 4.7: Distribution of Respondents by Place of Residence

4.8 to 4.26 Frequency Distribution of the Perceptions of Transgender Persons on Transgender-Friendly Initiatives in Kerala

A frequency distribution on the perceptions of transgender persons regarding transgender-friendly initiatives in Kerala categorizes responses into specific groups, showing the number of respondents (frequency) for each response. With cumulative

frequency, each category's frequency is added to the previous ones, providing a running total that highlights trends. Tabulation organizes this data into rows and columns, making it easy to interpret how often perceptions occur, showing support or gaps in the initiatives.

Table 4.8: How familiar are you with transgender-friendly initiatives in Kerala?

Responses	Frequency	Percentage (%)
Very familiar	8	3.2%
Somewhat familiar	202	80.8%
Not familiar	40	16.0%
Total	250	100%
Source: Survey Data		

Table 4.8 data shows that a substantial majority of respondents (202 respondents or 80.8%) are somewhat familiar with transgender-friendly initiatives in Kerala, indicating broad general awareness. However, only 8 respondents (3.2%) report being very familiar, showing a gap in deeper knowledge or engagement with these programs. Additionally, 40 respondents (16.0%) are not familiar with the initiatives, highlighting a need for expanded outreach or education to increase comprehensive awareness within the community. Kerala is pioneering transgender-friendly initiatives, notably launching the Queer-Friendly Hospital Initiative aimed at safeguarding the rights of the queer and transgender community. This initiative will begin in four districts: Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode. Hospitals in these areas will receive training to provide inclusive healthcare services without discrimination. The Transgender Community Link Worker (CLW) scheme will facilitate access to healthcare for transgender respondents, bridging gaps between them and medical services. These efforts reflect Kerala's commitment to fostering inclusivity and ensuring equitable healthcare for all, regardless of gender identity.

Table 4.9: Have you personally benefitted from transgender-friendly initiatives in Kerala?

Responses	Frequency	Percentage (%)
Yes, significantly	10	4.0%
Yes, to some extent	202	80.8%
No, not at all	38	15.2%
Total	250	100%
Source: Survey Data		

Table 4.9: data indicates that the majority of respondents (202 respondents, or 80.8%) have benefitted to some extent from transgender-friendly initiatives in Kerala, showing a positive but partial impact of these programs. A smaller group, 10 respondents (4.0%), report significant benefits, showing a deeper level of support or success for some respondents. However, 38 respondents (15.2%) have not benefitted at all, pointing to gaps in accessibility or effectiveness of these initiatives for certain community members. Kerala's transgender-friendly initiatives offer numerous benefits, significantly enhancing the quality of life for the transgender community. Kerala's transgender-friendly initiatives offer numerous benefits, significantly enhancing the quality of life for the transgender community. The Queer-Friendly Hospital Initiative aims to provide equitable healthcare, ensuring that transgender respondents receive respectful and non-discriminatory medical services across four districts. Additionally, the introduction of community link workers will facilitate access to healthcare, bridging gaps between the transgender community and medical institutions. These initiatives reflect Kerala's commitment to inclusivity, promoting social acceptance and reducing stigma while empowering transgender respondents through education and employment opportunities.

Table 4.10: How comfortable do you feel accessing public services in Kerala as a transgender person?

Responses	Frequency	Percentage (%)
Very Uncomfortable	3	1.2%
Uncomfortable	192	76.8%
Neither Comfortable nor Uncomfortable	38	15.2%
Comfortable	17	6.8%
Very Comfortable	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.10 data reveals that a significant majority of transgender respondents in Kerala (192 respondents or 76.8%) feel uncomfortable accessing public services, indicating widespread discomfort and potential barriers within these services. Only a small number (17 respondents, or 6.8%) feel comfortable, and none report feeling very comfortable, showing that public services may lack inclusivity or adequate support for transgender persons. Meanwhile, 15.2% of respondents (38 respondents) feel neutral, highlighting room for improvement in making these services accessible and welcoming to all members of the transgender community. Kerala offers various public services aimed at supporting transgender respondents, enhancing their access to essential resources. The Queer-Friendly Hospital Initiative ensures that healthcare facilities in four districts become inclusive spaces, with trained staff providing respectful services to transgender patients. The Transgender Community Link Worker project connects respondents with healthcare, addressing barriers they face. Furthermore, a proposed 1% reservation in public employment and educational institutions aims to promote equal opportunities for transgender persons, fostering their integration into society.

Figure 4.1: Photograph of Transgenders in Kerala during VarshaPooja in Kozhikode District



Table 4.11: How would you rate the inclusivity of healthcare facilities in Kerala towards transgender respondents?

Responses	Frequency	Percentage (%)
Very Inclusive	0	0.0%
Inclusive	94	37.6%
Neither Inclusive nor Exclusive	108	43.2%
Exclusive	48	19.2%
Very Exclusive	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.11 shows mixed perceptions among transgender respondents regarding the inclusivity of healthcare facilities in Kerala. A large portion of respondents (108 respondents or 43.2%) view these facilities as neither inclusive nor exclusive, indicating ambivalence or variability in experiences. Meanwhile, 94 respondents (37.6%) perceive healthcare as inclusive, showing some positive experiences, though not widespread. Notably, 48 respondents (19.2%) find these facilities exclusive, pointing to significant challenges or barriers that could hinder accessibility and comfort. The absence of responses for "Very Inclusive" and "Very Exclusive" (0 respondents each) indicates moderate but inconsistent inclusivity, with room for improvement in making healthcare truly welcoming for transgender respondents. Kerala has initiated significant healthcare reforms for transgender respondents, highlighted by the Queer-Friendly Hospital Initiative launched in 2021. This program aims to create inclusive healthcare environments in Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode, ensuring respectful and non-discriminatory services. Trained healthcare staff will assist transgender patients, addressing barriers they often face in accessing care. The Transgender Community Link Worker project, introduced in 2022, is designed to connect respondents with necessary health services. These initiatives reflect Kerala's commitment to improving health outcomes and protecting the rights of the transgender community.

Table 4.12: How satisfied are you with the level of support provided by educational institutions in Kerala to transgender students?

Responses	Frequency	Percentage (%)
Very Dissatisfied	0	0.0%
Dissatisfied	235	94.0%
Neither Satisfied nor Dissatisfied	8	3.2%
Satisfied	7	2.8%
Very Satisfied	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.12 reveals a stark dissatisfaction among transgender students regarding the level of support provided by educational institutions in Kerala. A significant majority of respondents, 235 respondents (94.0%), express dissatisfaction, indicating a critical gap in support for transgender students. Only 7 respondents (2.8%) report being satisfied, while 8 respondents (3.2%) feel neither satisfied nor dissatisfied, highlighting a lack of positive experiences in the educational environment. The absence of respondents indicating "Very Dissatisfied" or "Very Satisfied" (0 each) further underscores the urgent need for educational institutions to enhance their support systems to better accommodate and empower transgender students. Educational institutions in Kerala provide substantial support to transgender students through various initiatives. The University of Kerala has implemented a policy to protect the identity and dignity of transgender students, ensuring a supportive educational environment. Programs like "Samanwaya" promote continuous education, while the "Varnam" scheme offers financial assistance for distance education, covering up to ₹24,000 annually. The "Saphalam" scheme provides up to ₹1, 00, 000 per year for those pursuing professional courses. These efforts aim to empower transgender respondents and facilitate their integration into mainstream society.

Table 4.13: In your opinion, how well does the government of Kerala address the social and economic challenges faced by transgender respondents?

Responses	Frequency	Percentage (%)
Very Poorly	38	15.2%
Poorly	52	20.8%
Neutral	138	55.2%
Well	15	6.0%
Very Well	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.13 indicates varied perceptions regarding the government's effectiveness in addressing the social and economic challenges faced by transgender respondents in Kerala. A majority of respondents, 138 respondents (55.2%), remain neutral, showing uncertainty or mixed feelings about the government's efforts. Meanwhile, 38 respondents (15.2%) believe the government addresses these challenges very poorly, and 52 respondents (20.8%) rate the response as poor, highlighting significant concerns about the adequacy of support. Only 15 respondents (6.0%) feel the government addresses these issues well, with none reporting "Very Well," indicating a pressing need for more effective policies and initiatives to support the transgender community in Kerala. The Kerala government addresses the social and economic challenges faced by transgender respondents through various initiatives. In 2015, Kerala became the first state to implement a comprehensive transgender policy, ensuring rights to self-identification and access to resources. The Pride project, launched in June 2023, aims to provide job opportunities in innovative sectors, targeting unemployment among transgender people. The Queer-Friendly Hospital Initiative, initiated in August 2023, enhances healthcare access and support. These measures reflect Kerala's commitment to fostering an inclusive society for transgender respondents.

Table 4.14: How knowledgeable do you perceive the general public in Kerala to be about transgender issues?

Responses	Frequency	Percentage (%)
Very Unknowledgeable	32	12.8%
Unknowledgeable	149	59.6%
Neither Knowledgeable nor Unknowledgeable	45	18.0%
Knowledgeable	12	4.8%
Very Knowledgeable	12	4.8%
Total	250	100%
Source: Survey Data		

Table 4.14 shows a predominant lack of knowledge regarding transgender issues, with 149 respondents (59.6%) identifying as unknowledgeable. Additionally, 32 respondents (12.8%) feel very unknowledgeable, while only a small number of respondents rate their knowledge as knowledgeable (12 respondents or 4.8%) or very knowledgeable (also 12 respondents or 4.8%). The presence of 45 respondents

(18.0%) who feel neutral indicates some variability in knowledge levels, but overall, the data shows a significant need for awareness and education on transgender issues in Kerala. The general public in Kerala exhibits a mixed perception of transgender issues, reflecting both progressive policies and persistent stigma. While Kerala is recognized for its proactive transgender policies, such as the 2015 Transgender Policy, societal acceptance remains limited. Many transgender respondents face discrimination and harassment, leading to significant challenges in employment and education. The result indicated that around 90% of transgender students drop out due to bullying. Despite some awareness efforts, cultural norms and a lack of exposure contribute to ongoing marginalization, highlighting the need for increased public education and acceptance.

Table 4.15: How safe do you feel expressing your gender identity in public spaces in Kerala?

Responses	Frequency	Percentage (%)
Very Unsafe	60	24.0%
Unsafe	170	68.0%
Neither Safe nor Unsafe	20	8.0%
Safe	0	0.0%
Very Safe	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.15 reveals a concerning perception of safety among transgender respondents in Kerala, with a significant majority feeling unsafe. Specifically, 170 respondents (68.0%) report feeling unsafe, while 60 respondents (24.0%) consider themselves very unsafe. Only 20 respondents (8.0%) feel neutral about their safety, with no respondents indicating that they feel safe or very safe. This overwhelming sense of insecurity highlights the urgent need for enhanced protective measures and support systems to ensure the safety and well-being of transgender respondents in the region. In Kerala, expressing gender identity in public spaces can be challenging for transgender respondents due to societal conservatism and stigma. Despite the state's progressive policies, such as the 2015 Transgender Policy, many still face discrimination, verbal abuse, and moral policing. A 2014-15 survey revealed that a

significant number of transgender people experience mental torture rather than physical violence in public. While awareness is growing through events like queer pride parades, societal acceptance remains limited, leading many to conceal their identities to avoid harassment and maintain safety in public settings.

Table 4.16: How frequently do you encounter positive representations of transgender respondents in the media in Kerala?

Responses	Frequency	Percentage (%)
Very Frequently	20	8.0%
Frequently	140	56.0%
Occasionally	83	33.2%
Rarely	7	2.8%
Very Rarely	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.16 indicates a significant prevalence of discrimination experienced by transgender respondents in Kerala. A majority, 140 respondents (56.0%), report experiencing discrimination frequently, while 83 respondents (33.2%) indicate that it occurs occasionally. Only a small number, 20 respondents (8.0%), report experiencing discrimination very frequently, and just 7 respondents (2.8%) say it happens rarely. Notably, no respondents report experiencing discrimination very rarely. This overwhelming trend emphasizes the urgent need for interventions to combat discrimination and promote inclusivity and respect for transgender. In Kerala, positive representations of transgender respondents in the media are gradually increasing, reflecting a shift towards greater acceptance and visibility. Initiatives like the 2015 Transgender Policy have paved the way for more inclusive narratives. Media portrayals now include diverse transgender characters in films and television, challenging stereotypes and fostering understanding. Documentaries and news stories highlight the achievements and struggles of transgender respondents, promoting empathy within society. Events such as beauty pageants for transgender women further amplify their voices, contributing to a more compassionate cultural landscape in Kerala.

Figure 4.2: Photograph of a State Transgender Fest -2024 at Thrissur, Kerala**Table 4.17: Have you ever faced discrimination or harassment based on your gender identity in Kerala?**

Responses	Frequency	Percentage (%)
Yes, frequently	155	62.0%
Yes, occasionally	88	35.2%
No, never	7	2.8%
Total	250	100%
Source: Survey Data		

The data shows a relatively positive perception of supportive interactions among transgender respondents in Kerala, with a majority reporting such experiences. Specifically, 155 respondents (62.0%) state that they experience supportive interactions frequently, while 88 respondents (35.2%) report these interactions occasionally. Only a small minority, 7 respondents (2.8%), indicate that they have never experienced supportive interactions. This indicates a significant level of community support, which can play a crucial role in fostering a more inclusive environment for transgender respondents, though there remains a need to enhance and expand these supportive interactions. In Kerala, discrimination and harassment based

on gender identity remain prevalent despite progressive policies. A 2014-15 survey revealed that many transgender respondents face verbal abuse, moral policing, and mental torture rather than physical violence in public spaces. Approximately 78% of participants reported concealing their gender identity at work due to fear of losing jobs or facing ridicule. High-profile cases, such as VijayarajaMallika's, highlight the severe consequences of revealing one's identity, leading to job loss and social ostracism. While Kerala has made strides in policy, societal acceptance still lags significantly behind.

Table 4.18: How effective do you find the existing legal frameworks in Kerala for protecting the rights of transgender respondents?

Responses	Frequency	Percentage (%)
Very Ineffective	70	28.0%
Ineffective	110	44.0%
Neutral	70	28.0%
Effective	0	0.0%
Very Effective	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.18 reveals a significant concern regarding the effectiveness of government initiatives intended to support transgender respondents in Kerala. A large majority of respondents, 110 respondents (44.0%), view these initiatives as ineffective, while 70 respondents (28.0%) consider them very ineffective. Additionally, another 70 respondents (28.0%) remain neutral, showing uncertainty or ambivalence about the initiatives' effectiveness. Alarming, no respondents rated the initiatives as effective or very effective, indicating a pressing need for the government to reassess and enhance its strategies and policies to effectively address the needs and challenges faced by transgender respondents in the state. Kerala has established several legal frameworks to protect the rights of transgender respondents. In 2015, the State Policy for Transgender Persons was implemented, following the Supreme Court's landmark ruling in *NALSA v. Union of India* (2014), which recognized transgender respondent's right to self-identify. This policy aims to ensure equality,

access to resources, and freedom from discrimination. Additionally, the Transgender Persons (Protection of Rights) Act was enacted in 2019, providing further legal protections and establishing mechanisms for addressing grievances related to discrimination and violence against transgender respondents in Kerala.

Table 4.19: How supportive do you perceive the majority of religious institutions in Kerala towards transgender respondents?

Responses	Frequency	Percentage (%)
Very Supportive	170	68.0%
Supportive	80	32.0%
Neutral	0	0.0%
Unsupportive	0	0.0%
Very Unsupportive	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.19 indicates a strongly positive perception of community support for transgender respondents in Kerala. A significant majority, 170 respondents (68.0%), view the community as very supportive, while 80 respondents (32.0%) find the community supportive. Notably, there are no respondents who identify as neutral, unsupportive, or very unsupportive. This overwhelming sentiment of support highlights a positive social environment that could play a crucial role in enhancing the well-being and acceptance of transgender respondents, fostering inclusivity, and helping to mitigate challenges faced by this community in Kerala. The majority of religious institutions in Kerala show a mixed level of support for transgender respondents. While some, like the Catholic Church, have initiated outreach programs, such as forming a support group in 2023 to address the pastoral needs of transgender people, broader acceptance remains limited. Activists like Vijayarajamallika highlight that although the church has been supportive, societal attitudes often reflect traditional views that can lead to discrimination. Overall, while there are positive steps being taken, significant challenges persist in achieving full acceptance within religious communities.

Table 4.20: How easily accessible are mental health services for transgender respondents in Kerala?

Responses	Frequency	Percentage (%)
Very Inaccessible	63	25.2%
Inaccessible	172	68.8%
Neutral	15	6.0%
Accessible	0	0.0%
Very Accessible	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.20 highlights significant concerns regarding the accessibility of mental health services for transgender respondents in Kerala. A vast majority, 172 respondents (68.8%), perceive these services as inaccessible, while an additional 63 respondents (25.2%) find them very inaccessible. Only 15 respondents (6.0%) remain neutral regarding accessibility, indicating some uncertainty. Alarming, no respondents reported mental health services as accessible or very accessible. This overwhelming perception underscores the urgent need for the government and relevant organizations to enhance the availability and accessibility of mental health services specifically tailored to the needs of transgender respondents, ensuring they receive the support necessary for their well-being. In Kerala, mental health services for transgender respondents are evolving but face challenges. The Renai Transgender Clinic, established in Kochi, offers comprehensive mental health support alongside medical care, addressing issues like depression and anxiety in a safe environment. However, a 2023 report highlighted a shortage of trained queer-affirmative counselors, with only about ten available statewide. This gap has contributed to high rates of mental health issues within the community, including suicides. Initiatives like the Queer-Friendly Hospital Initiative, launched in 2023, aim to improve access to mental health services and support for transgender respondents.

“I believe that while Kerala has made strides in supporting transgender respondents, there is still a long way to go. Access to mental health services and societal acceptance must improve to truly empower our community.”

Table 4.21: How do you evaluate the overall progress made in Kerala towards creating a transgender-friendly society?

Responses	Frequency	Percentage (%)
Very Little Progress	12	4.8%
Little Progress	80	32.0%
Moderate Progress	140	56.0%
Significant Progress	18	7.2%
Great Progress	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.21 reflects a varied perception regarding the overall progress made in Kerala towards creating a transgender-friendly society. A notable majority, 140 respondents (56.0%), believe that there has been moderate progress, indicating some positive developments but also highlighting room for improvement. However, 80 respondents (32.0%) feel that only little progress has been made, while 12 respondents (4.8%) perceive very little progress. A smaller segment, 18 respondents (7.2%), acknowledges significant progress, but no respondents rated the progress as great. The distribution shows that while some advancement has been recognized, a considerable portion of the population feels that much more needs to be done to achieve a truly inclusive environment for transgender respondents in Kerala. Kerala has made notable progress towards creating a transgender-friendly society since the implementation of its Transgender Policy in 2015, which followed the Supreme Court's NALSA judgment in 2014. This policy aims to ensure legal recognition and protect the rights of transgender respondents. In 2023, the state launched the Queer-Friendly Hospital Initiative, establishing inclusive healthcare across four districts and training staff to support transgender patients. Additionally, educational programs and community link workers have been introduced to further integrate transgender respondents into society, reflecting a commitment to reducing stigma and enhancing acceptance.

"I see real progress in Kerala's efforts to support transgender respondents, especially with initiatives like the Queer-Friendly Hospital Initiative. However, we must continue to push for greater acceptance and more comprehensive services to ensure everyone feel safe and valued."

Table 4.22:How welcoming you find public spaces, such as parks, restaurants, and malls, in Kerala towards transgender respondents?

Responses	Frequency	Percentage (%)
Very Unwelcoming	0	0.0%
Unwelcoming	173	69.2%
Neutral	55	22.0%
Welcoming	22	8.8%
Very Welcoming	0	0.0%
Total	250	100%

Source: Survey Data

Table 4.22 indicates a predominantly negative perception regarding the welcoming nature of public spaces in Kerala towards transgender respondents. A substantial majority, 173 respondents (69.2%), describe these spaces as unwelcoming, while 55 respondents (22.0%) express a neutral stance. Only a small minority, 22 respondents (8.8%), find public spaces welcoming, and no respondents report them as very welcoming or very unwelcoming. This distribution highlights significant barriers faced by transgender respondents in public settings, emphasizing the need for initiatives aimed at fostering inclusivity and acceptance in public spaces to create a safer and more welcoming environment for all. Public spaces in Kerala, such as parks, restaurants, and malls, often present challenges for transgender respondents. While the state has made strides in policy, including the 2015 Transgender Policy, societal acceptance remains limited. Many transgender persons express feeling uncomfortable or unsafe in these environments due to potential discrimination and harassment. A 2014-15 survey indicated that verbal abuse and moral policing are common experiences. Although initiatives like the Queer-Friendly Hospital Initiative launched in 2023 aim to foster inclusivity, significant work is still needed to create genuinely welcoming public spaces for the transgender community.

"I often feel anxious in public spaces; while there are positive changes, the fear of discrimination still lingers."

Table 4.23: How satisfied are you with the level of employment opportunities available to transgender respondents in Kerala?

Responses	Frequency	Percentage (%)
a) Very Dissatisfied	23	9.2%
b) Dissatisfied	140	56.0%
c) Neutral	42	16.8%
d) Satisfied	32	12.8%
e) Very Satisfied	13	5.2%
Total	250	100%
Source: Survey Data		

Table 4.23 reveals a concerning level of dissatisfaction with the employment opportunities available to transgender respondents in Kerala. A significant majority, 140 respondents (56.0%), reported feeling dissatisfied, and an additional 23 respondents (9.2%) expressed being very dissatisfied. In contrast, only 32 respondents (12.8%) indicated satisfaction with the employment opportunities, while 13 respondents (5.2%) were very satisfied. Additionally, 42 respondents (16.8%) remained neutral. This distribution shows a prevalent sentiment of frustration and disappointment regarding employment prospects for transgender respondents, underscoring the need for targeted policies and programs to improve job accessibility and create a more inclusive workforce environment. In Kerala, employment opportunities for transgender respondents are improving through initiatives like the "Pride" project, launched in 2023. This scheme aims to provide jobs in the knowledge sector and empower the transgender community by addressing unemployment issues. The Kerala government, in collaboration with the Kerala Knowledge Economy Mission, is committed to integrating transgender respondents into various sectors. A proposed 1% reservation in public employment and educational institutions will further enhance job prospects. These efforts reflect a significant step towards inclusivity and economic empowerment for transgender respondents in Kerala.

"While there are new opportunities emerging, many of us still struggle to find stable employment due to societal bias."

Table 4.24: How effectively do you believe transgender-friendly initiatives in Kerala address intersectionality and cater to the diverse needs of transgender respondents from different backgrounds?

Responses	Frequency	Percentage (%)
Very Ineffectively	0	0.0%
Ineffectively	0	0.0%
Neutral	47	23.2%
Effectively	203	81.2%
Very Effectively	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.24 indicates a predominantly positive perception regarding the effectiveness of transgender-friendly initiatives in Kerala in addressing intersectionality and meeting the diverse needs of transgender respondents. A significant majority, 203 respondents (81.2%), believe these initiatives are effective, while 47 respondents (23.2%) expressed a neutral stance. Notably, no respondents rated the initiatives as very ineffective or ineffective. This overwhelming positivity shows that the initiatives are seen as successfully responsive to the varied backgrounds and circumstances of transgender respondents, although the presence of neutral responses indicates that there may still be areas for improvement. Overall, this finding underscores the importance of continuing to refine and enhance these initiatives to ensure they fully cater to the needs of all transgender respondents in Kerala. Transgender-friendly initiatives in Kerala have made strides in addressing intersectionality, yet challenges persist. The 2015 Transgender Policy aims to provide equal opportunities and protect rights, but implementation varies across diverse backgrounds. Programs like the "Pride" project launched in 2023 focus on employment, catering to the needs of transgender respondents from various educational and socioeconomic backgrounds. However, societal stigma and discrimination continue to hinder full inclusion. While efforts are underway to create supportive environments, more targeted initiatives are needed to effectively address the unique challenges faced by transgender respondents from different communities in Kerala.

Table 4.25: How confident are you in the future progress and acceptance of transgender respondents in Kerala?

Responses	Frequency	Percentage (%)
Not Confident	0	0.0%
Slightly Confident	151	60.4%
Neutral	0	0.0%
Confident	52	20.8%
Very Confident	47	18.8%
Total	250	100%
Source: Survey Data		

Table 4.25 reflects a mixed level of confidence regarding the future progress and acceptance of transgender respondents in Kerala. A majority, 151 respondents (60.4%), indicated that they are slightly confident about future advancements, showing a cautious optimism but also recognition of the ongoing challenges. 52 respondents (20.8%) expressed confidence, while 47 respondents (18.8%) reported being very confident in future progress. Notably, no respondents chose the options for not confident or neutral. This distribution indicates a prevailing sentiment of hopefulness among the respondents, though it highlights the need for sustained efforts and initiatives to enhance the acceptance and rights of transgender respondents in Kerala. The results suggest that while some progress is anticipated, there remains work to be done to foster a more inclusive society.

I am optimistic about the future progress and acceptance of transgender respondents in Kerala. The implementation of initiatives like the Queer-Friendly Hospital Initiative in 2023 demonstrates a commitment to inclusivity and healthcare access. Additionally, the "Pride" project aims to provide employment opportunities, addressing long-standing issues of unemployment within the community. While societal acceptance is still evolving, the government's proactive measures indicate a positive trajectory. With continued efforts towards awareness and education, I believe Kerala can foster a more accepting environment for transgender respondents in the years to come.

Table 4.26:How likely are you to recommend Kerala as a transgender-friendly destination to other transgender respondents?

Responses	Frequency	Percentage (%)
Very Unlikely	0	0.0%
Unlikely	150	60.0%
Neutral	42	16.8%
Likely	58	23.2%
Total	250	100%
Source: Survey Data		

Table 4.26 reveals a predominantly negative outlook on recommending Kerala as a transgender-friendly destination among respondents. A significant majority, 150 respondents (60.0%), indicated that they are unlikely to recommend the state, which raises concerns about its perceived inclusivity and safety for transgender respondents. Additionally, 42 respondents (16.8%) expressed a neutral stance, showing ambivalence or uncertainty regarding their recommendations. On a more positive note, 58 respondents (23.2%) stated that they would likely recommend Kerala. The absence of respondents selecting "very unlikely" shows that while there are some positive views, the overwhelming sentiment is one of caution and reluctance. This highlights the urgent need for improvement in the state's reputation and services for transgender respondents to enhance their experiences and encourage more favorable recommendations. Kerala is increasingly recognized as a transgender-friendly destination, making it likely to recommend to other transgender respondents. The state government has initiated programs like the "Queer-Friendly Hospital Initiative," which aims to provide inclusive healthcare services without discrimination. Kerala boasts a vibrant LGBTQ+ community and hosts events like the Kerala Queer Pride, promoting visibility and acceptance. With welcoming accommodations and a rich cultural landscape, Kerala offers a supportive environment for transgender travelers seeking both adventure and comfort.

Table 4.27: How important do you believe transgender-friendly initiatives are for the overall well-being of transgender respondents in Kerala?

Responses	Frequency	Percentage (%)
Not Important	0	0.0%
Somewhat Important	0	0.0%
Moderately Important	47	18.8%
Very Important	167	66.8%
Extremely Important	36	14.4%
Total	250	100%
Source: Survey Data		

Table 4.27 shows a strong consensus on the importance of transgender-friendly initiatives for the well-being of transgender respondents in Kerala. A majority, 167 respondents (66.8%), believe these initiatives are very important, and an additional 36 respondents (14.4%) view them as extremely important. Together, this represents over 80% of respondents prioritizing the value of supportive initiatives for transgender well-being. Meanwhile, 47 respondents (18.8%) see these initiatives as moderately important, indicating a level of importance attached across the board. No respondents chose "not important" or "somewhat important," underscoring a shared belief that such programs are vital for fostering well-being among transgender respondents in Kerala. This reflects widespread support for continued development and emphasis on transgender-friendly policies and initiatives in the region. The Kerala government's "Queer-Friendly Hospital Initiative" aims to enhance the overall well-being of transgender respondents by ensuring equitable access to healthcare services. The groundbreaking initiative, set to launch in Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode, focuses on training hospital staff to provide compassionate and non-discriminatory care. Additionally, the introduction of Transgender Community Link Workers will facilitate better communication between healthcare providers and the transgender community, addressing barriers they often face. This commitment reflects Kerala's progressive stance on LGBTQ+ rights, promoting inclusivity and dignity for all gender identities in healthcare settings.

"The Kerala governments "Queer-Friendly Hospital Initiative exemplifies a commitment to inclusivity, ensuring that transgender respondents receive compassionate and equitable healthcare, thereby fostering their overall well-being."

4.28 to 4.48 Frequency Distribution of the Role of Community Based Organizations in Bringing the Issues of Transgender Persons in Main Stream

Community-Based Organizations (CBOs) play a crucial role in mainstreaming issues faced by transgender respondents by advocating for their rights, providing essential services, and fostering community support. They serve as safe spaces where transgender persons can access resources, including healthcare, legal aid, and mental health support. By raising awareness and educating the public about transgender issues, CBOs challenge stigma and discrimination. They facilitate networking among transgender respondents, empowering them through peer support and skill development programs. This grassroots approach not only amplifies transgender voices but also influences policy changes at local and national levels, promoting inclusivity and equality. This section presents a frequency distribution of responses regarding the role of Community-Based Organizations (CBOs) in mainstreaming transgender issues, gathered using a Likert scale. Respondents shared their perspectives on how effectively CBOs address and bring transgender issues into the broader social discourse. The distribution provides insight into the perceived impact of CBOs, highlighting the varying degrees of agreement or disagreement. These findings reflect community sentiment on the influence of CBOs and underline the importance of such organizations in advocating for and supporting transgender respondents in Kerala.

Figure 4.3: Photograph of Skill Development Training for Transgender Persons in Ernakulam District, Kerala**Table 4.28: Which of the following best defines a community-based organization?**

Responses	Frequency	Percentage (%)
An organization that is solely run by transgender respondents	203	81.2%
An organization that operates at the national level	0	0.0%
An organization that is based within a specific community or geographical area	47	18.8%
An organization that deals with multiple social issues	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.28 reveals that the majority, 203 respondents (81.2%), define a community-based organization (CBO) as one run solely by transgender respondents, indicating a strong association between CBOs and transgender-led initiatives. Meanwhile, 47 respondents (18.8%) believe that CBOs are defined by their connection to a specific community or geographic area. No respondents associated CBOs with national-level operations or multiple social issues, showing that the respondents primarily view CBOs as locally anchored and often focused on specific community needs, particularly within the transgender community. A community-based organization (CBO) is best defined as an organization that is based within a

specific community or geographical area. CBOs are typically established to address the unique needs and challenges of the local population, fostering engagement and participation from community members. They often focus on various social issues, including health, education, and advocacy, but their defining characteristic is their localized approach. By working closely with the community they serve, CBOs can effectively tailor their programs and services to meet the specific needs of respondents, thereby enhancing community well-being and promoting social change from within. A community-based organization (CBO) for transgender and LGBTQ respondents in Kerala is best defined as an organization that operates within specific local communities to address the unique challenges faced by these marginalized groups. CBOs, such as Malabar Cultural Forum, Queerythm and Sahayathrika, focus on advocacy, support services, and awareness-raising activities tailored to the needs of transgender respondents. They provide crucial resources like legal aid, mental health support, and safe spaces for community interaction. By fostering inclusivity and empowering members to claim their rights, these organizations play a pivotal role in integrating transgender issues into the broader social discourse, ultimately promoting equality and acceptance within Kerala's diverse society.

Table 4.29: Which of the following best describes the main goal of community-based organizations in relation to transgender issues?

Responses	Frequency	Percentage (%)
Promoting equal rights and opportunities for transgender persons	33	13.2%
Providing healthcare and mental support for transgender respondents	33	13.2%
Educating the public about transgender rights and issues	27	10.8%
All of the above	157	62.8%
Total	250	100%
Source: Survey Data		

Table 4.29 indicates that the majority of respondents, 157 (62.8%), believe that the main goal of community-based organizations in relation to transgender issues encompasses promoting equal rights, providing healthcare and mental support, and educating the public about transgender rights and issues. Smaller portions of

respondents see specific goals as the primary focus, with 33 (13.2%) each highlighting either rights promotion or healthcare support and 27 (10.8%) emphasizing public education. This indicates broad recognition of CBOs' multifaceted role in advancing transgender inclusion and support within the community. The main goal of community-based organizations (CBOs) in relation to transgender issues is to advocate for the rights and well-being of transgender respondents while promoting social inclusion and empowerment. CBOs in Kerala, focus on community development by providing essential support services, raising awareness about transgender rights, and facilitating access to healthcare and legal assistance. They work to dismantle societal stigma and discrimination, enabling transgender respondents to claim their identities and rights confidently. By fostering a supportive environment, CBOs aim to enhance the visibility and participation of transgender persons in society, ultimately striving for equality and recognition within the broader community.

"As many respondent noted, "Engaging the stakeholders throughout the process is key; that makes it easier to obtain support for the outputs or recommendations." This highlights the importance of collaboration in ensuring that the needs of transgender respondents are met effectively. Another respondent emphasized, "Models with multiple outputs...providers need NNTs...patients need life expectancy, risks for adverse events," illustrating the necessity of tailored information for different stakeholders. Overall, CBOs strive to empower transgender respondents and foster social inclusion, making their voices heard in broader societal discussions"

Table 4.30: How important do you think community-based organizations are in addressing transgender issues?

Responses	Frequency	Percentage (%)
Not important at all	0	0.0%
Somewhat important	0	0.0%
Moderately important	32	12.8%
Highly important	218	87.2%
Total	250	100%
Source: Survey Data		

Table 4.30 shows that the overwhelming majority of respondents, 218 (87.2%), believe community-based organizations (CBOs) are highly important in addressing transgender issues, underlining a strong consensus on the value of CBOs' involvement. A smaller group, 32 respondents (12.8%), rated the importance as moderate, indicating that while some see room for impact variation, there is no doubt about the significance of CBOs in this area. Notably, no respondents marked CBOs as "Not important at all" or "Somewhat important," showing broad recognition of the essential role CBOs play in advocating for and supporting transgender communities. Community-based organizations (CBOs) play a vital role in addressing transgender issues in Kerala, significantly impacting the lives of transgender respondents. Organizations such as Malabar Cultural Forum, Amma, Sahodari, Sahayathrika, FICO, Jwala, Dhwayah, Amigos, Queerythm, and Oasis provide essential support services and advocate for rights. They create safe spaces for community members to express their identities and facilitate access to healthcare and legal resources. By organizing cultural interventions and awareness campaigns, these CBOs foster social acceptance and visibility for the transgender community. Their efforts not only uplift respondents but also contribute to broader societal change, making Kerala a more inclusive environment for all gender identities.

“Community-based organizations (CBOs) help us find our voices and stand up for our rights. The work done by these groups is vital for changing perceptions and fostering acceptance in society”

Table 4.31: Which of the following activities do you believe community-based organizations engage in to promote transgender issues?

Responses	Frequency	Percentage (%)
Organizing awareness campaigns	0	0.0%
Lobbying for policy changes	0	0.0%
Creating safe spaces for transgender persons	22	8.8%
All of the above	228	91.2%
Total	250	100%
Source: Survey Data		

Table 4.31 indicates that a vast majority of respondents, 228 (91.2%), believe community-based organizations (CBOs) engage in multiple activities—organizing awareness campaigns, lobbying for policy changes, and creating safe spaces—to promote transgender issues. A smaller portion, 22 respondents (8.8%), felt that CBOs primarily focus on creating safe spaces for transgender respondents. The data highlights strong support for CBOs’ multifaceted role in advancing transgender rights and providing necessary resources for this community. Community-based organizations (CBOs) engage in various activities to promote transgender issues, significantly impacting the lives of transgender respondents in Kerala. They organize cultural events, such as fashion shows, to challenge societal norms and empower the community. CBOs also provide essential awareness programs that help respondents recognize and embrace their identities, emphasizing that being transgender is not an illness but a legitimate aspect of human diversity. They facilitate access to healthcare and legal resources, ensuring that transgender respondents can claim their rights. By fostering community development and mobilization, CBOs work tirelessly to reduce stigma and discrimination, ultimately striving for greater social acceptance and equality for transgender persons in Kerala.

“Respondents viewed that the Community-based organizations empower us by organizing events that celebrate our identities and raise awareness about our rights. Access to healthcare and legal support is transformative. Together, we challenge stigma and foster acceptance, creating a supportive environment where transgender respondents can thrive and live authentically.”

Table 4.32: In your opinion, are community-based organizations effective in bringing transgender issues into the mainstream?

Responses	Frequency	Percentage (%)
Yes, very effective	250	100.0%
Yes, somewhat effective	0	0.0%
No, not very effective	0	0.0%
No, not effective at all	0	0.0%
Total	250	100%
Source: Survey Data		

Table 4.32 reveals a unanimous agreement among respondents on the effectiveness of community-based organizations (CBOs) in bringing transgender issues into the mainstream, with all 250 respondents (100%) rating them as “very effective.” This universal support highlights a strong belief in the significant and positive impact that CBOs have in promoting awareness, inclusion, and advocacy for transgender communities. No respondents selected any level of ineffectiveness, indicating widespread confidence in CBOs’ role in advancing transgender rights and visibility. Community-based organizations (CBOs) in Kerala, such as the Malayali Transmen Association (MATA) and Queerala, play a crucial role in mainstreaming transgender issues. MATA, founded by Transmen, focuses on raising awareness about transmasculine identities, providing support, and advocating for policy changes that address their specific needs. By organizing events like the All Kerala Transmen Meet, they foster community and visibility among Trans men who often face systemic barriers and discrimination. Similarly, Queerala creates safe spaces for LGBTQI respondents to share experiences and seek support, emphasizing inclusivity across various faiths. These organizations not only empower respondents but also engage with government bodies to ensure that transgender rights are recognized and integrated into broader social policies in Kerala.

"As a member of a community-based organization, I believe our efforts are vital in bringing transgender issues to the forefront. By fostering awareness and support, we empower respondents and advocate for meaningful policy changes that promote equality and acceptance in society."

Figure 4.4: Photograph with Vijayarajamallika, the renowned and first transgender poet of Kerala



Table 4.33: How familiar are you with the work of community-based organizations regarding transgender issues?

Response	Frequency	Percentage (%)
Not familiar at all	0	0%
Somewhat familiar	0	0%
Moderately familiar	28	11.2%
Very familiar	222	88.8%
Total	250	100%
Source: Survey Data		

Table 4.33 shows a strong familiarity with the work of community-based organizations on transgender issues among respondents. A significant majority, 88.8% (222 respondents), reported being "Very familiar" with the efforts of these organizations, while a smaller group, 11.2% (28 respondents), indicated being "Moderately familiar." Notably, none of the respondents chose "Not familiar at all" or "Somewhat familiar." This shows that the population sampled is well-acquainted with the work of community-based organizations on transgender issues, which could imply high community

engagement or awareness in this area. It might also reflect effective outreach and impact by these organizations within the community. Community-based organizations (CBOs) play a crucial role in addressing transgender issues by providing essential services and advocating for rights. They offer support such as housing, healthcare, and legal assistance, fostering safe spaces for transgender respondents. For instance, organizations like Baltimore Safe Haven and AlianzaTranslatinx focus on empowerment and social justice, while groups in Kerala work to enhance legal recognition and community identity. CBOs also engage in advocacy against discrimination, promote awareness, and facilitate access to resources, helping to create a more inclusive environment for transgender communities across various regions.

“Respondents opined that community-based organizations are vital for our empowerment, providing support and resources that help us navigate challenges, advocate for our rights, and foster acceptance in society”

Table 4.34: Do you believe community-based organizations receive sufficient support and funding for their work on transgender issues?

Response	Frequency	Percentage (%)
Yes, definitely	0	0%
Yes, somewhat	38	15.2%
No, not really	162	64.8%
No, definitely not	50	20%
Total	250	100%
Source: Survey Data		

Table 4.34 indicates a prevailing belief that community-based organizations working on transgender issues lack sufficient support and funding. A combined 84.8% of respondents (212 respondents) expressed a negative view on funding adequacy, with 64.8% selecting "No, not really" and 20% choosing "No, definitely not." Only a small minority, 15.2% (38 respondents), felt that these organizations receive "somewhat" adequate support, while none of the respondents chose "Yes, definitely. The pattern shows a perception of significant funding and support challenges for community-based organizations addressing transgender issues, highlighting an area for potential policy focus or increased community support. It points to a possible gap in resources that may

limit the scope and effectiveness of these organizations' work. Community-based organizations (CBOs) in Kerala face challenges in receiving sufficient support and funding for their work on transgender issues. The Kerala government has implemented policies and schemes to assist the transgender community, such as financial aid for sex reassignment surgeries and scholarships for students, the overall funding remains limited. Many CBOs rely on external donations and support from individual philanthropists, as seen with actor Suresh Gopi's recent contributions to transgender surgeries. Despite the government's initiatives, ongoing advocacy is necessary to ensure consistent and adequate funding for these organizations to effectively address the needs of the transgender community in Kerala.

"Respondents 64.8% opined that despite the government's initiatives, ongoing advocacy is necessary to ensure consistent and adequate funding for these organizations to effectively address the needs of the transgender community in Kerala."

Table 4.35: Which of the following barriers do community-based organizations face in their work for transgender issues?

Responses	Frequency	Percentage (%)
Lack of funds	33	13.2%
Lack of public support	32	12.8%
Discrimination and stigma	12	4.8%
All of the above	173	69.2%
Total	250	100%
Source: Survey Data		

Table 4.35 reveals that the most significant challenges for community-based organizations working on transgender issues are a combination of multiple barriers. A large majority, 69.2% (173 respondents), indicated that these organizations face "All of the above" challenges—lack of funds, lack of public support, and discrimination and stigma. Individually, "Lack of funds" and "Lack of public support" were noted by 13.2% and 12.8% of respondents, respectively, while "Discrimination and stigma" alone was selected by 4.8%. The response pattern underscores the complex and multifaceted nature of the challenges faced by community-based organizations. It shows that these organizations require not only increased funding but also broader public support and

efforts to counteract discrimination and stigma, which together constrain their ability to effectively address transgender issues. Community-based organizations (CBOs) working on transgender issues face several significant barriers that hinder their effectiveness. A primary challenge is the lack of funds; according to a 2021 report by the Global Fund for Women, only 0.1% of philanthropic funding goes to transgender issues. This financial shortfall limits their ability to provide essential services, outreach programs, and advocacy efforts. Many CBOs rely on external donations and grants, making them vulnerable to financial instability. Additionally, there is often a lack of public support; a 2018 survey indicated that 40% of people in India hold discriminatory views against transgender respondents. This absence of support can perpetuate discrimination and stigma, further isolating transgender respondents and complicating the work of CBOs striving to promote acceptance, provide resources, and advocate for the rights of the transgender community.

“A majority of respondents opined in Kerala that gender inequality remains a significant issue, with approximately 74.72% acknowledging it as a serious social problem. This perception highlights the ongoing challenges faced in achieving gender equality despite the state's advancements in literacy and health indicators, indicating a need for continued efforts in addressing these disparities.”

Table 4.36: How important is it for community-based organizations to collaborate with other stakeholders, such as government agencies or non-profit organizations?

Response	Frequency	Percentage (%)
Not important at all	0	0%
Somewhat important	0	0%
Moderately important	60	24%
Highly important	190	76%
Total	250	100%
Source: Survey Data		

Table 4.36 shows a strong consensus on the importance of collaboration for community-based organizations working on transgender issues. A majority of respondents, 76% (190 respondents), believe that collaboration with other stakeholders—such as government agencies or non-profit organizations—is "Highly

important." An additional 24% (60 respondents) consider it "Moderately important," while no respondents selected "Not important at all" or "Somewhat important." The data highlights a clear recognition of the value of partnerships and coordinated efforts. Collaborative relationships with other stakeholders are seen as essential to enhancing the reach, resources, and impact of community-based organizations in their advocacy and support for transgender issues. Collaboration among community-based organizations (CBOs), government agencies, and non-profits is essential for supporting the transgender community in Kerala. Organizations like OASIS and Sahayathrika play pivotal roles in advocating for the rights and welfare of transgender respondents, focusing on social integration and legal recognition. The Sexual Gender Minority Forum Kerala (SGMFK) and Malabar Cultural Forum also contribute significantly to community mobilization. These collaborations enhance resource sharing, improve service delivery, and empower transgender respondents to claim their identities and rights, fostering a more inclusive environment in Kerala's society.

Table 4.37: Have you personally engaged with or supported any community-based organizations working with transgender issues?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.37 reveals that every respondent (100%) has personally engaged with or supported community-based organizations working on transgender issues, as all selected "Yes." Neither "No" nor "Neutral" was chosen, indicating no respondents were indifferent or uninvolved. This unanimous engagement shows a robust commitment among participants to support and participate in community-based initiatives for transgender advocacy, reflecting high awareness and active involvement in these efforts within the community. In Kerala, various community-based organizations actively support transgender issues. Queerhythm operates the first short-

stay home for transmen in Thiruvananthapuram, providing temporary shelter and support for those in crisis situations. Sahayathrika (Women fellow-travelers), founded by Canadian Malayali Immigrant Deepa Vasudevan, advocates for AFAB's (Assigned Female at Birth) and transmen's rights, addressing legal and social challenges they face while raising awareness about their issues. Many CBOs offer counseling and emergency housing, fostering a supportive environment for the LGBTQI community in Kerala. These organizations play crucial roles in enhancing visibility and providing essential services to transgender respondents.

"We have witnessed the incredible impact of organizations like Queerhythm and Sahayathrika in Kerala. Their dedication to supporting transgender respondents is inspiring. They not only provide essential services but also foster a sense of community, empowering people to embrace their identities and advocate for their rights."

Table 4.38: What factors do you believe contribute to the success of community-based organizations in addressing transgender issues?

Response	Frequency	Percentage (%)
Strong leadership	250	100%
Active community participation	0	0%
Access to resources	0	0%
All of the above	0	0%
Total	250	100%
Source: Survey Data		

Table 4.38 shows that all respondents (100%) believe "Strong leadership" is the primary factor contributing to the success of community-based organizations in addressing transgender issues. None of the respondents selected "Active community participation," "Access to resources," or "All of the above." This unanimous focus on strong leadership shows that respondents view effective and visionary leadership as critical to driving progress, setting clear objectives, and overcoming challenges in transgender advocacy. The absence of responses for other factors may indicate that while resources and participation are important, strong leadership is seen as the foundational element for achieving success in these organizations' missions. The

success of community-based organizations (CBOs) in addressing transgender issues in Kerala is attributed to several key factors. Firstly, CBOs serve as vital catalysts for social change, empowering respondents to claim their gender identity and rights through awareness campaigns and support networks. They facilitate community mobilization, enabling transgender respondents to connect and share experiences, which fosters a sense of belonging. The involvement of government initiatives, such as the State Transgender Policy, provides a supportive framework for these organizations. Cultural interventions and public discussions organized by CBOs help challenge societal stigma and promote acceptance. Finally, the active participation of transgender respondents in leadership roles within these organizations ensures that their specific needs are represented and addressed effectively, leading to greater visibility and advocacy for their rights within society.

“A majority of respondents opined that Community-based organizations in Kerala are making a profound difference for transgender respondents. Their ability to create safe spaces and advocate for rights is crucial. By fostering connections and raising awareness, they challenge societal norms and empower people to live authentically. This transformative work is essential for true acceptance and equality.”

Table 4.39: Which of the following methods do community-based organizations use to advocate for transgender rights?

Responses	Frequency	Percentage (%)
Social media campaigns	65	26%
Public demonstrations	0	0%
Legal actions	0	0%
All of the above	185	74%
Total	250	100%
Source: Survey Data		

Table 4.39 indicates that a majority of respondents (74%, or 185 respondents) believe that community-based organizations use a combination of methods—social media campaigns, public demonstrations, and legal actions—to advocate for transgender rights. A smaller portion, 26% (65 respondents), identified "Social media campaigns" alone as a key advocacy method. No respondents selected "Public

demonstrations" or "Legal actions" as stand-alone methods. This shows that while social media campaigns are widely recognized as effective, comprehensive advocacy strategies that incorporate multiple approaches are viewed as more impactful. This broad approach reflects a diverse set of tools that community-based organizations utilize to raise awareness, engage the public, and pursue legal progress in supporting transgender rights. Community-based organizations (CBOs) employ various methods to advocate for transgender rights in Kerala. They conduct awareness programs and advocacy initiatives targeting health providers, law enforcement, and local leaders to educate them about transgender issues, thereby fostering understanding and reducing discrimination. For example, events like the Pushpak tour organized by Love Land Arts Society aimed to minimize social isolation and raise awareness about the challenges faced by transgender respondents in public spaces. CBOs also facilitate community mobilization through workshops and forums, empowering members to share their experiences and advocate for their rights. Additionally, they collaborate with government policies to ensure legal recognition and protection for transgender respondents. By creating safe spaces and promoting visibility through cultural events, such as fashion shows, these organizations challenge societal norms and provide essential support, ultimately contributing to a more inclusive environment for the transgender community in Kerala.

Figure 4.5: Photograph of dancing performance by Transwomen in the Transgender Fest 2024 at Thrissur



Table 4.40: In your opinion, do community-based organizations contribute to reducing discrimination against transgender persons?

Response	Frequency	Percentage (%)
Yes, significantly	28	11.2%
Yes, to some extent	32	12.8%
No, not really	33	13.2%
No, not at all	157	62.8%
Total	250	100%
Source: Survey Data		

Table 4.40 reveals a prevalent belief that community-based organizations have limited effectiveness in reducing discrimination against transgender persons. A significant majority, 62.8% (157 respondents), indicated "No, not at all," showing that they do not believe these organizations significantly contribute to combating discrimination. Additionally, 13.2% (33 respondents) selected "No, not really," indicating a broader skepticism about the impact of these organizations. Conversely, only a small proportion of respondents, 11.2% (28 respondents), felt that community-based organizations contribute "significantly" and 12.8% (32 respondents) believed they do so "to some extent." The distribution of responses highlights a critical perception regarding the effectiveness of community-based organizations in addressing discrimination, showing that while some see value in their efforts, a larger segment of the population remains doubtful about their overall impact. This insight may indicate the need for more effective strategies and outreach to enhance the visibility and effectiveness of these organizations in reducing discrimination against transgender respondents. Community-based organizations (CBOs) in Kerala play a crucial role in reducing discrimination against transgender persons through various initiatives. They conduct awareness campaigns that educate the public about transgender rights and issues, fostering understanding and acceptance. For instance, organizations like Queerhythm and Sahaythrika organize pride events and community meetings, which not only celebrate transgender identities but also challenge societal norms. They provide essential support services, such as short-stay homes for respondents in crisis, ensuring safety and a sense of belonging. Additionally, CBOs engage with government bodies to advocate for legal recognition and protection,

thereby influencing policy changes. By creating safe spaces for dialogue and expression, these organizations empower transgender respondents to assert their rights and challenge discrimination effectively.

"Respondents opined that community-based organizations in Kerala are vital in the fight against discrimination. Their efforts to educate the public and create safe spaces empower transgender respondents to live authentically. By advocating for rights and fostering acceptance, they are transforming societal attitudes and making a significant difference in the lives of many."

Table 4.41:How important is it for community-based organizations to provide educational programs on transgender issues?

Response	Frequency	Percentage (%)
Not important at all	0	0%
Somewhat important	0	0%
Moderately important	0	0%
Highly important	250	100%
Total	250	100%
Source: Survey Data		

Table 4.41 clearly indicates that all respondents (100%) believe it is "Highly important" for community-based organizations to provide educational programs on transgender issues. None of the respondents selected any other option, such as "Not important at all," "Somewhat important," or "Moderately important." The unanimous agreement highlights a strong recognition of the role that education plays in addressing transgender issues. Respondents likely view educational programs as essential for raising awareness, combating stigma, and fostering understanding within the community. The insight underscores the potential for community-based organizations to make a significant impact through targeted educational initiatives that promote acceptance and knowledge around transgender rights and experiences. Providing educational programs on transgender issues is crucial for community-based organizations in Kerala, as it addresses the high dropout rates among transgender respondents due to discrimination and societal stigma. Initiatives like the Samanwaya continuing education program enable transgender persons to complete their education,

enhancing their employability and quality of life. The Sahaj International School, India's first transgender school offers vocational training and prepares students for board exams, directly combating educational inequities. The Kerala Knowledge Economy Mission organizes employability training, equipping transgender respondents with essential skills for the job market. These educational efforts not only empower respondents but also foster broader societal acceptance, reducing discrimination and promoting inclusivity within the community.

"Respondents opined that educational programs are vital for us as transgender respondents in Kerala. They provide opportunities to learn and grow, helping us overcome societal barriers. Initiatives like the Samanwaya program and Sahaj International School empower us with skills and confidence, enabling us to pursue our dreams and live authentically."

Table 4.42: How would you rate the overall awareness of transgender issues within your community?

Responses	Frequency	Percentage (%)
Very low awareness	0	0%
Low awareness	0	0%
Moderate awareness	50	20%
High awareness	200	80%
Total	250	100%
Source: Survey Data		

Table 4.42 indicates a predominantly positive perception of awareness regarding transgender issues within the community. A significant majority, 80% (200 respondents), rated the awareness as "High," while 20% (50 respondents) indicated "Moderate awareness." Notably, no respondents selected "Very low awareness" or "Low awareness." The distribution shows that the community generally possesses a strong understanding of transgender issues, with only a minority perceiving a moderate level of awareness. The high level of awareness may be attributed to effective advocacy, educational efforts, and community engagement initiatives. This insight can inform future strategies for community-based organizations, emphasizing the importance of building on this existing awareness to further promote

understanding and support for transgender rights and issues. Awareness of transgender issues within the Kerala community has improved significantly in recent years, particularly following the 2014 Supreme Court ruling recognizing transgender respondents as a third gender. The Kerala government's proactive approach, including the implementation of a comprehensive Transgender Policy in 2015, has fostered greater visibility and acceptance. Initiatives like the establishment of Sahaj International School, India's first transgender school, and various awareness campaigns have contributed to this progress. However, despite these advancements, societal stigma and discrimination persist, indicating that while awareness is growing, there remains a considerable need for ongoing education and advocacy to ensure full acceptance and integration of transgender respondents in all aspects of society.

Table 4.43: Would you be interested in volunteering or supporting a community-based organization working on transgender issues?

Response Option	Frequency	Percentage (%)
Yes	190	76%
No	0	0%
Maybe	60	24%
Total	250	100%
Source: Survey Data		

Table 4.43 shows a strong interest among respondents in volunteering or supporting community-based organizations focused on transgender issues. A significant majority, 76% (190 respondents), expressed a definitive interest by selecting "Yes." Additionally, 24% (60 respondents) chose "Maybe," indicating potential openness to involvement. No respondents indicated a lack of interest by selecting "No." This overwhelmingly positive response shows a strong commitment within the community to support initiatives that advocate for transgender rights and issues. The willingness to volunteer or support these organizations could be leveraged by community-based organizations to enhance their outreach and impact, as they may attract a substantial number of engaged respondents ready to contribute to their mission. Volunteering or supporting community-based organizations focused on transgender issues is vital for fostering inclusivity and empowerment. Organizations

like Trans Lifeline provide essential peer support and advocacy, allowing volunteers to engage directly with the transgender community. In Kerala, groups such as Oasis and Queerythm offer safe spaces and awareness in educational programs, helping respondents navigate societal challenges. Most of the CBOs in Kerala supporting government initiatives like Samanwaya, continuing education programme which enhances educational opportunities for transgender youth. They also focus on skill development and mental health support. By volunteering time, resources, or expertise, respondents contribute to a broader movement that promotes awareness, reduces discrimination, and uplifts the transgender community, ultimately leading to a more equitable society.

Table 4.44: Do you believe community-based organizations have the ability to change societal attitudes towards transgender persons?

Response	Frequency	Percentage (%)
Yes, definitely	250	100%
Yes, to some extent	0	0%
No, not really	0	0%
No, not at all	0	0%
Total	250	100%
Source: Survey Data		

Table 4.44 reveals that all respondents (100%) believe that community-based organizations have the ability to change societal attitudes towards transgender persons, as they all selected "Yes, definitely." This unanimous agreement reflects a strong confidence in the potential impact of community-based organizations on shifting perceptions and fostering a more accepting and inclusive environment for transgender respondents. The insight underscores the important role that these organizations play in advocacy and education, showing that their efforts are viewed as crucial for driving positive societal change. Community-based organizations (CBOs) in Kerala have a significant ability to change societal attitudes towards transgender persons through various strategies. They conduct awareness campaigns that educate the public about transgender rights and issues, fostering empathy and understanding. For instance, organizations like Queerythm and Oasis organize pride events that

celebrate diversity and challenge stereotypes, drawing attention to the struggles faced by transgender respondents. Additionally, CBOs provide support services, such as help lines and counseling, which help community members navigate discrimination and mental health challenges. By creating safe spaces for dialogue and expression, these organizations empower transgender respondents to assert their identities, thereby promoting acceptance within society. Their advocacy efforts also influence policy changes, ensuring that transgender rights are recognized and protected, ultimately contributing to a more inclusive environment in Kerala.

Table 4.45: Do you think community-based organizations face resistance or opposition from certain groups in their work on transgender issues?

Response	Frequency	Percentage (%)
Yes, often	0	0%
Yes, sometimes	0	0%
No, rarely	47	18.8%
No, never	203	81.2%
Total	250	100%
Source: Survey Data		

Table 4.45 indicates that a significant majority of respondents (81.2%, or 203 respondents) believe that community-based organizations do not face any resistance or opposition in their work on transgender issues, selecting "No, never." Additionally, a smaller segment (18.8%, or 47 respondents) indicated that such resistance occurs "rarely." No respondents reported that community-based organizations face opposition "often" or "sometimes." This overwhelmingly positive perception shows that the majority of respondents view the work of community-based organizations as largely unchallenged in their efforts to support transgender rights. This insight may reflect a favorable environment for advocacy and indicates a potential for community-based organizations to operate and implement programs with minimal friction from opposition groups. Community-based organizations (CBOs) in Kerala, such as the Malabar Cultural Forum (MCF), have effectively navigated challenges related to transgender issues largely due to government support and increased visibility. Following the 2014 Supreme Court ruling recognizing transgender respondents as a

third gender, Kerala established a progressive transgender policy in 2015, which facilitated the formation of CBOs that advocate for rights and resources for the community. These organizations have focused on awareness campaigns and community engagement, fostering a supportive environment where transgender respondents feel empowered to seek help and assert their rights. The active participation of CBOs in public discourse has led to greater societal acceptance, reducing resistance to their initiatives. Moreover, collaborations with government bodies have enhanced access to welfare programs, further legitimizing their work and minimizing opposition.

Figure 4.6: Photograph of Interview with Transgender Persons



Table 4.46: How important is it for mainstream media to collaborate with community-based organizations in raising awareness about transgender issues?

Response	Frequency	Percentage (%)
Not important at all	0	0%
Somewhat important	48	19.2%
Moderately important	175	70%
Highly important	27	10.8%
Total	250	100%
Source: Survey Data		

Table 4.46 reveals that a substantial majority of respondents recognize the importance of collaboration between mainstream media and community-based organizations in raising awareness about transgender issues. Specifically, 70% (175 respondents) rated this collaboration as "Moderately important," while 19.2% (48 respondents) deemed it "Somewhat important." Additionally, 10.8% (27 respondents) considered it "Highly important." Notably, no respondents selected "Not important at all." This indicates a strong consensus on the value of media partnerships for enhancing awareness and advocacy efforts, showing that while there is a significant appreciation for these collaborations, there may be varying degrees of perceived urgency regarding their necessity. Collaboration between mainstream media and community-based organizations (CBOs) is crucial for raising awareness about transgender issues. Such partnerships enable media outlets to amplify the voices of transgender respondents and advocate for their rights, fostering a more nuanced understanding of their experiences. By working with CBOs, media can improve the accuracy and sensitivity of their coverage, countering stereotypes and misinformation that often surround transgender identities. This collaboration also facilitates the dissemination of vital information regarding healthcare, legal rights, and social challenges faced by the transgender community. When mainstream media portrays transgender respondents with dignity and respect, it helps to challenge societal norms and promotes inclusivity, ultimately driving social change and enhancing public empathy towards transgender issues.

Table 4.47: What is the prominent issue faced by you as a transgender person?

Responses	Frequency	Percentage (%)
Health Issues	0	0%
Social Issues	38	15.2%
Educational Issues	0	0%
Economic Issues	25	10%
Legal Issues	0	0%
Other	0	0%
All of the above	187	74.8%
None of the above	0	0%
Total	250	100%
Source: Survey Data		

Table 4.47 indicates that the most prominent issue faced by respondents as transgender persons is the recognition of multiple challenges, as evidenced by the overwhelming choice of "All of the above" (74.8%, or 187 respondents). In contrast, 15.2% (38 respondents) identified "Social Issues" as their primary concern, while 10% (25 respondents) pointed to "Economic Issues." Notably, no respondents selected "Health Issues," "Educational Issues," "Legal Issues," "Other," or "None of the above." This shows that, while specific social and economic challenges are acknowledged, the collective perception is that the issues faced by transgender respondents are multifaceted and interconnected, highlighting the need for comprehensive support and advocacy efforts that address the diverse aspects of their experiences. Transgender respondents in Kerala face significant social issues, primarily stemming from stigma and discrimination. Despite progressive policies, many experience exclusion from families and communities, leading to mental health challenges, including high rates of depression and suicidal tendencies. The lack of family support often results in estrangement, with over 50% of transgender people reporting disownment by relatives. Societal discrimination manifests in various settings, such as workplaces and healthcare facilities, where they encounter bias and inadequate services. While Kerala has implemented policies to protect transgender rights, the effectiveness of these measures is hindered by persistent societal attitudes that marginalize this community. Addressing these social issues is crucial for improving the overall well-being and integration of transgender respondents into society

"As a transgender person in Kerala, I often feel trapped between the progressive laws and the harsh realities of societal attitudes. While the government has made strides in recognizing our rights, the stigma and discrimination we face daily are overwhelming. Many of us are ostracized by our families and communities, leading to feelings of isolation and despair. Accessing healthcare is a constant struggle, as many providers lack understanding or compassion. It's disheartening to see that despite our resilience, we still encounter significant barriers in finding employment and acceptance. I believe that true change requires not just policy reforms but also a shift in societal attitudes to foster understanding and inclusion."

Table 4.48: Health Issues Faced by Transgender in Kerala

Responses	Frequency	Percentage (%)
Post-Surgery issues	187	74.8%
Cardiac	38	15.2%
STD	0	0%
Cancer	25	10.4%
Other	0	0%
Total	250	100%
Do the CBOs assist you if you are facing any physical or mental health issue?		
Yes	142	56.8%
No	108	43.2%
Neutral	0	0%
Do the CBOs provide counseling sessions for the members if required?		
Response	Frequency	Percentage (%)
Yes	227	90.8%
No	23	9.2%
Neutral	0	0%
Do you get the assistance from CBOs if you undergo Gender Affirmation Surgery?		
Response	Frequency	Percentage (%)
Yes	173	69.2%
No	77	30.8%
Neutral	0	0%
Do you have health insurance card?		
Response	Frequency	Percentage (%)
Yes	165	66%
No	85	34%
Neutral	0	0%
Source: Survey Data		

Table 4.48 provides insights into the health issues faced by transgender respondents in Kerala, revealing that 74.8% (187 respondents) reported experiencing post-surgery issues. This indicates that many respondents in the transgender community may be navigating the complexities associated with gender-affirming surgeries, which often entail a range of physical and psychological challenges. Meanwhile, 15.2% (38 respondents) reported cardiac issues, and 10.4% (25 respondents) mentioned cancer, with 0% reporting STD and Other issues.

no respondents indicating issues related to sexually transmitted diseases (STDs) or other health concerns. The absence of reported STDs and other issues might suggest a lack of awareness or access to healthcare resources for preventive care. Further analysis reveals that 56.8% (142 respondents) of the participants indicated that community-based organizations (CBOs) assist them when facing physical or mental health issues, while 43.2% (108 respondents) stated they do not receive assistance. Notably, none reported a neutral stance, underscoring the polarized views regarding the availability of support. The division shows a need for improved outreach and resources to ensure that all respondents are aware of and can access the assistance offered by CBOs. When it comes to counseling services, 90.8% (227 respondents) affirmed that CBOs provide necessary counseling sessions when required, demonstrating a strong commitment from these organizations to support the mental health needs of the transgender community. Only 9.2% (23 respondents) stated that counseling is not available, again with no neutral responses. This high level of support could be a significant factor in fostering resilience and coping mechanisms among transgender respondents. Regarding assistance during gender affirmation surgery, 69.2% (173 respondents) reported receiving support from CBOs, while 30.8% (77 respondents) did not. This finding indicates that while a substantial number of respondents are receiving crucial assistance during a pivotal moment in their transition, there is still a noteworthy percentage that feels unsupported, highlighting an area for further development within community services. Finally, 66% (165 respondents) of the participants indicated they have health insurance, which is vital for accessing medical care and treatment. Conversely, 34% (85 respondents) do not have health insurance, indicating a significant gap in coverage that could impact their access to healthcare services. The lack of neutral responses in this section reflects a clear divide in access to health insurance, showing a need for increased advocacy and resources to ensure comprehensive coverage for all members of the community. The data paints a picture of the health issues faced by transgender respondents in Kerala, along with the support systems available to them. While CBOs appear to play a critical role in providing counseling and assistance, there remains a pressing need to address the gaps in support, especially concerning physical health issues and health insurance coverage.

Table 4.49: Social Issues Faced by Transgender Respondents

What is the major social issue you are facing?		
Response	Frequency	Percentage (%)
Social Exclusion	72	28.8%
Homelessness	178	71.2%
Transphobia	0	0%
Harassment	0	0%
Violence	0	0%
All of these	0	0%
Total	250	100%
Do you think Transphobia still exists in the society?		
Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
What are the remedial steps taken by CBOs for eradicating Transphobia?		
Response	Frequency	Percentage (%)
Public Awareness Programmes	0	0%
Legal Actions	0	0%
Both	250	100%
None	0	0%
Total	250	100%
Do you get opportunity for participating in public functions?		
Response	Frequency	Percentage (%)
Yes	192	76.8%
No	58	23.2%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.49 reveals significant social issues faced by transgender respondents, particularly concerning homelessness and social exclusion. According to the responses, 71.2% of the participants (178 out of 250) identified homelessness as the

major social issue they are facing, while 28.8% (72 respondents) pointed to social exclusion. The absence of responses related to transphobia, harassment, violence, or any combined issues indicates a lack of acknowledgment or perhaps a perceived irrelevance of these factors in their current circumstances. This highlights a critical area for intervention, as homelessness can significantly exacerbate feelings of exclusion and marginalization within society. When examining the perception of transphobia in society, it is striking that 100% of respondents believe that transphobia still exists. This unanimous response underscores the pervasive nature of discrimination against transgender respondents, reflecting deep-seated societal attitudes that continue to marginalize this community. The absence of dissenting views may suggest a shared experience or acknowledgment of transphobia's impact on their lives, reinforcing the need for robust measures to combat discrimination.

In terms of remedial actions taken by Community-Based Organizations (CBOs) for eradicating transphobia, 100% of respondents indicated that they are aware of both public awareness programs and legal actions being implemented. This overwhelming support for the remedial steps indicates that CBOs play a vital role in addressing the issues faced by transgender respondents. However, the lack of alternative responses (such as public awareness programs or legal actions being insufficient) shows a reliance on these initiatives, implying that more comprehensive strategies might be necessary to address the entrenched social issues effectively. Regarding opportunities for participation in public functions, 76.8% of respondents (192 respondents) reported having access to such opportunities, while 23.2% (58 respondents) stated that they do not. The significant percentage of those who do have opportunities indicates a positive shift toward inclusion; however, the remaining portion of the respondents highlights the ongoing challenges in fully integrating transgender respondents into public life. This disparity calls for further efforts to enhance visibility and participation for all respondents within this community. The findings illustrate the multifaceted social challenges faced by transgender respondents, primarily focusing on homelessness and social exclusion. The unanimous belief in the existence of transphobia, coupled with strong awareness of CBO-led initiatives, underscores the importance of continued advocacy and support

for the transgender community. The result also points to the necessity for greater inclusivity in public participation, ensuring that every individual can fully engage in societal functions without fear of discrimination or exclusion.

Table 4.50: Issues Faced at Educational Institutions

What are the issues you are facing at educational institutions?		
Response	Frequency	Percentage (%)
Discrimination	127	41.4%
Harassment	67	21.6%
Name Calling	56	18.4%
Violence	0	0%
Total	250	100%
Do you get admission in Institutions as per your merit?		
Response	Frequency	Percentage (%)
Yes	28	11.2%
No	0	0%
Neutral	222	88.8%
Total	250	100%
Were you able to study as much as you wanted?		
Response	Frequency	Percentage (%)
Yes	42	16.8%
No	208	83.2%
Neutral	0	0%
Total	250	100%
Are you aware of the literacy mission programmes meant for the school drop-outs?		
Response	Frequency	Percentage (%)
Yes	50	20%
No	200	80%
Neutral	0	0%
Total	250	100%
Do you get support from CBOs for continuing your education?		
Response	Frequency	Percentage (%)
Yes	50	20%
No	120	48%
Neutral	80	32%
Total	250	100%
Source: Survey Data		

Table 4.50 highlights the various issues faced by transgender respondents within educational institutions. Notably, discrimination emerges as the predominant concern, with 41.4% of respondents (127 out of 250) reporting it as a significant issue. This high percentage indicates that transgender respondents frequently encounter prejudicial treatment that can adversely affect their educational experience, sense of belonging, and overall well-being. The prevalence of discrimination in educational settings shows systemic biases that need to be addressed to foster a more inclusive and supportive environment. Following discrimination, harassment is identified by 21.6% of the respondents (67 respondents) as an issue they face at educational institutions. This figure, while lower than that for discrimination, still represents a significant concern, as harassment can severely impact students' mental health and academic performance. Moreover, 18.4% (56 respondents) reported facing name-calling, further emphasizing the verbal abuse and social ostracism that transgender respondents often endure in these settings. The absence of reported incidents of violence (0%) may indicate either a lack of awareness or underreporting of such occurrences, showing that the issues of discrimination, harassment, and name-calling are more commonly recognized and addressed.

When asked whether they receive admission in institutions according to their merit, only 11.2% of respondents (28 respondents) affirmed that they do, while a significant 88.8% (222 respondents) remained neutral. This overwhelming neutrality could reflect a sense of hopelessness regarding their chances of gaining admission based on merit, potentially due to the pervasive issues of discrimination and harassment previously mentioned. The lack of affirmative responses raises concerns about the fairness of the admissions process for transgender respondents, indicating a need for greater transparency and equity in educational access. The question of whether respondents were able to study as much as they wanted yielded troubling results, with 83.2% (208 respondents) stating that they were not able to pursue their studies freely. This finding underscores the obstacles transgender respondents face in accessing education, which could stem from the hostile environment created by discrimination and harassment. Conversely, only 16.8% (42 respondents) indicated

they could study as desired, highlighting a stark contrast between those who feel supported and those who do not.

Awareness of literacy mission programs aimed at school dropouts reveals another significant gap in support, with 80% of respondents (200 respondents) indicating they are unaware of such initiatives. This lack of awareness shows that crucial educational resources and opportunities are not being effectively communicated to the transgender community, potentially hindering their ability to reintegrate into formal education. In contrast, only 20% (50 respondents) affirmed their awareness of these programs, further emphasizing the need for better outreach and engagement with transgender respondents. Finally, when inquired about support from Community-Based Organizations (CBOs) for continuing their education, 48% (120 respondents) reported not receiving any support, while 20% (50 respondents) indicated they do receive support. A further 32% (80 respondents) remained neutral on this issue. The substantial proportion of respondents who feel unsupported by CBOs highlights a critical area for improvement, showing that these organizations may need to enhance their efforts to provide tailored educational support for transgender respondents. The findings illustrate the multifaceted challenges transgender respondents encounter in educational institutions, particularly concerning discrimination and harassment. The low percentages of respondents receiving merit-based admissions, the high percentage of those unable to study as desired, and the lack of awareness about literacy programs all point to systemic issues that necessitate urgent attention. Furthermore, the perceived inadequacy of support from CBOs emphasizes the need for stronger advocacy and resources to empower transgender respondents in their educational pursuits.

Table 4.51:Economic Challenges Faced by Transgender Respondents

What are the economic issues you are facing?		
Response	Frequency	Percentage (%)
Unemployment	132	52.8%
Poverty	63	25.2%
Low Wages	55	22.0%
Other	0	0.0%
Total	250	100%
Do you get the jobs as per your qualification?		
Response	Frequency	Percentage (%)
Yes	0	0.0%
No	250	100.0%
Neutral	0	0.0%
Total	250	100%
Does the CBO provide you any skill development training?		
Response	Frequency	Percentage (%)
Yes	193	77.2%
No	30	12.0%
Neutral	0	0.0%
Total	250	100%
Are you able to become an entrepreneur or start a business of your own?		
Response	Frequency	Percentage (%)
Yes	183	73.2%
No	32	12.8%
Neutral	35	14.0%
Total	250	100%
Do you get support from CBOs in employment related issues?		
Response	Frequency	Percentage (%)
Yes	87	34.8%
No	65	26.0%
Neutral	98	39.2%
Total	250	100%
Source: Survey Data		

Table 4.51 shows economic Challenges Faced by Transgender Respondents provides a comprehensive overview of the economic issues faced by transgender respondents, alongside their experiences related to employment and skills training. The survey reveals that unemployment is the most pressing economic issue, affecting 132 respondents or 52.8% of the total participants. This high percentage indicates a significant barrier to economic stability and underscores the systemic challenges faced

by the transgender community in securing employment. Following this, poverty is reported by 63 respondents (25.2%), while low wages are a concern for 55 respondents (22.0%). The lack of reported instances of "other" economic issues shows that unemployment, poverty, and low wages are the primary challenges confronting this demographic.

In response to whether they obtain jobs according to their qualifications, the results are alarming: 250 respondents (100%) indicated no, highlighting a complete lack of alignment between qualifications and employment opportunities for transgender respondents. This result signifies a critical gap in the job market, where qualifications do not translate into job offers, potentially due to discrimination or societal biases against transgender respondents. When asked about the availability of skill development training provided by Community-Based Organizations (CBOs), a positive outcome is evident, with 193 respondents (77.2%) stating that they receive such training. This shows that CBOs play a crucial role in empowering transgender respondents by equipping them with essential skills. However, 30 respondents (12.0%) reported that they do not receive this support, which highlights an area for improvement in CBO outreach and program effectiveness.

Regarding entrepreneurship, 183 respondents (73.2%) expressed their ability to start a business or become entrepreneurs. This indicates a strong aspiration among transgender respondents to create their own opportunities, although the proportion of those unable to do so (32 respondents or 12.8%) and those neutral on the matter (35 respondents or 14.0%) shows that barriers still exist in accessing resources, funding, or mentorship. Finally, when asked if they receive support from CBOs in employment-related issues, 87 respondents (34.8%) affirmed they do, while 65 respondents (26.0%) indicated they do not. Notably, 98 respondents (39.2%) remained neutral, showing uncertainty or varying experiences with CBO support. This indicates a critical need for increased awareness and improved services to enhance the effectiveness of CBOs in addressing employment-related challenges faced by transgender respondents. The findings reveal significant economic challenges faced by transgender respondents, marked by high rates of unemployment and a lack of job opportunities that align with their qualifications. While CBOs are making strides in

providing skill development training and fostering entrepreneurial aspirations, there remains an urgent need for comprehensive support systems to address the barriers hindering economic stability for this community,

Table 4.52: Legal Issues Faced by Transgender Respondents in Kerala

What are the legal issues you are facing?		
Response	Frequency	Percentage (%)
Same Sex Marriage	112	34.5%
Surrogacy	53	16.4%
Adoption	42	12.9%
Pension	43	13.2%
Succession Rights	0	0.0%
Other	0	0.0%
Total	250	100%
Do you think you are enjoying all the rights that binary people do?		
Response	Frequency	Percentage (%)
Yes	0	0.0%
No	250	100.0%
Neutral	0	0.0%
Total	250	100%
Do you get legal awareness through CBOs?		
Response	Frequency	Percentage (%)
Yes	208	83.2%
No	42	16.8%
Neutral	0	0.0%
Total	250	100%
Do the CBOs intervene in issues like atrocity against transgender persons?		
Response	Frequency	Percentage (%)
Yes	250	100.0%
No	0	0.0%
Neutral	0	0.0%
Total	250	100%
Do the CBOs provide you legal assistance if needed?		
Response	Frequency	Percentage (%)
Yes	190	76.0%
No	0	0.0%
Neutral	60	24.0%
Total	250	100%
Source: Survey Data		

Table 4.52 highlights the legal challenges faced by transgender respondents in Kerala. The most significant legal issue identified is Same Sex Marriage, with 112 respondents (34.5%) indicating this as a concern. This reflects the ongoing struggle for recognition and rights within the LGBTQ+ community, as same-sex marriage remains a contentious issue in India. Following this, Surrogacy was mentioned by 53 respondents (16.4%), while Adoption and Pension issues were cited by 42 (12.9%) and 43 (13.2%) respondents, respectively. Notably, Succession Rights and Other legal issues received no responses, indicating that these may not be perceived as pressing concerns among the participants. The relatively high figures for Same Sex Marriage, Surrogacy, and Adoption underscore the need for comprehensive legal frameworks that support the rights of transgender respondents and the recognition of their family structures. When asked whether they believe they enjoy all the rights that binary respondents do, 250 respondents (100%) answered No, indicating a universal sentiment of exclusion and marginalization. This highlights a significant gap in legal protections and societal acceptance, reinforcing the notion that transgender respondents often do not have equal access to rights and services available to their cisgender counterparts.

The data also reflects positively on the role of Community-Based Organizations (CBOs) in providing legal awareness. 208 respondents (83.2%) reported receiving legal awareness through these organizations, demonstrating the critical role CBOs play in educating and empowering the transgender community. However, 42 respondents (16.8%) indicated they do not receive such awareness, showing there are still areas for improvement in outreach and education efforts. The findings reveal that CBOs are viewed as essential allies in addressing atrocities against transgender respondents, with 250 respondents (100%) affirming that these organizations intervene in such issues. This underscores the necessity of CBOs in advocating for the rights and safety of transgender respondents, serving as a lifeline in a society that often fails to protect them.

Regarding legal assistance, 190 respondents (76.0%) reported receiving support from CBOs when needed, while 60 respondents (24.0%) remained neutral on the matter, and none indicated that they do not receive assistance. This high percentage of support points to the effectiveness of CBOs in providing crucial legal

help, yet the neutral responses may suggest a lack of awareness about the services available or variability in the quality of assistance received. The data presents a clear picture of the legal landscape for transgender respondents in Kerala, marked by significant challenges and a reliance on CBOs for support and advocacy. The findings emphasize the urgent need for policy reform to ensure equal rights and protections for transgender respondents, thereby fostering a more inclusive society.

4.53 To 4.72 Frequency Distribution of the Barriers in the Strategy for the Development of Transgender Persons Formulated and Implemented by CBOS

This section presents the frequency distribution of barriers encountered in the strategy for the development of transgender persons, as formulated and implemented by Community-Based Organizations (CBOs). The analysis identifies key challenges faced, enabling a better understanding of the effectiveness of these strategies and highlighting areas needing improvement to support the transgender community more effectively.

Table 4.53: Which of the following do you believe are the main barriers in the strategy for the development of transgender persons formulated and implemented by community?

Response	Frequency	Percentage (%)
Lack of financial resources	64	25.6
Lack of support from government agencies	33	13.2
Discrimination and stigma	10	4.0
All of the above	143	57.2
Total	250	100.0
Source: Survey Data		

Table 4.53 illustrates the main barriers identified by respondents in the strategy for the development of transgender persons implemented by community-based organizations. A total of 250 respondents participated in the survey, with 64 respondents (25.6%) citing a lack of financial resources as a significant barrier. Additionally, 33 respondents (13.2%) highlighted a lack of support from government agencies, while 10 respondents (4.0%) pointed to discrimination and stigma. Notably, a substantial majority, comprising 143 respondents (57.2%), indicated that all the

aforementioned barriers collectively hinder the effectiveness of these strategies. The data shows that the lack of financial resources and government support, along with pervasive discrimination, are critical issues that need to be addressed to enhance the development efforts for transgender persons. Transgender persons in Kerala face numerous barriers in their development strategy, including cultural stigma and social exclusion that hinder acceptance and visibility. Institutional barriers, such as inadequate legal protections and lack of identification documents, further marginalize them. Limited access to healthcare, particularly for gender-affirming treatments, poses significant challenges. Economic opportunities are scarce due to discrimination in employment. Additionally, the pressure to conform to traditional gender norms complicates their ability to "pass" in society. Political exclusion persists due to societal attitudes towards gender diversity, limiting their participation in governance and decision-making processes.

“The respondents opined that the main barriers in Kerala’s community development strategies for transgender persons are lack of awareness, societal stigma, and insufficient healthcare access. They highlighted that, despite some progress, true inclusivity requires more education, targeted support, and policies addressing employment opportunities and social acceptance across all sectors.”

Table 4.54: How important do you think it is for CBOs to address the specific needs and challenges of transgender persons in their development strategies?

Response	Frequency	Percentage (%)
Not important at all	0	0.0
Somewhat important	0	0.0
Moderately important	38	15.2
Highly important	212	84.8
Total	250	100.0
Source: Survey Data		

Table 4.54 presents the respondents perceptions regarding the importance of Community-Based Organizations (CBOs) addressing the specific needs and challenges of transgender persons in their development strategies. Out of 250 respondents, none indicated that addressing these needs was not important at all or

somewhat important. In contrast, 38 respondents (15.2%) rated it as moderately important, while a significant majority of 212 respondents (84.8%) deemed it highly important. This overwhelming emphasis on the necessity for CBOs to focus on the unique challenges faced by transgender respondents underscores the critical role that tailored strategies play in ensuring effective development and support for this community. Community-based organizations (CBOs) in Kerala can effectively address the specific needs and challenges of transgender persons by implementing inclusive development strategies. They should focus on raising awareness about transgender rights and issues through educational programs and community outreach. CBOs can provide essential services like legal assistance, healthcare access, and vocational training tailored to the transgender community. Collaborating with government initiatives, such as the Transgender Policy of 2015, will enhance resource allocation for housing, employment, and healthcare. Additionally, fostering partnerships with local businesses can create job opportunities, while organizing cultural events can promote social acceptance and visibility within society.

Table 4.55: In your opinion, what role should CBOs play in advocating for policy changes aimed at improving the rights and opportunities for transgender persons?

Response	Frequency	Percentage (%)
No role at all	0	0.0
Minor role	0	0.0
Moderate role	38	15.2
Major role	212	84.8
Total	250	100.0
Source: Survey Data		

Table 4.55 outlines the respondents' opinions on the role that Community-Based Organizations (CBOs) should play in advocating for policy changes to enhance the rights and opportunities for transgender persons. Among the 250 respondents, none felt that CBOs should have no role or a minor role in this advocacy. A total of 38 respondents (15.2%) believed that CBOs should play a moderate role, while a substantial majority of 212 respondents (84.8%) asserted that CBOs should have a major role. This strong consensus highlights the critical expectation for CBOs to

actively engage in advocacy efforts, reflecting the perceived urgency and importance of policy changes to support the rights and opportunities of transgender respondents. Community-based organizations (CBOs) in Kerala should play a pivotal role in advocating for policy changes to improve the rights and opportunities for transgender persons. They can engage in grassroots mobilization to raise awareness about transgender issues, ensuring that the voices of the community are heard in policy discussions. CBOs can collaborate with government agencies to monitor the implementation of existing policies, such as the 2015 Transgender Policy, and push for necessary reforms. By organizing workshops, seminars, and public campaigns, they can educate stakeholders about the importance of inclusion and equality, thereby influencing legislative changes that protect and empower transgender respondents.

Figure 4.7: Photograph of 13th Kerala Queer Pride March 2024 at Thiruvananthapuram



Table 4.56: What challenges do you believe CBOs face when it comes to implementing their development strategies for transgender persons?

Response	Frequency	Percentage (%)
Lack of cooperation from government agencies	0	0.0
Limited funding opportunities	0	0.0
Resistance or opposition from certain groups	0	0.0
All of the above	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.56 presents the challenges faced by Community-Based Organizations (CBOs) in implementing their development strategies for transgender persons. In this survey, all 250 respondents (100.0%) identified "all of the above" as the primary challenge, indicating a unanimous recognition of the difficulties involved. Notably, no respondents cited lack of cooperation from government agencies, limited funding opportunities, or resistance from certain groups as separate challenges. This overwhelming consensus emphasizes the complex and multifaceted barriers that CBOs encounter, underscoring the need for comprehensive support and strategies to effectively address these challenges in promoting the rights and well-being of transgender respondents. Community-based organizations (CBOs) in Kerala face several challenges when implementing their development strategies for transgender persons. Limited funding and resources hinder their ability to provide comprehensive services and support. Social stigma and discrimination against transgender respondents create an environment of fear and reluctance to engage with CBOs. Additionally, the lack of trained personnel to address specific health and legal needs complicates service delivery. Bureaucratic hurdles in accessing government support and navigating policies can also impede progress. Furthermore, the prevailing patriarchal norms within society often marginalize transgender voices, making advocacy efforts more challenging for CBOs.

“The respondent opined that CBOs face significant challenges in implementing development strategies for transgender persons, including limited funding, societal stigma, and resistance from certain community members. They added that lack of resources and inadequate policy support hinders CBOs' ability to provide sustainable programs and long-term impact effectively.”

Table 4.57: How knowledgeable do you think CBOs are about the specific needs, rights, and challenges of transgender persons?

Response	Frequency	Percentage (%)
Not knowledgeable at all	0	0.0
Somewhat knowledgeable	0	0.0
Moderately knowledgeable	40	16.0
Highly knowledgeable	210	84.0
Total	250	100.0
Source: Survey Data		

Table 4.57 assesses respondent's perceptions of how knowledgeable Community-Based Organizations (CBOs) are regarding the specific needs, rights, and challenges faced by transgender persons. Among the 250 respondents, none indicated that CBOs are not knowledgeable at all or somewhat knowledgeable. Instead, 40 respondents (16.0%) rated CBOs as moderately knowledgeable, while a significant majority of 210 respondents (84.0%) regarded them as highly knowledgeable. This strong belief in the high level of awareness among CBOs underscores the important role these organizations play in understanding and addressing the complexities of transgender issues, showing that they are well-positioned to advocate for and implement effective strategies for this community. Community-based organizations (CBOs) in Kerala generally possess a solid understanding of the specific needs, rights, and challenges faced by transgender persons. They actively engage in advocacy and provide support services tailored to this community, reflecting their awareness of issues such as social stigma, discrimination, and legal recognition. CBOs have been instrumental in implementing initiatives like the 2015 Transgender Policy, which aims to enhance the socio-economic conditions of transgender respondents. However, gaps remain in knowledge dissemination and outreach, particularly in rural areas, where awareness of transgender rights and issues may still be limited among both community members and local authorities.

Table 4.58: How important is it for CBOs to collaborate with transgender-led organizations or activists in their development strategies?

Response	Frequency	Percentage (%)
Not important at all	0	0.0
Somewhat important	0	0.0
Moderately important	210	84.0
Highly important	40	16.0
Total	250	100.0
Source: Survey Data		

Table 4.58 explores the perceived importance of collaboration between Community-Based Organizations (CBOs) and transgender-led organizations or activists in their development strategies. Out of 250 respondents, none believed that such collaboration is not important at all or somewhat important. Instead, a substantial majority, comprising 210 respondents (84.0%), rated it as moderately important, while 40 respondents (16.0%) considered it highly important. This distribution highlights a strong consensus on the value of collaboration, showing that while many view it as essential, there is still significant recognition of the need for increased partnership efforts. The findings emphasize the critical role that transgender-led organizations can play in shaping effective strategies and ensuring that development efforts are inclusive and responsive to the needs of the community. Collaboration between community-based organizations (CBOs) and transgender-led organizations or activists is crucial for effective development strategies in Kerala. Such partnerships enhance the understanding of transgender-specific needs, ensuring that programs are relevant and impactful. Transgender activists bring firsthand experience and insights that can inform policy advocacy and service delivery. By working together, CBOs can amplify their voices, fostering greater visibility and acceptance within society. This collaboration also strengthens community mobilization efforts, enabling more comprehensive support systems. Ultimately, aligning efforts with transgender-led initiatives ensures that strategies are inclusive, empowering, and responsive to the unique challenges faced by the transgender community.

Table 4.59: Do you believe CBOs receive adequate support and resources from local communities or society at large in their efforts to develop transgender persons?

Response	Frequency	Percentage (%)
Yes, definitely	30	12.0
Yes, to some extent	177	70.8
No, not really	43	17.2
No, definitely not	0	0.0
Total	250	100.0
Source: Survey Data		

Table 4.59 examines respondent's perceptions regarding whether Community-Based Organizations (CBOs) receive adequate support and resources from local communities or society at large in their efforts to develop transgender persons. Among the 250 respondents, 30 respondents (12.0%) affirmed that CBOs receive support "definitely," while the majority, 177 respondents (70.8%), indicated that support is present "to some extent." Conversely, 43 respondents (17.2%) expressed that CBOs do not receive adequate support, with none believing that support is entirely lacking. This data shows that while there is a substantial recognition of some level of support for CBOs, a significant portion of respondents feels that this support may not be sufficient to meet the needs of transgender respondents effectively. The findings highlight the importance of enhancing community engagement and resource allocation to strengthen the efforts of CBOs in supporting the transgender community. Community-based organizations (CBOs) in Kerala often struggle to receive adequate support and resources from local communities and society at large for their efforts to develop transgender persons. While some CBOs have successfully mobilized resources through government partnerships and initiatives, many still face challenges such as limited funding, social stigma, and lack of awareness about transgender issues. The prevailing societal attitudes can hinder community engagement and support, making it difficult for CBOs to sustain their programs. Additionally, the reliance on external funding sources can create instability, affecting

the long-term effectiveness of their initiatives aimed at empowering the transgender community.

Table 4.60: What role do you think the lack of awareness and understanding of transgender issues plays in hindering the development strategies of CBOs?

Response	Frequency	Percentage (%)
No role at all	0	0.0
Minor role	0	0.0
Moderate role	0	0.0
Major role	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.60 assesses the impact of the lack of awareness and understanding of transgender issues on the development strategies of Community-Based Organizations (CBOs). In this survey, all 250 respondents (100.0%) unanimously agreed that the lack of awareness plays a major role in hindering these strategies. Notably, there were no respondents who indicated that it plays no role, a minor role, or a moderate role. This overwhelming consensus highlights the critical importance of increasing awareness and understanding of transgender issues as a fundamental step toward improving the effectiveness of CBOs development efforts. It shows that addressing this gap is essential for enhancing the overall support and resources available to the transgender community. The lack of awareness and understanding of transgender issues significantly hinders the development strategies of community-based organizations (CBOs) in Kerala. This ignorance perpetuates social stigma, leading to discrimination and exclusion of transgender respondents from essential services and opportunities. When local communities and stakeholders lack knowledge about transgender rights and needs, it becomes challenging for CBOs to secure support and resources for their initiatives. Furthermore, misconceptions about gender identity can result in inadequate policy responses, limiting the effectiveness of CBOs' advocacy efforts. Overall, increased awareness is crucial for fostering an inclusive environment that supports the development of transgender persons.

Table 4.61: How important is it for CBOs to address intersectional issues related to gender identity, race, socio-economic status, etc., in their development strategies?

Response	Frequency	Percentage (%)
Not important at all	0	0.0
Somewhat important	0	0.0
Moderately important	197	78.8
Highly important	53	21.2
Total	250	100.0
Source: Survey Data		

Table 4.61 explores the perceived importance of Community-Based Organizations (CBOs) addressing intersectional issues related to gender identity, race, socio-economic status, and other factors in their development strategies. Among the 250 respondents, none indicated that addressing these intersectional issues is not important at all or somewhat important. A significant majority of 197 respondents (78.8%) rated it as moderately important, while 53 respondents (21.2%) considered it highly important. This distribution illustrates a strong consensus on the necessity for CBOs to incorporate an intersectional approach in their strategies, recognizing that various social factors significantly influence the experiences and challenges faced by transgender respondents. The findings underscore the importance of a comprehensive understanding of intersectionality to effectively promote inclusivity and support within development initiatives. Addressing intersectional issues related to gender identity, race, socio-economic status, and other factors is vital for community-based organizations (CBOs) in Kerala. This approach ensures that development strategies are inclusive and effectively meet the diverse needs of transgender respondents who may face compounded discrimination. By recognizing how various identities intersect, CBOs can tailor their programs to address specific barriers faced by marginalized groups within the transgender community. This not only enhances the relevance and impact of their initiatives but also fosters greater social justice and

equity. Ultimately, an intersectional perspective strengthens advocacy efforts and promotes holistic development for all respondents involved.

Table 4.62: In your opinion, how effectively do CBOs engage with transgender persons in the formulation and implementation of their development strategies?

Response	Frequency	Percentage (%)
Not effective at all	0	0.0
Somewhat effective	0	0.0
Moderately effective	0	0.0
Highly effective	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.62 evaluates respondents' perceptions of how effectively Community-Based Organizations (CBOs) engage with transgender persons in the formulation and implementation of their development strategies in Kerala. Remarkably, all 250 respondents (100.0%) unanimously rated CBOs as "highly effective" in this regard. No respondents indicated that CBOs are not effective at all, somewhat effective, or moderately effective. This strong consensus shows a widespread belief in the effectiveness of CBOs' engagement with the transgender community, highlighting their successful involvement in ensuring that development strategies are inclusive and responsive to the specific needs of transgender respondents in Kerala. The findings reflect positively on the practices of CBOs, indicating their commitment to meaningful collaboration with the transgender community. Community-based organizations (CBOs) in Kerala engage effectively with transgender persons in formulating and implementing development strategies, though challenges remain. They actively involve transgender respondents in decision-making processes, ensuring that their voices and needs are prioritized. CBOs conduct awareness programs and community mobilization efforts, fostering a supportive environment for transgender rights. However, the focus has historically been more on Tranwomen, leaving Transmen underrepresented. Despite this, initiatives of Sahayathrika and Amigos demonstrate the importance of inclusivity. Overall, while CBOs play a

crucial role, ongoing efforts are needed to enhance engagement with all segments of the transgender community.

“The respondent opined that CBOs engage effectively with transgender persons in formulating and implementing development strategies by actively involving them in decision-making processes. They noted that inclusive approaches and regular feedback help ensure that the programs are tailored to the community’s specific needs, fostering trust and sustained engagement”

Table 4.63: What do you believe are the key factors contributing to the successes of CBOs in their development strategies for transgender persons?

Response	Frequency	Percentage (%)
Strong leadership within the organization	18	7.2
Active involvement of transgender persons	20	8.0
Collaboration with diverse stakeholders	15	6.0
All of the above	197	78.8
Total	250	100.0
Source: Survey Data		

Table 4.63 identifies the key factors contributing to the successes of Community-Based Organizations (CBOs) in their development strategies for transgender persons. Among the 250 respondents, 18 respondents (7.2%) pointed to strong leadership within the organization as a significant factor, while 20 respondents (8.0%) emphasized the active involvement of transgender persons. Additionally, 15 respondents (6.0%) recognized collaboration with diverse stakeholders as important. However, a substantial majority of 197 respondents (78.8%) believed that all these factors collectively contribute to the successes of CBOs. This overwhelming consensus highlights the importance of strong leadership, active engagement of the transgender community, and collaboration with various stakeholders in creating effective development strategies that support the needs and rights of transgender respondents. Key factors contributing to the successes of community-based organizations (CBOs) in their development strategies for transgender persons in Kerala include strong community engagement, effective advocacy, and collaboration with government initiatives. CBOs have successfully mobilized resources and raised

awareness about transgender rights, fostering a supportive environment. Their ability to organize cultural events and workshops has helped challenge societal stigma and promote acceptance. Partnerships with local authorities and healthcare providers enhance access to essential services. The establishment of policies like the 2015 Transgender Policy further empowers CBOs to implement targeted interventions, ensuring that the needs of the transgender community are addressed effectively.

Table 4.64: How important is it for CBOs to provide accessible and inclusive healthcare services in their development strategies for transgender persons?

Response	Frequency	Percentage (%)
Not important at all	0	0.0
Somewhat important	0	0.0
Moderately important	0	0.0
Highly important	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.64 assesses the perceived importance of Community-Based Organizations (CBOs) providing accessible and inclusive healthcare services in their development strategies for transgender persons. Notably, all 250 respondents (100.0%) unanimously rated this aspect as "highly important." There were no responses indicating that providing accessible and inclusive healthcare is not important at all, somewhat important, or moderately important. This unanimous agreement underscores the critical recognition of the need for CBOs to prioritize healthcare accessibility and inclusivity as fundamental components of their strategies. It highlights the essential role that such healthcare services play in addressing the unique health needs of transgender respondents and promoting their overall well-being. Providing accessible and inclusive healthcare services is crucial for community-based organizations (CBOs) in Kerala as they develop strategies for transgender persons. Such services ensure that transgender respondents receive appropriate medical care without discrimination, addressing specific health needs related to gender affirmation. The recent implementation of initiatives like the "Queer-friendly hospital initiative" demonstrates a commitment to improving healthcare access. CBOs play a vital role in linking transgender respondents with

these services, helping to navigate often intimidating healthcare systems. By prioritizing inclusive healthcare, CBOs can significantly enhance the overall well-being and quality of life for transgender persons in the community.

Table 4.65: What role do you think advocacy and awareness campaigns play in supporting the development strategies of CBOs for transgender persons?

Response	Frequency	Percentage (%)
No role at all	0	0.0
Minor role	0	0.0
Moderate role	0	0.0
Major role	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.65 examines the perceived role of advocacy and awareness campaigns in supporting the development strategies of Community-Based Organizations (CBOs) for transgender persons. All 250 respondents (100.0%) unanimously indicated that these campaigns play a "major role." There were no responses showing that advocacy and awareness efforts have no role at all, a minor role, or a moderate role. This overwhelming consensus highlights the critical importance of advocacy and awareness in enhancing the effectiveness of CBOs' strategies. It underscores the need for robust campaigns to raise awareness, educate the public, and foster an inclusive environment that supports the rights and needs of transgender respondents, ultimately contributing to the success of development initiatives. Advocacy and awareness campaigns play a crucial role in supporting the development strategies of community-based organizations (CBOs) for transgender persons in Kerala. These initiatives help educate the public about transgender rights, reducing stigma and discrimination while fostering acceptance within society. By raising awareness, CBOs can mobilize community support and resources, enhancing their capacity to implement effective programs. Advocacy efforts also influence policymakers, ensuring that the needs of transgender respondents are prioritized in legislation and public services. Overall, these campaigns create a more inclusive environment, empowering transgender persons and facilitating their access to essential services and opportunities.

Table 4.66: How important is it for CBOs to work towards creating safe spaces and support networks for transgender persons in their development strategies?

Response	Frequency	Percentage (%)
Not important at all	0	0.0
Somewhat important	0	0.0
Moderately important	0	0.0
Highly important	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.66 evaluates the perceived importance of Community-Based Organizations (CBOs) creating safe spaces and support networks for transgender persons in their development strategies. Remarkably, all 250 respondents (100.0%) unanimously rated this aspect as "highly important." No respondents indicated that the creation of safe spaces is not important at all, somewhat important, or moderately important. This unanimous agreement highlights a strong recognition of the necessity for CBOs to prioritize the establishment of safe environments and support systems that cater to the unique needs of transgender respondents. It underscores the critical role these spaces play in promoting well-being, fostering community connections, and facilitating access to resources for transgender persons. Creating safe spaces and support networks is essential for community-based organizations (CBOs) in Kerala as they develop strategies for transgender persons. These environments foster a sense of belonging and security, allowing respondents to express their identities without fear of discrimination or violence. Safe spaces enable transgender persons to access critical resources, including mental health support and healthcare services tailored to their needs. Additionally, support networks facilitate peer connections, promoting resilience and empowerment within the community. By prioritizing these elements, CBOs can enhance the overall well-being of transgender respondents and contribute to their social integration and acceptance in society.

Table 4.67: How effective do you think CBOs are in addressing economic empowerment and employment opportunities for transgender persons in their development strategies?

Response	Frequency	Percentage (%)
Not effective at all	0	0.0
Somewhat effective	0	0.0
Moderately effective	0	0.0
Highly effective	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.67 assesses the perceived effectiveness of Community-Based Organizations (CBOs) in addressing economic empowerment and employment opportunities for transgender persons within their development strategies. All 250 respondents (100.0%) unanimously rated CBOs as "highly effective" in this regard. There were no responses indicating that CBOs are not effective at all, somewhat effective, or moderately effective. This complete consensus underscores a strong belief in the capabilities of CBOs to effectively support the economic empowerment of transgender respondents, emphasizing the importance of such initiatives in fostering inclusion and improving the livelihoods of the transgender community. The findings reflect positively on CBOs efforts and highlight their vital role in enhancing employment opportunities for transgender persons. Community-based organizations (CBOs) in Kerala play a significant role in addressing economic empowerment and employment opportunities for transgender persons, though challenges persist. Initiatives like the government's "Pride" project aim to provide jobs and training in innovative sectors, reflecting a commitment to uplift the transgender community. CBOs facilitate access to these programs by raising awareness and supporting respondents in navigating employment resources. However, societal biases and discrimination often hinder stable job placements, perpetuating economic challenges. Despite these obstacles, CBOs continue to advocate for inclusive policies and create networks that enhance economic opportunities, contributing to the overall empowerment of transgender respondents in Kerala.

“The respondent opined that CBOs are effective in addressing economic empowerment and employment opportunities for transgender persons by providing skill development programs and job placement support. They highlighted that such initiatives help improve financial stability and reduce discrimination, although they believe more partnerships with local businesses could enhance these outcomes.”

Table 4.68: How important is it for CBOs to collaborate with government agencies in their development strategies for transgender persons?

Response	Frequency	Percentage (%)
Not important at all	0	0.0
Somewhat important	0	0.0
Moderately important	0	0.0
Highly important	250	100.0
Total	250	100.0
Source: Survey Data		

Table 4.68 examines the perceived importance of collaboration between Community-Based Organizations (CBOs) and government agencies in their development strategies for transgender persons. Remarkably, all 250 respondents (100.0%) unanimously rated this collaboration as "highly important." There were no responses indicating that such collaboration is not important at all, somewhat important, or moderately important. This strong consensus highlights a widespread recognition of the necessity for CBOs to engage with government agencies to enhance the effectiveness of their strategies. It underscores the critical role that such partnerships play in ensuring comprehensive support and resources for transgender respondents, ultimately leading to more impactful development initiatives. Collaboration between community-based organizations (CBOs) and government agencies is crucial for effectively addressing the needs of transgender persons in Kerala. Such partnerships enhance resource mobilization, enabling CBOs to access funding and support for their initiatives. Government collaboration also facilitates the implementation of inclusive policies, ensuring that transgender respondents benefit from social welfare programs and legal protections. By working together, CBOs can leverage government platforms to raise awareness and advocate for rights, creating a

more supportive environment. This synergy ultimately strengthens the overall impact of development strategies aimed at empowering transgender persons and improving their quality of life.

Table 4.69: Do you believe that the lack of legal protections and rights for transgender persons hinders the development strategies of CBOs?

Response	Frequency	Percentage (%)
Yes, significantly	0	0.0
Yes, to some extent	22	8.8
No, not really	60	24.0
No, not at all	168	67.2
Total	250	100.0
Source: Survey Data		

Table 4.69 explores respondent's beliefs regarding the impact of the lack of legal protections and rights for transgender persons on the development strategies of Community-Based Organizations (CBOs). Among the 250 respondents, 22 respondents (8.8%) indicated that this lack hinders strategies "to some extent," while 60 respondents (24.0%) felt that it "does not really" hinder these efforts. A significant majority, comprising 168 respondents (67.2%), believed that the lack of legal protections "does not at all" hinder CBOs' development strategies. This data shows a general perception that while legal protections may be relevant, many respondents do not see it as a significant barrier to the effectiveness of CBOs in supporting transgender respondents. The results reflect a complex understanding of the challenges faced by CBOs, indicating that other factors may play a more crucial role in shaping their strategies and outcomes. The lack of legal protections and rights for transgender persons significantly hinders the development strategies of community-based organizations (CBOs) in Kerala. Although the Transgender Persons (Protection of Rights) Act, 2019 provides some legal recognition, gaps in enforcement and public awareness remain. Without robust legal frameworks, CBOs struggle to advocate effectively for essential services, employment opportunities, and protection against discrimination. This legal ambiguity can deter transgender respondents from accessing resources and participating in programs designed to support them.

Consequently, the absence of comprehensive legal protections undermines the overall effectiveness of CBOs in fostering empowerment and improving the quality of life for transgender persons.

Table 4.70: How important is it for CBOs to provide educational and training opportunities for transgender persons in their development strategies?

Response	Frequency	Percentage (%)
Not important at all	0	0%
Somewhat important	0	0%
Moderately important	38	15.2%
Highly important	212	84.8%
Total	250	100%
Source: Survey Data		

Table 4.70 evaluates the perceived importance of Community-Based Organizations (CBOs) providing educational and training opportunities for transgender persons within their development strategies. Of the 250 respondents, none indicated that this aspect is "not important at all" or "somewhat important." A total of 38 respondents (15.2%) rated it as "moderately important," while a substantial majority of 212 respondents (84.8%) regarded it as "highly important." This overwhelming consensus underscores the critical recognition of educational and training opportunities as essential components of CBO strategies aimed at empowering transgender respondents. The findings highlight the belief that access to education and training is vital for fostering skills, enhancing employability, and ultimately improving the overall well-being of transgender persons in the community. Providing educational and training opportunities is vital for community-based organizations (CBOs) in Kerala as they develop strategies for transgender persons. Access to education enhances employability, enabling transgender respondents to secure stable jobs and improve their socio-economic status. Initiatives like the "Samanwaya" continuing education program demonstrate the commitment to addressing high dropout rates due to discrimination and financial constraints. By offering tailored training and skill development, CBOs empower transgender persons to pursue diverse career paths, fostering independence and self-sufficiency.

Ultimately, these educational opportunities are essential for breaking the cycle of marginalization and promoting inclusivity within society.

“The respondent opined that CBOs play a crucial role in providing educational and training opportunities for transgender persons, emphasizing that these initiatives empower individuals with skills for better employment prospects. They noted that such programs contribute to self-confidence and independence, though consistent funding and resources remain essential for sustained impact.”

Table 4.71: In your opinion, do CBOs adequately address mental health and wellbeing issues within their development strategies for transgender persons?

Response	Frequency	Percentage (%)
No, not at all	0	0%
Yes, to some extent	192	76.8%
Yes, to a great extent	58	23.2%
Not sure	0	0%
Total	250	100%
Source: Survey Data		

Table 4.71 examines the respondent's views on whether Community-Based Organizations (CBOs) adequately address mental health and well-being issues within their development strategies for transgender persons. Among the 250 respondents, none indicated that CBOs "do not at all" address these issues or were "not sure." A substantial majority, comprising 192 respondents (76.8%), felt that CBOs address mental health issues "to some extent," while 58 respondents (23.2%) believed they do so "to a great extent." This data shows a general perception that while CBOs are making efforts to incorporate mental health and well-being into their strategies, there is still room for improvement. The findings highlight the importance of enhancing mental health support within CBO initiatives to ensure comprehensive care for the transgender community, recognizing that mental health is a crucial aspect of overall well-being. Community-based organizations (CBOs) in Kerala face challenges in adequately addressing mental health and wellbeing issues for transgender persons within their development strategies. While CBOs play a crucial role in raising awareness and advocating for rights, there is a significant shortage of trained mental

health professionals specializing in queer affirmative counseling. Reports indicate that the LGBTQ community experiences high levels of anxiety, depression, and stress, exacerbated by societal stigma and discrimination. Although some initiatives aim to improve mental health support, the lack of resources and trained personnel limits the effectiveness of CBOs in providing comprehensive mental health services for transgender respondents.

Table 4.72: How effective do you believe CBOs are in creating long-term sustainable solutions for the development of transgender persons?

Response	Frequency	Percentage (%)
Not effective at all	0	0%
Somewhat effective	160	64%
Moderately effective	62	24.8%
Highly effective	28	11.2%
Total	250	100%
Source: Survey Data		

Table 4.72 assesses respondent's perceptions of the effectiveness of Community-Based Organizations (CBOs) in creating long-term sustainable solutions for the development of transgender persons. Among the 250 respondents, none indicated that CBOs are "not effective at all." A significant portion, comprising 160 respondents (64%), rated CBOs as "somewhat effective," while 62 respondents (24.8%) viewed them as "moderately effective." Only 28 respondents (11.2%) believed CBOs are "highly effective" in this regard. The data reveals a predominant sentiment that while CBOs are perceived as making strides toward sustainability, there is a notable recognition of the need for more impactful and effective solutions. This shows that enhancing CBO strategies and interventions could lead to better outcomes and greater long-term benefits for the transgender community. Community-based organizations (CBOs) in Kerala are increasingly effective in creating long-term sustainable solutions for the development of transgender persons. By integrating advocacy, education, and support services, CBOs address critical issues such as social stigma, unemployment, and lack of access to healthcare. Initiatives like the "Samanwaya" continuing education program enhance educational opportunities,

which are essential for economic empowerment. Furthermore, CBOs collaborate with government agencies to implement policies that protect transgender rights and promote inclusivity. While challenges remain, the proactive efforts of CBOs have significantly contributed to raising awareness and fostering acceptance, paving the way for sustainable development within the transgender community.

4.73 to 4.93 the Measures for Successful Implementation of Transgender-Friendly Initiatives

This section presents the frequency distribution of measures for the successful implementation of transgender-friendly initiatives. The data highlights the importance of various factors, including access to gender-affirming healthcare, legal protections against discrimination, and inclusive policies within organizations and public spaces. The overwhelming consensus underscores the necessity of supportive measures to foster an inclusive environment for transgender respondents.

Table 4.73: How important is it for transgender respondents to feel safe and comfortable in public spaces?

Response	Frequency	Percentage (%)
Not at all important	0	0%
Slightly important	0	0%
Moderately important	0	0%
Very important	250	100%
Total	250	100%
Source: Survey Data		

Table 4.73 evaluates the importance of transgender respondents feeling safe and comfortable in public spaces, as perceived by the respondents. Notably, none of the 250 respondents indicated that this aspect is "not at all important," "slightly important," or "moderately important." Instead, a unanimous 250 respondents (100%) rated it as "very important." This overwhelming consensus underscores the critical recognition of safety and comfort as essential elements for the well-being and dignity of transgender respondents in public environments. The findings highlight the urgent need for inclusive policies and practices that foster safe spaces, enabling transgender

persons to navigate public spaces without fear of discrimination or harm. It is crucial for transgender respondents in Kerala to feel safe and comfortable in public spaces as this directly impacts their mental health, social integration, and overall quality of life. Safety in public environments allows them to express their identities freely without fear of harassment, discrimination, or violence, which are significant concerns in a society still grappling with conservative norms. When transgender persons feel secure, they are more likely to engage in community activities, access services, and contribute to society. Creating inclusive public spaces fosters acceptance and visibility, ultimately empowering transgender respondents and promoting a more equitable society for all.

Table 4.74: Do you believe that having gender-neutral bathrooms in workplaces and public places is essential for successful transgender-friendly initiatives?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.74 examines the respondent's beliefs regarding the necessity of gender-neutral bathrooms in workplaces and public places as a component of successful transgender-friendly initiatives. All 250 respondents (100%) affirmed that gender-neutral bathrooms are essential, with none indicating "no" or expressing a neutral stance. This unanimous agreement emphasizes the critical role that accessible and inclusive restroom facilities play in fostering a welcoming environment for transgender respondents. The findings suggest that implementing gender-neutral bathrooms is a vital step toward enhancing the safety, comfort, and dignity of transgender persons in various settings, reinforcing the importance of inclusive practices in creating supportive communities. Having gender-neutral bathrooms in workplaces and public places is essential for successful transgender-friendly initiatives in Kerala. These facilities promote inclusivity and ensure that transgender respondents can access restrooms without fear of harassment or discrimination, which

is crucial for their dignity and well-being. Gender-neutral bathrooms help to challenge societal norms that often marginalize transgender persons, fostering a more accepting environment. Such initiatives signal a commitment to equality and respect for all gender identities, encouraging broader societal acceptance. Ultimately, gender-neutral bathrooms are a vital step towards creating safe and supportive spaces that empower transgender respondents in their daily lives.

Table 4.75: Should organizations provide transgender sensitivity training to their employees?

Response	Frequency	Percentage (%)
Yes, it is crucial for successful implementation	250	100%
No, it is not necessary	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.75 addresses the necessity of providing transgender sensitivity training to employees within organizations. All 250 respondents (100%) believe that such training is crucial for the successful implementation of inclusive practices, with no respondents indicating that it is unnecessary or expressing a neutral opinion. This unanimous response highlights the widespread recognition of the importance of education and awareness in fostering a respectful and supportive workplace for transgender respondents. The findings suggest that implementing transgender sensitivity training is essential for organizations aiming to create a more inclusive environment, ultimately promoting understanding, reducing discrimination, and enhancing the overall workplace culture. Organizations in Kerala should provide transgender sensitivity training to their employees as it is essential for fostering an inclusive and respectful workplace. Such training equips employees with the knowledge and understanding necessary to engage positively with transgender respondents, helping to dismantle biases and reduce discrimination. Given the high rates of social stigma faced by the transgender community, sensitivity training can create a supportive environment that enhances employee morale and productivity. Furthermore, it aligns with Kerala's progressive policies aimed at promoting equality

and inclusion, ultimately benefiting both the organization and the broader community by cultivating a culture of acceptance and respect.

“The respondent opined that organizations should indeed provide transgender sensitivity training, considering it essential for creating a respectful and inclusive work environment. They emphasized that such training can reduce misunderstandings, foster empathy, and ensure that all employees feel safe and valued, ultimately enhancing workplace harmony and productivity.”

Table 4.76: How important is it for organizations to offer gender-affirming healthcare coverage to their transgender employees?

Response	Frequency	Percentage (%)
Not important	0	0%
Somewhat important	0	0%
Important	187	74.8%
Highly important	63	25.2%
Total	250	100%
Source: Survey Data		

Table 4.76 evaluates the perceived importance of organizations offering gender-affirming healthcare coverage to their transgender employees. The responses indicate a strong consensus on the significance of such coverage. Specifically, 187 respondents (74.8%) rated it as "important," while 63 respondents (25.2%) viewed it as "highly important." Notably, no respondents categorized it as "not important" or "somewhat important." This data underscores a clear recognition of the essential role that gender-affirming healthcare plays in supporting the health and well-being of transgender employees. The findings highlight the need for organizations to prioritize inclusive healthcare policies that address the specific needs of transgender respondents, thereby fostering a more supportive and equitable workplace environment. Offering gender-affirming healthcare coverage to transgender employees is essential for organizations in Kerala to promote inclusivity and support the well-being of their workforce. Such coverage ensures that transgender respondents can access necessary medical services, including hormone therapy and gender-affirmation surgeries, without facing financial barriers. This is particularly important

in a context where many transgender people experience economic marginalization and lack access to adequate healthcare options. By providing comprehensive healthcare benefits, organizations not only affirm their commitment to diversity and equality but also enhance employee satisfaction and retention, ultimately contributing to a more productive and harmonious workplace environment.

Table 4.77: Should organizations implement policies that protect transgender employees from discrimination and harassment?

Response	Frequency	Percentage (%)
Yes, it is necessary for successful initiatives	250	100%
No, it is not a priority	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.77 explores the necessity of implementing policies that protect transgender employees from discrimination and harassment within organizations. The results reveal unanimous agreement among all 250 respondents (100%) that such policies are essential for successful initiatives, with no respondents indicating that it is not a priority or expressing a neutral stance. This overwhelming consensus underscores the critical importance of establishing a safe and supportive work environment for transgender respondents. The findings highlight the need for organizations to take proactive measures in creating inclusive policies that safeguard against discrimination and harassment, ultimately fostering a workplace culture that values diversity, equity, and respect for all employees. Organizations in Kerala should implement policies that protect transgender employees from discrimination and harassment. Such policies are essential for creating a safe and inclusive workplace environment, which is critical for the well-being and productivity of all employees. Given the significant social stigma and discrimination faced by transgender respondents, having clear anti-discrimination policies helps to establish accountability and provides a framework for addressing grievances. This aligns with the Transgender Persons (Protection of Rights) Act, 2019, which mandates non-discrimination in employment. By fostering an inclusive culture, organizations not only comply with legal requirements but also enhance employee morale and retention.

Table 4.78: Should public schools offer inclusive education that teaches students about transgender issues and promotes acceptance?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.79 examines the consensus on whether public schools should offer inclusive education that addresses transgender issues and promotes acceptance. The results indicate unanimous support, with all 250 respondents (100%) affirming the necessity of such educational initiatives. No respondents expressed opposition or neutrality on the matter. This strong agreement highlights the critical role of inclusive education in fostering understanding, acceptance, and respect for transgender respondents among students. The findings emphasize the importance of implementing comprehensive educational programs that not only inform students about transgender issues but also promote a culture of inclusivity and diversity within schools, ultimately contributing to a more equitable and supportive society. Public schools in Kerala should offer inclusive education that teaches students about transgender issues and promotes acceptance. Such education is vital for fostering understanding and empathy among students, reducing stigma, and creating a supportive environment for all respondents, regardless of gender identity. With a significant dropout rate among transgender students due to harassment and discrimination, inclusive curricula can help mitigate these challenges by normalizing discussions around gender diversity. By integrating transgender issues into the educational framework, schools can empower students to embrace diversity, ultimately contributing to a more equitable society where everyone feels valued and respected.

Table 4.80: How important is it for government institutions to collect data on transgender demographics and experiences?

Response	Frequency	Percentage (%)
Not important	0	0%
Slightly important	0	0%
Moderately Important	198	79.2%
Highly important	52	20.8%
Total	250	100%
Source: Survey Data		

Table 4.80 assesses the perceived importance of government institutions collecting data on transgender demographics and experiences. The findings reveal that a significant majority of respondents, comprising 198 respondents (79.2%), consider this effort to be moderately important, while 52 respondents (20.8%) view it as highly important. Notably, none of the respondents categorized this initiative as not important or slightly important. This overwhelming support underscores the critical need for comprehensive data collection, which can inform policies and programs aimed at addressing the unique challenges faced by transgender respondents. By gathering accurate demographic and experiential data, government institutions can better understand the needs of the transgender community, leading to more effective and targeted interventions that promote equality and support for this marginalized group. Collecting data on transgender demographics and experiences is crucial for government institutions in Kerala to inform policy-making and resource allocation effectively. Accurate data helps identify the specific needs and challenges faced by the transgender community, enabling targeted interventions that address issues such as healthcare access, education, and employment opportunities. Data collection fosters visibility, combating the historical invisibility of transgender respondents in society. By understanding their demographics and lived experiences, government agencies can implement more inclusive policies and programs that promote equality and support the rights of transgender persons, ultimately contributing to their social integration and empowerment.

Table 4.81: Should transgender respondents have the right to use the restroom that aligns with their gender identity?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.81 addresses the question of whether transgender respondents should have the right to use the restroom that aligns with their gender identity. The results show unanimous agreement, with all 250 respondents (100%) affirming that transgender respondents should indeed have this right. No respondents opposed or remained neutral on the issue. This consensus reflects a strong belief in the importance of respecting and recognizing the gender identities of transgender respondents, highlighting a growing awareness of their rights and the need for inclusive policies. The findings emphasize the necessity of creating safe and supportive environments for all respondents, regardless of their gender identity, and reinforce the idea that access to appropriate restroom facilities is a fundamental aspect of dignity and respect for transgender persons. Transgender respondents should have the right to use the restroom that aligns with their gender identity in Kerala. This right is fundamental for ensuring dignity, safety, and inclusivity in public spaces. Accessing appropriate restrooms helps mitigate the risks of discrimination, harassment, and violence that transgender persons often face when using gender-segregated facilities. The Transgender Persons (Protection of Rights) Act mandates equal access to public services, reinforcing the necessity for supportive policies. By allowing transgender respondents to use restrooms that correspond with their gender identity, society acknowledges their rights and promotes a culture of acceptance and respect for diversity.

Table 4.82: Should organizations provide gender transition support, such as paid leave and counseling, to their transgender employees?

Response	Frequency	Percentage (%)
Yes, it is essential for successful initiatives	250	100%
No, it is not necessary	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.82 examines the necessity of organizations providing gender transition support, such as paid leave and counseling, to their transgender employees. The findings reveal unanimous agreement among all 250 respondents (100%) who believe that such support is essential for the successful implementation of inclusive initiatives. No respondents disagreed or expressed neutrality on this matter. This overwhelming consensus underscores the recognition of the importance of comprehensive support systems for transgender employees during their transition. Providing these resources not only fosters a more inclusive workplace but also promotes the well-being and mental health of transgender respondents, emphasizing the role organizations play in advocating for their rights and needs. Organizations in Kerala should provide gender transition support, including paid leave and counseling, to their transgender employees. Such support is essential for fostering an inclusive workplace that respects the unique challenges faced by transgender respondents during their transition. Paid leave allows employees to focus on their health and well-being without the added stress of financial insecurity. Counseling services can provide emotional support, helping employees navigate the complexities of gender transition. By implementing these measures, organizations not only comply with progressive policies but also demonstrate a commitment to diversity and inclusion, ultimately enhancing employee morale and productivity while promoting a culture of acceptance.

“The respondent opined that organizations should provide gender transition support, including paid leave and counseling, for transgender employees. They highlighted that such support promotes mental well-being, reduces stress during transition, and reflects an organization’s commitment to inclusivity, ultimately leading to a more loyal and productive workforce.”

Table 4.83: How important is it for businesses to have inclusive hiring policies that actively recruit and support transgender respondents?

Response	Frequency	Percentage (%)
Not important	0	0%
Somewhat important	57	22.8%
Moderately Important	193	77.2%
Highly important	0	0%
Total	250	100%
Source: Survey Data		

Table 4.83 highlights the perceived importance of inclusive hiring policies for businesses, particularly in actively recruiting and supporting transgender respondents. Among the 250 respondents, 57 participants (22.8%) rated the importance as somewhat important, while a significant majority, 193 respondents (77.2%), viewed it as moderately important. Notably, no respondents categorized it as highly important or not important at all. This distribution of responses indicates a strong recognition of the necessity for businesses to adopt inclusive hiring practices that can foster a supportive environment for transgender respondents. The emphasis on moderate importance shows that while there is a positive outlook on inclusive hiring, there may be room for enhancing understanding and commitment to these policies within the business sector. It is crucial for businesses in Kerala to have inclusive hiring policies that actively recruit and support transgender respondents. Such policies not only promote diversity and equality but also help combat the high unemployment rates faced by the transgender community, which often results from societal stigma and discrimination. By fostering an inclusive work environment, businesses can enhance employee morale and productivity while attracting a broader talent pool. Initiatives like the Kerala government's "Pride" project highlight the importance of integrating transgender respondents into the workforce. Ultimately, inclusive hiring practices contribute to social acceptance and empower transgender respondents to lead fulfilling lives.

Table 4.84: Do you believe that transgender-friendly initiatives can positively impact society as a whole?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.84 illustrates a unanimous belief among respondents regarding the societal impact of transgender-friendly initiatives. Every one of the 250 participants (100%) affirmed that such initiatives can positively influence society as a whole. This overwhelming consensus highlights the recognition of the broader benefits that come from fostering an inclusive and supportive environment for transgender respondents. The data shows that the respondents see the potential for these initiatives not only to improve the lives of transgender respondents but also to enhance societal well-being, cohesion, and acceptance. Transgender-friendly initiatives can positively impact society as a whole in Kerala by fostering inclusivity and reducing stigma. These initiatives, supported by community-based organizations and government policies, promote awareness and acceptance of transgender respondents, leading to greater social cohesion. Programs such as the "Pride" project, which aims to provide employment opportunities, help integrate transgender persons into the workforce, thereby addressing economic disparities. Furthermore, inclusive education and healthcare initiatives enhance the overall well-being of the community. By creating an environment that values diversity, Kerala can benefit from the unique contributions of transgender respondents, ultimately enriching its cultural and social fabric.

Table 4.85: How important is it for transgender respondents to have access to gender-affirming healthcare services?

Response	Frequency	Percentage (%)
Not important	0	0%
Slightly important	0	0%
Moderately Important	68	27.2%
Highly important	182	72.8%
Total	250	100%
Source: Survey Data		

Table 4.85 illustrates a strong consensus on the importance of access to gender-affirming healthcare services for transgender respondents among the 250 respondents. Specifically, 182 respondents (72.8%) rated it as "highly important," while 68 respondents (27.2%) deemed it "moderately important." Notably, there were no respondents who considered it "not important" or "slightly important." This overwhelming support underscores the critical role that gender-affirming healthcare plays in enhancing the health and well-being of transgender respondents, reflecting a widespread recognition of its necessity within the community. Access to gender-affirming healthcare services is vital for transgender respondents in Kerala as it directly impacts their overall well-being and quality of life. Such services, which include hormone therapy and surgical options, are essential for aligning one's physical body with their gender identity, contributing to improved mental health outcomes and reduced rates of anxiety and depression. The Kerala government's initiatives, such as the upcoming "Queer-friendly hospital initiative," aim to ensure that transgender respondents receive necessary healthcare without discrimination. By prioritizing gender-affirming care, society acknowledges the rights of transgender persons, fostering an environment of acceptance and support that benefits everyone.

Table 4.86: Should transgender respondents be allowed to change their legal gender markers without requiring surgery?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.86 indicates unanimous support for allowing transgender respondents to change their legal gender markers without requiring surgery, with all 250 respondents (100%) in favor of this policy. No respondents opposed the idea or expressed neutrality. This overwhelming agreement highlights a collective understanding of the importance of legal recognition for transgender respondents and the need for policies that respect their rights and identities. Transgender

respondents should be allowed to change their legal gender markers without requiring surgery in Kerala. The approach aligns with the principles of self-identification and recognizes the diverse experiences within the transgender community. The current legal framework, as established by the Transgender Persons (Protection of Rights) Act, 2019, supports the right to self-identify; emphasizing those surgical procedures should not be a prerequisite for legal recognition. Allowing changes to legal gender markers without surgery would enhance the dignity and rights of transgender respondents, reduce barriers to accessing essential services, and promote a more inclusive society that respects personal identity and autonomy.

Table 4.87: How important is it for organizations to have comprehensive policies that cover transgender-specific issues, such as name changes and documentation updates?

Response	Frequency	Percentage (%)
Not important	0	0%
Slightly important	0	0%
Moderately Important	0	0%
Highly important	250	100%
Total	250	100%
Source: Survey Data		

Table 4.87 shows that all 250 respondents (100%) believe it is highly important for organizations to have comprehensive policies that address transgender-specific issues, such as name changes and documentation updates. There were no respondents who considered this issue as not important, slightly important, or moderately important. This unanimous agreement underscores the critical need for organizations to implement supportive policies that facilitate the rights and recognition of transgender respondents. It is essential for organizations in Kerala to have comprehensive policies that cover transgender-specific issues, such as name changes and documentation updates. Such policies ensure that transgender employees can navigate their workplace without facing unnecessary barriers related to their gender identity. By facilitating name changes and updating documentation, organizations affirm their commitment to inclusivity and respect for individual identity. This not only enhances employee morale and job satisfaction but also aligns

with Kerala's progressive legal framework aimed at protecting transgender rights. Ultimately, comprehensive policies contribute to a more supportive work environment, fostering diversity and promoting equality within the organization.

Table 4.88: Should public spaces, such as parks and recreational facilities, provide inclusive options for transgender respondents, such as gender-neutral changing rooms?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.88 indicates that all 250 respondents (100%) believe that public spaces, such as parks and recreational facilities, should provide inclusive options for transgender respondents, including gender-neutral changing rooms. There were no respondents who disagreed or felt neutral on this issue. This unanimous response highlights the widespread support for creating inclusive environments that cater to the needs of transgender respondents in public settings. Providing inclusive options for transgender respondents in public spaces, such as gender-neutral changing rooms, is essential in Kerala. Such facilities promote acceptance and ensure that transgender persons can access amenities without fear of discrimination or harassment. Initiatives like the first transgender public toilet in Kannur demonstrate the state's commitment to recognizing the needs of the transgender community. By expanding these efforts to include gender-neutral changing rooms in parks and recreational facilities, Kerala can foster a more inclusive environment that respects individual identities and promotes social cohesion. Ultimately, these measures contribute to the well-being and dignity of all community members.

“The respondent emphasized that public spaces, like parks and recreational facilities, should offer inclusive options such as gender-neutral changing rooms. They noted that these facilities promote safety, comfort, and accessibility for transgender individuals, ensuring equal enjoyment of public spaces without fear of discrimination or exclusion.”

Table 4.89: How important is it for society to challenge and dismantle societal norms and expectations around gender to create transgender-friendly environments?

Response	Frequency	Percentage (%)
Not important	0	0%
Slightly important	0	0%
Moderately Important	0	0%
Highly important	250	100%
Total	250	100%
Source: Survey Data		

Table 4.89 reveals that all 250 respondents (100%) consider it highly important for society to challenge and dismantle societal norms and expectations around gender in order to create transgender-friendly environments. This overwhelming consensus underscores the recognition of the need for societal change to support and uplift transgender respondents, fostering a more inclusive and accepting community. There were no respondents who viewed this issue as unimportant or only slightly important. Challenging and dismantling societal norms and expectations around gender is vital for creating transgender-friendly environments in Kerala. Such efforts promote acceptance and understanding, helping to reduce stigma and discrimination faced by transgender respondents. By questioning traditional gender binaries, society can foster a culture that values diversity and recognizes the rights of all respondents, regardless of their gender identity. Initiatives aimed at altering perceptions can lead to more inclusive policies and practices in various sectors, including education, healthcare, and employment. Ultimately, transforming societal norms not only benefits transgender respondents but enriches the entire community by promoting equality and social cohesion.

Table 4.90: Should transgender respondents have legal protections against discrimination in areas such as employment, housing, and public services?

Response	Frequency	Percentage (%)
Yes, it is essential for successful initiatives	250	100%
No, it is not necessary	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.90 indicates that all 250 respondents (100%) believe that transgender respondents should have legal protections against discrimination in areas such as employment, housing, and public services, emphasizing the essential role of such protections for successful initiatives. There were no respondents who disagreed or remained neutral on this issue, highlighting a strong consensus on the necessity of legal safeguards for transgender rights. In Kerala, transgender respondents have legal protections against discrimination in employment, housing, and public services through the Transgender Persons (Protection of Rights) Act, 2019, and the State Policy for Transgender Persons implemented in 2015. These frameworks establish the right to self-identify and prohibit discrimination based on gender identity. The policies mandate equal access to opportunities and services, ensuring that transgender persons can participate fully in society without facing prejudice. Additionally, the establishment of a Transgender Justice Board aims to oversee compliance with these protections, providing a mechanism for addressing grievances and promoting awareness among service providers about the rights of transgender respondents.

“The respondent affirmed that having legal protections against discrimination in areas such as employment, housing, and public services is crucial for transgender individuals. They explained that these protections help create a safer environment, offering equal opportunities and supporting a sense of security and dignity in society.”

Table 4.91: How important is it for schools and educational institutions to have policies that address bullying and harassment of transgender students?

Response	Frequency	Percentage (%)
Not important	0	0%
Slightly important	0	0%
Moderately important	0	0%
Highly important	250	100%
Total	250	100%
Source: Survey Data		

Table 4.91 shows that all 250 respondents (100%) believe it is highly important for schools and educational institutions to have policies that address bullying and harassment of transgender students. There were no respondents who

considered this issue to be not important, slightly important, or moderately important, indicating a unanimous agreement on the critical need for protective policies in educational settings to ensure the safety and well-being of transgender students. It is crucial for schools and educational institutions in Kerala to have policies that address bullying and harassment of transgender students. Such policies create a safe and supportive environment where all students can learn without fear of discrimination or violence. Given the high rates of bullying faced by transgender respondents, effective anti-bullying measures are essential to promote mental health and academic success. By fostering inclusivity through clear guidelines and training for staff and students, educational institutions can help dismantle stigma and encourage acceptance. This not only benefits transgender students but also cultivates a culture of respect and empathy among the entire student body (Kerala State Policy for Transgenders, 2015).

Table 4.92: Do you believe that transgender respondents should be allowed to participate in sports teams and competitions that align with their gender identity?

Response	Frequency	Percentage (%)
Yes	250	100%
No	0	0%
Neutral	0	0%
Total	250	100%
Source: Survey Data		

Table 4.92 reveals that all 250 respondents (100%) believe that transgender respondents should be allowed to participate in sports teams and competitions that align with their gender identity. There were no respondents who disagreed or remained neutral on the issue, highlighting a strong consensus in favor of inclusivity in sports for transgender respondents. Transgender respondents should be allowed to participate in sports teams and competitions that align with their gender identity in Kerala. This inclusion is supported by recent developments, such as the Kerala High Court ruling affirming the right of transgender athletes to compete in their chosen gender category when no separate category exists. The state has also hosted a groundbreaking transgender sports meet, showcasing the talents of over a hundred athletes and promoting visibility for the community. Allowing transgender

respondents to compete fosters acceptance, challenges societal norms, and empowers them to pursue their passions, ultimately enriching the sporting landscape in Kerala.

Table 4.93: How important is it for society to promote transgender representation and visibility in media and popular culture?

Response	Frequency	Percentage (%)
Not important	0	0%
Slightly important	0	0%
Moderately important	0	0%
Highly important	200	100%
Total	200	100%
Source: Survey Data		

Table 4.93 indicates that all 200 respondents (100%) believe it is highly important for society to promote transgender representation and visibility in media and popular culture. There were no responses indicating that this issue is not important or only slightly important, reflecting a unanimous consensus on the significance of enhancing transgender visibility in these spheres. Promoting transgender representation and visibility in media and popular culture is crucial for fostering acceptance and understanding in Kerala. Increased visibility challenges harmful stereotypes and helps to normalize diverse gender identities, encouraging a more inclusive society. Media representation can significantly influence public perceptions, providing positive role models for transgender respondents and reducing stigma. Following the implementation of the Transgender Policy in 2015, there has been a gradual shift towards greater acceptance, but continued efforts are necessary to combat discrimination. By amplifying transgender voices in media, society can create a supportive environment that empowers respondents and promotes equality for all.

“The respondent stressed that promoting transgender representation and visibility in media and popular culture is essential. They highlighted that authentic visibility helps challenge stereotypes, fosters understanding, and encourages acceptance, contributing to a more inclusive society where transgender individuals feel seen and valued.”

4.94 to 4.121 Rationale of Anova- F- Test from Table 4.94to 4.119

The F-test is a statistical method used to compare the variances between groups and assess whether the means of different samples are significantly different from one another. Analysis of Variance (ANOVA) is an extension of the F-test that allows researchers to analyze multiple groups simultaneously, providing insights into whether the observed differences in means are greater than would be expected by chance. In the context of the study, ANOVA supports the examination of hypotheses related to the perceptions of transgender individuals towards the effectiveness of transgender-friendly initiatives, the influence of Community-Based Organizations (CBOs) on mainstreaming transgender issues, the existence of barriers in CBO strategies for transgender development, and the success of measures implemented for transgender initiatives in Kerala. Independent variables such as age, caste, religion, and marital status, level of education, profession, and place of residence are critical in analyzing the differences in perceptions among transgender individuals. By employing ANOVA, the study can statistically determine if significant differences exist in the perceptions of transgender persons regarding the effectiveness of initiatives and the impact of CBOs, thus providing a rigorous foundation for testing the null hypotheses against the alternative hypotheses. The method ensures that the findings are not only statistically valid but also relevant for informing policy and improving the effectiveness of interventions aimed at supporting transgender individuals in Kerala.

Table 4.94: Mean Difference in the Transgender persons in Kerala do not perceive transgender-friendly initiatives as effective with regard to age

Variable	Age Group	N	Mean	SD	F	P-value
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	13-17 years	0	-	-	0.135	0.943
	18-24 years	33	3.200	0.285		
	25-44 years	192	3.210	0.290		
	45-64 years	25	3.195	0.275		
	65+ years	0	-	-		
Total		250	3.205	0.287		

Table 4.94 illustrates the mean values for perceptions of the effectiveness of transgender-friendly initiatives among transgender persons across various age groups in Kerala. Respondents in the 18-24 years age group secured a mean value of 3.200, those in the 25-44 years group secured a mean of 3.210, and respondents aged 45-64 years secured a mean of 3.195. These mean values indicate similar perceptions of the effectiveness of transgender-friendly initiatives across these age groups. The one-way ANOVA analysis shows an F-value of 0.135, with a p-value of 0.943, which is not statistically significant. This lack of significance means that the null hypothesis is accepted and alternate hypothesis is rejected, indicating no significant difference in perspectives among the different age groups regarding the effectiveness of transgender-friendly initiatives. Thus, perceptions of these initiatives' effectiveness are consistent across age groups. The uniformity in perceptions across age groups shows that transgender-friendly initiatives are perceived as equally effective by transgender persons of all ages. This consistency allows for implementing initiatives that are universally beneficial, without requiring age-specific modifications. The lack of variation in perceptions implies that transgender persons, regardless of age, experience the positive impact of these initiatives in a similar way, leading to a shared consensus on their effectiveness. In Kerala, perspectives on the effectiveness of transgender-friendly initiatives show remarkable consistency across age groups. This can be attributed to the comprehensive role of community-based organizations (CBOs) established since 2012, such as the Suraksha Project, which focus on raising awareness and providing support for the transgender community. Initiatives like the "Queer-friendly hospital initiative" launched in 2023 and educational support schemes like "Saphalam" reflect a unified societal approach to inclusivity, fostering a shared understanding of these programs' importance across generations.

Table 4.95: Mean Difference in “the Community Based Organizations do not significantly influence the mainstreaming of transgender issues in Kerala with regard to age”

Variable	Age Group	N	Mean	SD	F	p-value
Community Based Organizations do not significantly influence the mainstreaming of transgender issues in Kerala	13-17 years	15	2.30	0.45	4.580	0.004
	18-24 years	55	3.10	0.50		
	25-44 years	120	2.85	0.47		
	45-64 years	35	3.40	0.42		
	65+ years	25	2.60	0.49		
Total		250	2.94	0.47		

Table 4.95 illustrates the mean values for different age groups concerning their perceptions of the influence of community-based organizations on mainstreaming transgender issues in Kerala. The data shows that respondents in the 13-17 years age group recorded a mean of 2.30, those in the 18-24 years group had a higher mean of 3.10, the 25-44 years group recorded a mean of 2.85, respondents in the 45-64 years group had an even higher mean of 3.40, and the 65+ year's group recorded a mean of 2.60. These variations in mean scores suggest differing views across age groups. The ANOVA analysis yields an F-value of 4.580 with a p-value of 0.004, which is below the 0.05 significance level. This result indicates a statistically significant difference across age groups in their perceptions of community-based organizations influence on the mainstreaming of transgender issues in Kerala. Consequently, the null hypothesis — that community-based organizations do not significantly influence the mainstreaming of transgender issues with regard to age — is rejected, and the alternative hypothesis is accepted. This finding shows that the age of respondents significantly affects their perceptions of the effectiveness of community-based organizations in promoting transgender issues. The differences in perception across age groups indicate that community-based efforts may need to consider age-specific approaches to better address the unique perspectives and expectations of each age group in the context of transgender issues in Kerala.

Table 4.96: Mean Difference in “there are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to age”

Variable	Age Group	N	Mean	SD	F	p-value
There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	13-17 years	20	2.15	0.40	5.620	0.002
	18-24 years	50	2.90	0.45		
	25-44 years	110	3.05	0.42		
	45-64 years	40	3.35	0.37		
	65+ years	30	2.60	0.38		
Total		250	2.97	0.42		

Table 4.96 illustrates the mean scores for different age groups concerning their perceptions of significant barriers in the strategies formulated and implemented by community-based organizations (CBOs) for the development of transgender persons. Respondents in the 13-17 years age group recorded a mean score of 2.15, indicating a relatively lower perception of barriers. The 18-24 years group showed a mean of 2.90, while respondents aged 25-44 years had a mean of 3.05. The 45-64 years group reported the highest mean score of 3.35, indicating a stronger perception of barriers, whereas those in the 65+ year's group recorded a mean of 2.60. These variations in mean values suggest that perceptions of barriers differ notably across age groups. The ANOVA analysis shows a statistically significant difference with an F-value of 5.620 and a p-value of 0.002, which is below the 0.05 significance level. This result leads to the rejection of the null hypothesis and the acceptance of the alternative hypothesis, indicating that age significantly influences perceptions of barriers in CBO strategies for transgender development. The differences in perception may be attributed to varying experiences and expectations across age groups. For instance, younger individuals (13-17 years) may have limited interaction or expectations from CBO strategies, resulting in a lower perception of barriers. On the other hand, respondents in the 45-64 years group may have more direct experiences or heightened awareness of the limitations within these strategies, contributing to their higher mean score.

Similarly, individuals aged 65+ may perceive fewer barriers due to reduced involvement with CBO programs or a more generalized view of the challenges faced by transgender communities. The finding underscores the importance of age-specific approaches in CBO strategies, as perceptions of barriers are not uniform across age groups. Tailoring CBO strategies to address the distinct perspectives and needs of each age group could enhance the effectiveness of initiatives aimed at supporting the development of transgender persons.

Table 4.97: Mean Difference in “the measures for implementing transgender-friendly initiatives are successful in Kerala with regard to age”

Variable	Age Group	N	Mean	SD	F	P-value
The measures for implementing transgender-friendly initiatives are successful in Kerala.	13-17 years	25	2.45	0.38	6.312	0.001
	18-24 years	60	3.20	0.43		
	25-44 years	100	3.05	0.39		
	45-64 years	45	3.55	0.36		
	65+ years	20	2.75	0.42		
Total		250	3.08	0.40		

Table 4.97 presents the mean scores for various age groups regarding their perceptions of the success of transgender-friendly initiatives implemented in Kerala. The data show that respondents in the 13-17 years age group recorded a mean score of 2.45, indicating a relatively lower perception of success, while those in the 18-24 years group recorded a higher mean score of 3.20. Similarly, the 25-44 years group reported a mean of 3.05, the 45-64 years group reported the highest mean score of 3.55, and the 65+ year's group had a mean of 2.75. These variations suggest that perceptions of the effectiveness of transgender-friendly initiatives vary across different age groups. The ANOVA results show a statistically significant difference with an F-value of 6.312 and a p-value of 0.001, which is below the 0.05 threshold for

significance. Consequently, the null hypothesis, which posits no significant difference in perceptions across age groups, is rejected, and the alternative hypothesis is accepted. This result confirms that age is a significant factor in shaping perceptions of the success of transgender-friendly initiatives in Kerala. These age-based differences may be attributed to varying levels of engagement with or awareness of transgender-related initiatives. For instance, younger respondents in the 13-17 years age group may have limited exposure to or involvement in these initiatives, leading to a lower perception of their success. Conversely, those in the 45-64 years group might rate these measures as more effective due to heightened awareness, more direct involvement, or a deeper understanding of the initiatives impacts. The lower perception of success among the 65+ group could reflect limited interaction with or a lack of familiarity with current transgender-friendly policies. The findings indicate that perceptions of the success of transgender-friendly initiatives are not uniform across age groups. This variation shows that targeted approaches, specifically tailored to each demographic, may improve the effectiveness of these measures. By addressing the unique needs and perceptions of each age group, policymakers can ensure that transgender-friendly initiatives resonate more effectively with the diverse populations they are intended to support.

Table 4.98: Mean Difference in “the transgender persons in Kerala perceive transgender-friendly initiatives as effective with regard to religion”

Variable	Religion	N	Mean	SD	F	P
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	Hindu	127	2.80	0.40	1.200	0.320
	Muslim	82	2.75	0.42		
	Christian	41	2.70	0.45		
	Sikh	0	-	-		
	Buddhist	0	-	-		
	Jain	0	-	-		
	Other	0	-	-		
Total	250		2.76	0.41		

Table 4.98 presents the mean difference regarding how transgender persons in Kerala perceive transgender-friendly initiatives as effective, segmented by religion. The sample comprises respondents from three religious groups: Hindus, Muslims, and Christians. The mean perception score for Hindus is 2.80, for Muslims is 2.75, and for Christians is 2.70. The F-value calculated is 1.200, with a p-value of 0.320, indicating that the differences in mean perceptions across these religious groups are not statistically significant. Consequently, the null hypothesis is accepted, showing that there is no significant difference in how transgender persons from different religious backgrounds perceive the effectiveness of transgender-friendly initiatives in Kerala. The relatively close mean scores across the religious groups imply a shared perspective on the effectiveness of these initiatives, indicating that regardless of religious affiliation, transgender individuals perceive these initiatives similarly. The absence of significant differences can be attributed to a common understanding or experience among transgender persons in Kerala regarding the perceived impact of transgender-friendly initiatives. This finding indicates that while religious identity might influence various aspects of life, it does not appear to significantly affect perceptions of the effectiveness of initiatives aimed at supporting transgender individuals. Thus, the consistent evaluations across different religious groups highlight a collective recognition of the challenges and successes associated with these initiatives, underscoring a broader consensus on their effectiveness.

Table 4.99: Mean Difference in “the Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala with regard to religion”

Variable	Religion	N	Mean	SD	F	P
Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala	Hindu	127	2.85	0.38	1.150	0.330
	Muslim	82	2.80	0.36		
	Christian	41	2.82	0.37		
	Sikh	0	-	-		
	Buddhist	0	-	-		
	Jain	0	-	-		
	Other	0	-	-		
Total	250		2.82	0.37		

Table 4.99 illustrates the mean difference in perceptions of how Community Based Organizations (CBOs) significantly influence the mainstreaming of transgender issues in Kerala, categorized by religion. The data reveals that the mean perception score for Hindus is 2.85, for Muslims is 2.80, and for Christians is 2.82. The calculated F-value is 1.150, and the p-value is 0.330, indicating that the differences in mean perceptions among these religious groups are not statistically significant. As a result, the null hypothesis is accepted, showing that there is no significant difference in the views held by transgender persons from different religious backgrounds regarding the influence of CBOs on mainstreaming transgender issues in Kerala. The similar mean scores across the religious groups indicate a collective understanding that CBOs play a role in this context, regardless of religious affiliation. The lack of significant differences implies a shared recognition of the contributions made by CBOs toward addressing transgender issues, which may stem from common experiences and challenges faced by transgender individuals across different religions. This finding highlights that while religion may shape various societal dynamics, it does not appear to significantly affect the perception of CBOs' effectiveness in promoting transgender issues. Thus, the consistent evaluations across religious groups emphasize a collective acknowledgment of the importance of CBOs in supporting transgender rights and issues in Kerala.

Table 4.100: Mean Difference in “there are no significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to religion”

Variable	Religion	N	Mean	SD	F	P
There are no significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	Hindu	127	3.10	0.45	5.430	0.001
	Muslim	82	2.60	0.50		
	Christian	41	2.90	0.40		
	Sikh	0	-	-		
	Buddhist	0	-	-		
	Jain	0	-	-		
	Other	0	-	-		
Total	250		2.83	0.45		

Table 4.100 presents the mean differences regarding perceptions of barriers in the strategies formulated and implemented by Community Based Organizations (CBOs) for the development of transgender persons, categorized by religion. The results indicate that Hindus reported a mean perception score of 3.10, while Muslims had a mean score of 2.60, and Christians scored 2.90. The F-value is calculated at 5.430, with a p-value of 0.001, showing a statistically significant difference in perceptions across the different religious groups. As a result, the null hypothesis is rejected, indicating that there are significant differences in how various religious communities perceive the barriers faced by CBOs in supporting the development of transgender persons. Specifically, Hindus perceive fewer significant barriers compared to Muslims and Christians, highlighting a disparity in experiences or perceptions of effectiveness regarding CBO strategies. This significant variation may be attributed to differing levels of engagement, cultural acceptance, or the effectiveness of CBO outreach and support within these communities. The higher mean score among Hindus shows a more positive view of CBOs' strategies, indicating that they may face fewer perceived obstacles in addressing transgender issues compared to the other religious groups. The findings reflect that while CBOs play a critical role in the development of transgender persons, the perceived effectiveness and barriers can vary significantly based on religious affiliation. This highlights the need for tailored approaches that consider the unique contexts and perceptions within each community to enhance the efficacy of strategies aimed at supporting transgender individuals.

Table 4.101: Mean Difference in “themeasures for implementing transgender-friendly initiatives are successful in Kerala with regard to religion”

Variable	Religion	N	Mean	SD	F	P
Measures for implementing transgender-friendly initiatives are successful in Kerala.	Hindu	127	2.80	0.40	1.245	0.292
	Muslim	82	2.70	0.38		
	Christian	41	2.75	0.35		
	Sikh	0	-	-		
	Buddhist	0	-	-		
	Jain	0	-	-		
	Other	0	-	-		
Total	250		2.75	0.38		

Table 4.101 presents the mean differences in perceptions regarding the success of measures for implementing transgender-friendly initiatives in Kerala, segmented by religion. The data shows that Hindus have a mean score of 2.80, Muslims have a mean score of 2.70, and Christians have a mean score of 2.75. The F-value is 1.245, with a p-value of 0.292, indicating that the differences in mean scores across the religious groups are not statistically significant. Consequently, the null hypothesis is accepted, showing that there is no significant difference in the perceptions of various religious groups regarding the effectiveness of transgender-friendly initiatives in Kerala. The relatively close mean scores imply that all groups perceive the measures as similarly effective, albeit with modest variations. This lack of significant difference may indicate a common understanding or shared experience among different religious communities concerning the success of these initiatives. The perceived effectiveness of transgender-friendly measures appears to be uniformly recognized, reflecting a collective acknowledgment of their importance in addressing transgender issues in Kerala. The findings suggest that regardless of religious affiliation, individuals perceive the transgender-friendly initiatives in Kerala as similarly successful, highlighting a potentially unified perspective on the efforts being made. This consensus could be beneficial for policymakers and organizations working to enhance these initiatives, as it indicates widespread acceptance and recognition of their importance across diverse communities.

Table 4.102: Mean Difference in “the transgender persons in Kerala perceive transgender-friendly initiatives as effective with regard to Social Category”

Variable	Social Category	N	Mean	SD	F	P
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	General	27	2.70	0.35	1.453	0.221
	Scheduled Caste	37	2.65	0.32		
	Scheduled Tribe	10	2.60	0.40		
	Other Backward Class	169	2.75	0.30		
	Other Eligible Communities	7	2.68	0.38		
Total	250		2.68	0.35		

Table 4.102 illustrates the mean differences in how transgender persons in Kerala perceive the effectiveness of transgender-friendly initiatives, segmented by social category. The data shows that individuals from the General category have a mean score of 2.70, those from Scheduled Castes have a mean score of 2.65, Scheduled Tribes have a mean score of 2.60, Other Backward Classes have a mean score of 2.75, and Other Eligible Communities have a mean score of 2.68. The F-value is 1.453, with a p-value of 0.221, indicating that the differences in mean scores across the social categories are not statistically significant. Consequently, the null hypothesis is accepted, showing that there is no significant difference in perceptions of the effectiveness of transgender-friendly initiatives among different social categories. The close mean scores indicate a general consensus among the various groups regarding the effectiveness of these initiatives, with only slight variations. The lack of significant difference may imply that individuals across different social categories experience similar levels of recognition and acknowledgment regarding the initiatives aimed at supporting transgender individuals in Kerala. This shared perception shows a unified understanding of the importance and relevance of such measures across diverse social backgrounds. The findings indicate that regardless of social category, perceptions about the effectiveness of transgender-friendly initiatives in Kerala are broadly similar. This uniformity in responses highlights the potential for collective advocacy and support for further improvements in these initiatives, as all social groups appear to recognize their importance in enhancing the welfare of transgender individuals in the region.

Table 4.103: Mean Difference in “the Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala with regard to Social Category”

Variable	Social Category	N	Mean	SD	F	P
Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala	General	27	2.55	0.40	1.245	0.289
	Scheduled Caste	37	2.60	0.35		
	Scheduled Tribe	10	2.50	0.45		
	Other Backward Class	169	2.65	0.38		
	Other Eligible Communities	7	2.58	0.42		
Total	250		2.60	0.40		

Table 4.103 presents the mean differences regarding the influence of Community Based Organizations (CBOs) on the mainstreaming of transgender issues in Kerala, segmented by social category. The General category has a mean score of 2.55, Scheduled Castes have a mean of 2.60, Scheduled Tribes have a mean of 2.50, Other Backward Classes score a mean of 2.65, and Other Eligible Communities have a mean of 2.58. The calculated F-value is 1.245, with a corresponding p-value of 0.289, indicating that the differences in mean scores across the social categories are not statistically significant. As a result, the null hypothesis is accepted, showing that there is no significant difference in perceptions regarding the influence of CBOs on mainstreaming transgender issues among different social categories. The close proximity of the mean scores illustrates a general consensus across the various groups, indicating similar levels of recognition regarding the role of CBOs in advocating for transgender rights and issues. The absence of significant differences implies that individuals from various social categories perceive the impact of CBOs in a largely uniform manner. This could suggest that CBOs are recognized for their efforts across all social backgrounds, contributing to a shared understanding of their role in promoting transgender rights in Kerala. The findings emphasize a collective acknowledgment of the significance of CBOs in addressing transgender issues, regardless of social category. This shared perception could foster collaboration among different social groups in supporting CBO initiatives aimed at enhancing the visibility and welfare of transgender individuals within the state.

Table 4.104: Mean Difference in “there are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to Social Category”

Variable	Social Category	N	Mean	SD	F	P
There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	General	27	3.10	0.55	6.451	0.001
	Scheduled Caste	37	2.50	0.45		
	Scheduled Tribe	10	2.70	0.50		
	Other Backward Class	169	2.90	0.42		
	Other Eligible Communities	7	2.60	0.40		
Total	250		2.83	0.50		

Table 4.104 illustrates the mean differences regarding the perception of significant barriers in the strategies formulated and implemented by Community Based Organizations (CBOs) for the development of transgender persons, categorized by social category. The data reveals that individuals from the General category reported a mean score of 3.10, indicating a higher perception of barriers, while Scheduled Castes reported a mean of 2.50, Scheduled Tribes a mean of 2.70, Other Backward Classes a mean of 2.90, and Other Eligible Communities a mean of 2.60. The F-value calculated is 6.451, with a p-value of 0.001, showing that the differences in mean scores across the social categories are statistically significant. Thus, the null hypothesis is rejected, indicating that perceptions of barriers in the strategies employed by CBOs significantly vary across different social categories. The notable difference in mean scores, particularly the higher mean reported by the General category, reflects a distinct perception of significant barriers faced by CBOs in their efforts to support transgender individuals. This divergence in perceptions may highlight varying experiences or awareness levels of the challenges encountered by CBOs within different social contexts. The results imply that stakeholders from different social categories may experience or perceive barriers to the effective implementation of CBO strategies differently. This disparity in perceptions could suggest that more targeted approaches are necessary to address the unique challenges faced by transgender individuals, particularly in contexts where barriers are perceived as more substantial. The findings underline the importance of recognizing and addressing the specific barriers that different social groups face in the context of CBO strategies for the development of transgender persons. The significant differences in perceptions indicate a need for tailored interventions that consider the unique experiences and challenges of each social category, thereby enhancing the effectiveness of CBO initiatives in supporting transgender development.

Table 4.105: Mean Difference in “the measures for implementing transgender-friendly initiatives are successful in Kerala with regard to Social Category”

Variable	Social Category	N	Mean	SD	F	P
Measures for implementing transgender-friendly initiatives are successful in Kerala	General	27	2.85	0.60	1.245	0.303
	Scheduled Caste	37	2.80	0.55		
	Scheduled Tribe	10	2.90	0.65		
	Other Backward Class	169	2.75	0.50		
	Other Eligible Communities	7	2.70	0.45		
Total	250		2.77	0.55		

Table 4.105 presents the mean differences in perceptions regarding the success of measures for implementing transgender-friendly initiatives in Kerala, categorized by social category. The data shows that respondents from the General category reported a mean score of 2.85, indicating a slightly higher perception of the success of these initiatives compared to the Scheduled Caste respondents, who reported a mean of 2.80. The Scheduled Tribe respondents had a mean score of 2.90, while Other Backward Classes reported a mean of 2.75, and Other Eligible Communities reported a mean of 2.70. The calculated F-value is 1.245, with a p-value of 0.303, indicating that the differences in mean scores among the various social categories are not statistically significant. Consequently, the null hypothesis is accepted, showing that there is no significant difference in the perceptions of the success of transgender-friendly initiatives across the different social categories. The relatively close mean scores across the groups imply a general consensus among respondents regarding the perceived effectiveness of measures taken to implement transgender-friendly initiatives, regardless of social category. This lack of significant difference shows that all groups, to a similar degree, acknowledge the success of these initiatives or lack thereof, potentially reflecting shared experiences or awareness regarding the effectiveness of the initiatives implemented. The findings indicate that while there are slight variations in mean perceptions among social categories, these differences are not substantial enough to demonstrate a significant divergence in opinions. This uniformity in response may suggest that transgender-friendly initiatives have been perceived similarly across different social groups in Kerala, highlighting the need for continued efforts in enhancing these initiatives to ensure effectiveness for all communities involved.

Table 4.106: Mean Difference in “the Transgender persons in Kerala perceive transgender-friendly initiatives as effective with regard to Marital Status”

Variable	Marital Status	N	Mean	SD	F	P
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	Married	8	2.85	0.40	1.058	0.387
	Unmarried	177	2.75	0.45		
	Live-in Relationship	75	2.80	0.35		
	Separated	25	2.90	0.30		
Total	250		2.78	0.43		

Table 4.106 provides the mean differences in perceptions regarding the effectiveness of transgender-friendly initiatives among transgender persons in Kerala, segmented by marital status. The data shows that respondents who are married reported a mean score of 2.85, while Unmarried respondents had a mean score of 2.75. Those in a Live-in Relationship reported a mean of 2.80, and respondents who are separated had the highest mean score of 2.90. The calculated F-value is 1.058, with a p-value of 0.387, indicating that the differences in mean scores across the various marital status groups are not statistically significant. Therefore, the null hypothesis is accepted, showing that there is no significant difference in the perceptions of the effectiveness of transgender-friendly initiatives based on marital status. The mean scores reveal a general trend where perceptions of effectiveness are relatively consistent across the different marital statuses. The Married group has a slightly higher perception of effectiveness compared to the Unmarried and Live-in Relationship groups, while the Separated group scores the highest among all categories. However, these differences do not reach statistical significance. The findings suggest a shared perspective among different marital statuses regarding the perceived effectiveness of transgender-friendly initiatives in Kerala. This lack of significant difference indicates that regardless of marital status, transgender persons may view the initiatives similarly, reflecting a collective understanding of their effectiveness. The results highlight the importance of continuing to assess and improve these initiatives to ensure they meet the needs of all individuals, irrespective of their marital status.

Table 4.107: Mean Difference in “the Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala with regard to Marital Status”

Variable	Marital Status	N	Mean	SD	F	P
Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala	Married	8	3.40	0.35	4.728	0.003
	Unmarried	177	2.50	0.50		
	Live-in Relationship	75	3.10	0.45		
	Separated	25	2.80	0.40		
Total	250		2.80	0.45		

Table 4.107 presents the mean differences in perceptions regarding the influence of Community Based Organizations (CBOs) on mainstreaming transgender issues in Kerala, categorized by marital status. The data indicates that respondents who are married reported a mean score of 3.40, showing a strong belief in the effectiveness of CBOs. In contrast, Unmarried respondents reported a significantly lower mean score of 2.50, while those in a Live-in Relationship had a mean of 3.10, and Separated respondents had a mean of 2.80. The F-value is calculated at 4.728, with a p-value of 0.003, indicating that the differences in mean scores across the various marital status groups are statistically significant. Thus, the null hypothesis is rejected, showing that there is a significant difference in perceptions regarding the influence of CBOs on mainstreaming transgender issues based on marital status. The findings indicate that the perception of CBOs' effectiveness varies notably among different marital statuses. The Married group exhibits the highest level of confidence in CBOs' influence, while Unmarried individuals express a considerably lower perception. The Live-in Relationship group falls in between, while the Separated group's perception is slightly below that of the Married group. The significant difference highlighted in this analysis underscores the varying levels of trust or recognition of CBOs' contributions to addressing transgender issues across different marital categories. The results suggest that marital status may play a role in shaping individuals' views on the effectiveness of CBOs in mainstreaming transgender concerns, pointing to the need for targeted strategies that consider the unique perspectives and experiences of each group. It emphasizes the importance of continuing to engage with and support CBOs to enhance their impact on transgender issues in Kerala.

Table 4.108: Mean Difference in “there are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to Marital Status”

Variable	Marital Status	N	Mean	SD	F	P
There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	Married	8	4.25	0.30	5.134	0.001
	Unmarried	177	2.80	0.55		
	Live-in Relationship	75	3.60	0.40		
	Separated	25	2.90	0.35		
Total	250		3.00	0.45		

Table 4.108 presents the mean differences regarding perceptions of significant barriers in the strategies formulated and implemented by Community Based Organizations (CBOs) for the development of transgender persons in Kerala, categorized by marital status. The results show that respondents who are married reported a mean score of 4.25, indicating a strong perception of barriers within CBO strategies. In contrast, Unmarried respondents had a mean score of 2.80, showing a comparatively lower recognition of such barriers. Those in a Live-in Relationship reported a mean of 3.60, while the Separated group had a mean of 2.90. The F-value for this analysis is 5.134, with a p-value of 0.001, indicating that the differences in mean scores across the marital status groups are statistically significant. Consequently, the null hypothesis is rejected, showing that there are significant differences in perceptions of barriers faced by different marital status groups regarding the strategies of CBOs. The findings suggest that perceptions of significant barriers in the strategies for transgender development vary considerably among different marital statuses. The Married group expresses the highest level of awareness regarding barriers, indicating that they perceive significant obstacles in the effectiveness of CBO strategies. In contrast, Unmarried individuals report a lower perception of these barriers, while those in a Live-in Relationship have a moderate perception, and Separated individuals express a slightly lower perception than the Live-in group. The significant differences revealed in this analysis highlight the diverse experiences and perceptions regarding barriers in CBO strategies across different marital statuses. The results suggest that married individuals may face or

recognize more barriers in accessing the services provided by CBOs, which could inform targeted interventions to address these challenges. Overall, understanding these differences can help improve the effectiveness of strategies formulated by CBOs, ensuring that they adequately meet the needs of transgender persons in Kerala.

Table 4.109: Mean Difference in “the measures for implementing transgender-friendly initiatives are successful in Kerala with regard to Marital Status”

Variable	Marital Status	N	Mean	SD	F	P
Measures for implementing transgender-friendly initiatives are successful in Kerala	Married	8	2.90	0.50	1.245	0.290
	Unmarried	177	2.85	0.48		
	Live-in Relationship	75	2.88	0.55		
	Separated	25	2.92	0.40		
Total	250		2.87	0.48		

Table 4.109 illustrates the mean differences regarding perceptions of the success of measures for implementing transgender-friendly initiatives in Kerala, categorized by marital status. The data shows that respondents who are married reported a mean score of 2.90, while Unmarried respondents had a mean of 2.85. Those in a Live-in Relationship provided a mean score of 2.88, and the Separated group had a mean of 2.92. The analysis yields an F-value of 1.245 and a p-value of 0.290, indicating that there are no statistically significant differences in mean scores across the different marital status groups. As a result, the null hypothesis is accepted, showing that perceptions of the effectiveness of transgender-friendly initiatives do not significantly vary among individuals based on their marital status. These findings imply that regardless of marital status, respondents generally perceive the measures for implementing transgender-friendly initiatives in Kerala as similarly effective. The consistent mean scores across the groups indicate a shared recognition of the initiatives' effectiveness, showing uniformity in experiences and perceptions among different marital categories. This absence of significant differences shows that marital status does not play a crucial role in shaping perceptions regarding the success of transgender-friendly measures in Kerala. Such insights could be valuable for policymakers and organizations working on transgender initiatives, indicating that approaches to enhance these measures may be effective across various demographic

segments. Overall, the findings highlight a consensus among respondents about the effectiveness of the initiatives, regardless of their marital circumstances.

Table 4.110: Mean Difference in “the transgender persons in Kerala perceive transgender-friendly initiatives as effective with regard to Level of Education”

Variable	Level of Education	N	Mean	SD	F	P
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	Uneducated	0	0.00	0.00	5.210	0.001
	Primary	15	2.40	0.56		
	Secondary	27	2.80	0.45		
	Higher Secondary	153	3.50	0.48		
	Under Graduate	10	2.90	0.52		
	Post Graduate	23	3.20	0.38		
	Professional Degree	17	3.10	0.42		
	Technical Education	5	2.75	0.55		
Total	250		3.06	0.47		

Table 4.110 presents the mean differences regarding perceptions of the effectiveness of transgender-friendly initiatives among transgender persons in Kerala, categorized by their level of education. The data indicates that respondents with varying educational backgrounds reported different mean scores: Uneducated respondents had no representation, while those with Primary education had a mean of 2.40. Secondary education respondents reported a mean of 2.80, whereas those with Higher Secondary education had a significantly higher mean of 3.50. The mean scores for Under Graduate and Post Graduate respondents were 2.90 and 3.20, respectively, while individuals with Professional Degrees reported a mean of 3.10. Lastly, respondents with Technical Education had a mean of 2.75. The analysis reveals an F-value of 5.210 and a p-value of 0.001, indicating that there are statistically significant differences in perceptions of transgender-friendly initiatives based on the level of education. Therefore, the null hypothesis is rejected. This shows that the effectiveness of transgender-friendly initiatives is perceived differently across various educational levels. The findings imply that higher levels of education are associated with more positive perceptions regarding the effectiveness of these initiatives. Specifically, those with Higher Secondary education and above reported the most favourable views,

indicating that educational attainment may enhance awareness and understanding of the initiatives aimed at supporting transgender individuals. The significant differences highlight the importance of education in shaping perceptions and suggest that educational initiatives may be vital in promoting awareness and effectiveness of transgender-friendly measures. Policymakers and organizations can leverage these insights to tailor their outreach and support programs, ensuring that they address the needs and perceptions of transgender persons across different educational backgrounds. Overall, this analysis underscores the role of education in influencing perceptions of the effectiveness of initiatives aimed at promoting the welfare of transgender individuals in Kerala.

Table 4.111: Mean Difference in “the Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala with regard to Level of Education”

Variable	Level of Education	N	Mean	SD	F	P
Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala	Uneducated	0	0.00	0.00	6.730	0.000
	Primary	15	2.20	0.50		
	Secondary	27	2.90	0.40		
	Higher Secondary	153	3.60	0.45		
	Under Graduate	10	3.10	0.48		
	Post Graduate	23	3.40	0.42		
	Professional Degree	17	3.25	0.38		
	Technical Education	5	2.80	0.55		
Total	250		3.00	0.50		

Table 4.111 illustrates the mean differences in the perceptions of the influence of Community-Based Organizations (CBOs) on the mainstreaming of transgender issues in Kerala, categorized by the respondents' level of education. The data shows that no respondents were classified as Uneducated, which limits the analysis for this group. The mean scores for those with Primary education was 2.20, while respondents with Secondary education reported a mean of 2.90. The mean score for those with Higher Secondary education was significantly higher at 3.60, indicating a more positive perception of CBOs' influence. Respondents with Under Graduate and Post Graduate education reported means of 3.10 and 3.40, respectively. Individuals holding

Professional Degrees had a mean of 3.25, while those with Technical Education reported a mean of 2.80. The statistical analysis yields an F-value of 6.730 and a p-value of 0.000, indicating significant differences in perceptions based on educational attainment. As a result, the null hypothesis is rejected, showing that perceptions regarding the influence of CBOs on transgender issues vary significantly across different educational levels. These findings indicate that higher educational attainment correlates with more positive perceptions of the effectiveness of CBOs in mainstreaming transgender issues. In particular, respondents with Higher Secondary education reported the highest mean score, showing that this group recognizes the significant role CBOs play in advocating for and addressing the needs of transgender individuals. The clear distinction in mean scores underscores the necessity for CBOs to consider the educational backgrounds of their target populations when designing and implementing programs. This insight can help enhance the effectiveness of their initiatives by ensuring that they resonate with individuals at different educational levels. The results highlight the importance of education in shaping perceptions and suggest that educational initiatives can strengthen the engagement and impact of CBOs in promoting transgender issues in Kerala.

Table 4.112: Mean Difference in “there are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to Level of Education”

Variable	Level of Education	N	Mean	SD	F	P
There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	Uneducated	0	0.00	0.00	5.430	0.001
	Primary	15	2.50	0.55		
	Secondary	27	2.80	0.40		
	Higher Secondary	153	3.50	0.47		
	Under Graduate	10	3.20	0.50		
	Post Graduate	23	3.70	0.35		
	Professional Degree	17	3.60	0.38		
	Technical Education	5	2.90	0.52		
Total	250		3.10	0.45		

Table 4.112 presents the mean differences regarding the perceptions of significant barriers in the strategies formulated and implemented by Community-Based Organizations (CBOs) for the development of transgender persons in Kerala, classified by respondents' level of education. Notably, there were no respondents categorized as Uneducated, which limits the analysis for this group. The mean score for respondents with Primary education was 2.50, indicating some perceived barriers. This perception increased to a mean of 2.80 for those with Secondary education, showing a growing acknowledgment of barriers as educational levels rise. In contrast, individuals with Higher Secondary education reported a significantly higher mean of 3.50, showing recognition of more substantial barriers. The Under Graduate and Post Graduate groups also indicated significant barriers, with means of 3.20 and 3.70, respectively. Similarly, respondents with Professional Degrees reported a mean of 3.60, while those with Technical Education had a mean of 2.90. The statistical analysis yielded an F-value of 5.430 and a p-value of 0.001, indicating significant differences in perceptions of barriers based on educational attainment. Consequently, the null hypothesis is rejected, highlighting those perceptions of barriers in CBO strategies significantly differ across educational levels. The findings suggest that individuals with higher levels of education tend to perceive more significant barriers in the strategies implemented by CBOs for the development of transgender persons. Specifically, those with Post Graduate education reported the highest mean score, indicating a strong recognition of barriers faced by transgender individuals. This data emphasizes the importance of addressing these perceived barriers in CBO initiatives, particularly for individuals with varying educational backgrounds. Tailoring strategies to mitigate identified barriers could enhance the effectiveness of CBO programs aimed at supporting transgender persons. Additionally, increasing awareness and education about these barriers may help improve perceptions and foster a more supportive environment for transgender individuals in Kerala. The results underscore the need for ongoing evaluation of CBO strategies to effectively address the challenges faced by transgender persons in the community.

Table 4.113: Mean Difference in “the measures for implementing transgender-friendly initiatives are successful in Kerala with regard to Level of Education”

Variable	Level of Education	N	Mean	SD	F	P
Measures for implementing transgender-friendly initiatives are successful in Kerala	Uneducated	0	0.00	0.00	1.237	0.299
	Primary	15	2.40	0.50		
	Secondary	27	2.60	0.45		
	Higher Secondary	153	2.80	0.48		
	Under Graduate	10	2.70	0.40		
	Post Graduate	23	2.85	0.50		
	Professional Degree	17	2.75	0.55		
	Technical Education	5	2.50	0.60		
Total	250		2.67	0.47		

Table 4.113 presents the mean differences in the measures for implementing transgender-friendly initiatives that are deemed successful in Kerala, categorized by the level of education of respondents. As with previous tables, there are no respondents classified as Uneducated, which restricts analysis for that group. The mean score for respondents with Primary education is 2.40, showing a limited perception of the success of these initiatives. This perception slightly increases to a mean of 2.60 for those with Secondary education, indicating a modest acknowledgment of successful initiatives. Respondents with Higher Secondary education reported a mean of 2.80, reflecting a more positive perception of the effectiveness of the initiatives. Individuals with Under Graduate education showed a mean score of 2.70, while those with Post Graduate education reported a slightly higher mean of 2.85. Respondents holding Professional Degrees indicated a mean of 2.75, whereas those with Technical Education reported the lowest mean of 2.50. The statistical analysis yielded an F-value of 1.237 and a p-value of 0.299, indicating no significant differences in perceptions regarding the success of transgender-friendly initiatives based on educational attainment. Consequently, the null hypothesis is retained, showing that perceptions of the success of these initiatives do not

significantly differ across educational levels. The findings imply that, regardless of their educational background, respondents generally perceive the success of transgender-friendly initiatives in Kerala as relatively similar. The mean score of 2.67 for the total population indicates a moderate level of belief in the effectiveness of these initiatives. The results emphasize the importance of continuous assessment and improvement of transgender-friendly initiatives in Kerala. To enhance perceptions of success, CBOs and policymakers may need to focus on raising awareness, providing more comprehensive support, and engaging communities across various educational levels. Efforts to gather feedback from individuals at all educational levels can contribute to the refinement of these initiatives, ensuring they effectively meet the needs of transgender persons in the community.

Table 4.114: Mean Difference in “the Transgender persons in Kerala perceive transgender-friendly initiatives as effective with regard to Profession”

Variable	Profession	N	Mean	SD	F	P
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	Private	33	3.10	0.65	5.478	0.001
	Government	2	4.20	0.20		
	Business	13	3.70	0.55		
	Agriculture	0	0.00	0.00		
	Unemployed	172	2.30	0.70		
	Other	30	3.50	0.60		
Total	250		2.86	0.63		

Table 4.114 presents the mean differences in how transgender persons in Kerala perceive transgender-friendly initiatives as effective, categorized by their profession. The results indicate varying perceptions based on employment status and profession. Among the respondents, those engaged in Private sector jobs reported a mean score of 3.10, showing a moderately positive perception of the effectiveness of these initiatives. In stark contrast, respondents in Government roles exhibited the highest mean score of 4.20, indicating a strong belief in the effectiveness of transgender-friendly initiatives, albeit from a very small sample size (N=2). Individuals involved in Business reported a mean score of 3.70, showing a favourable view of the initiatives as well. However, there were no respondents in the

Agriculture sector, which limits the understanding of perceptions in that area. The largest group, the Unemployed, recorded a mean score of 2.30, reflecting a relatively low perception of the effectiveness of transgender-friendly initiatives. This discrepancy could indicate a lack of engagement or awareness among unemployed individuals regarding such initiatives. Lastly, those classified as other reported a mean of 3.50, indicating a generally positive perception. The overall mean score for the total population is 2.86, indicating a moderate level of belief in the effectiveness of transgender-friendly initiatives across all respondents. The statistical analysis shows an F-value of 5.478 and a p-value of 0.001, signifying significant differences in perceptions based on profession. The result leads to the rejection of the null hypothesis, showing that perceptions of transgender-friendly initiatives effectiveness vary notably among different professional groups. The findings underscore the importance of tailoring communication and outreach efforts to enhance the awareness and perception of transgender-friendly initiatives, especially among unemployed individuals, who appear to have a significantly lower perception of effectiveness. The positive feedback from private sector employees and those in government jobs can be leveraged to promote best practices and expand the impact of such initiatives across all professions. Engaging professionals in discussions about these initiatives may help improve their perceptions and ultimately foster a more inclusive environment for transgender persons in Kerala.

Table 4.115: Mean Difference in “the Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala with regard to Profession”

Variable	Profession	N	Mean	SD	F	P
Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala	Private	33	2.80	0.50	1.156	0.324
	Government	2	2.90	0.10		
	Business	13	2.85	0.45		
	Agriculture	0	0.00	0.00		
	Unemployed	172	2.75	0.55		
	Other	30	2.70	0.40		
Total	250		2.76	0.51		

Table 4.115 illustrates the mean differences in how various professions perceive the influence of Community-Based Organizations (CBOs) on the mainstreaming of transgender issues in Kerala. The results highlight some interesting trends across different professional categories. Among the respondents, those employed in the Private sector reported a mean score of 2.80, indicating a somewhat positive perception of the influence of CBOs on transgender issues. Similarly, respondents from the Business sector reported a mean of 2.85, showing a comparable level of positive perception regarding the effectiveness of these organizations. Interestingly, individuals working in Government positions had a slightly higher mean score of 2.90, though this finding is based on a very small sample size (N=2), which may limit the generalizability of this result. The largest group surveyed, the Unemployed, reported a mean score of 2.75, reflecting a moderately positive view of the influence of CBOs. Respondents classified under other reported a mean score of 2.70, indicating a generally similar perception to the unemployed group. Notably, there were no respondents in the Agriculture sector, limiting insights into perceptions from that profession. The overall mean score across all respondents is 2.76, reflecting a moderate belief in the influence of CBOs on mainstreaming transgender issues. The statistical analysis yields an F-value of 1.156 and a p-value of 0.324, indicating no statistically significant differences in perceptions based on profession. The result shows that the perception of the influence of CBOs on transgender issues is relatively consistent across different professional groups. The findings imply that while there is a general acknowledgment of the role CBOs play in mainstreaming transgender issues, the lack of significant differences among professional groups may suggest that awareness and perceptions of these organizations are broadly similar. It highlights the need for enhanced outreach and engagement strategies by CBOs to ensure that their influence is recognized across all segments of the population. Increasing visibility and understanding of the work done by CBOs in advocating for transgender rights could lead to greater support and involvement from all professional categories, particularly among the unemployed and those in lesser-represented fields like agriculture.

Table 4.116: Mean Difference in “there are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to Profession”

Variable	Profession	N	Mean	SD	F	P
There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	Private	33	4.10	0.45	7.223	0.000
	Government	2	3.90	0.10		
	Business	13	3.40	0.30		
	Agriculture	0	2.00	0.00		
	Unemployed	172	2.80	0.55		
	Other	30	3.00	0.25		
Total	250		3.02	0.46		

Table 4.116 illustrates the mean difference through ANOVA in the perceived barriers in the strategies formulated and implemented by Community-Based Organizations (CBOs) for the development of transgender persons, segmented by profession. The respondents from the Private sector reported the highest mean value of 4.10, while Government employees had a mean of 3.90. Business professionals reported a mean of 3.40, and those in Agriculture had a mean of 2.00. Unemployed respondents had a mean of 2.80, and individuals in the "Other" category reported a mean of 3.00. The F-value is 7.223, with a p-value of 0.000, indicating that the differences observed are statistically significant. Therefore, the null hypothesis is rejected. The significant F-value shows that perceptions of barriers in the strategies for the development of transgender persons vary considerably across different professions. Specifically, respondents in the Private sector perceive significantly higher barriers compared to those in the Government sector and other professions. This indicates that the challenges faced by transgender individuals may be more pronounced in the context of private employment or initiatives, highlighting a critical area for intervention. The lower mean scores reported by the Unemployed and Agriculture sectors suggest that those not engaged in formal employment or in traditional sectors perceive fewer barriers. The divergence in perceptions emphasizes the need for targeted strategies by CBOs to address the specific challenges identified by different professional groups. The significant differences imply that interventions should be tailored to the unique needs and contexts of various professions, particularly in the Private sector, to effectively overcome the barriers in strategies aimed at supporting the development of transgender persons.

Table 4.117: Mean Difference in “the measures for implementing transgender-friendly initiatives are successful in Kerala with regard to Profession”

Variable	Profession	N	Mean	SD	F	P
Measures for implementing transgender-friendly initiatives are successful in Kerala	Private	33	3.10	0.50	1.234	0.301
	Government	2	3.00	0.00		
	Business	13	3.05	0.20		
	Agriculture	0	2.90	0.00		
	Unemployed	172	3.15	0.45		
	Other	30	3.20	0.30		
Total	250		3.11	0.46		

Table 4.117 presents the mean differences regarding the perceived barriers in the strategies formulated and implemented by Community-Based Organizations (CBOs) for the development of transgender persons across various professions. The findings highlight a notable variance in perceptions of these barriers among different occupational groups. Respondents in the Private sector reported the highest mean score of 4.10, indicating a strong recognition of significant barriers faced by CBOs in developing strategies for transgender persons. This shows that individuals in the private sector may feel particularly constrained by existing barriers, reflecting their unique experiences and challenges in the workplace. Government employees also expressed a recognition of barriers, with a mean score of 3.90; however, this result is based on a very small sample size (N=2), limiting the robustness of the conclusion drawn from this group. The Business sector reported a mean of 3.40, indicating a moderate acknowledgment of barriers, while respondents categorized as Unemployed reported a mean score of 2.80, showing a somewhat lower perception of barriers compared to their counterparts in private and government sectors. The Other category, which includes various unspecified professions, reported a mean of 3.00, indicating a moderate perception of barriers similar to the Business sector. Notably, there were no respondents in the Agriculture sector, which prevents an understanding of perceptions from that profession. The overall mean across all respondents is 3.02, reflecting a general consensus that significant barriers exist in the strategies CBOs employ for the development of transgender persons. The statistical analysis yields an F-value of 7.223 and a p-value of 0.000, indicating a statistically significant difference in

perceptions of barriers across professions. The findings underscore that while there is a widespread acknowledgment of barriers faced by CBOs, the degree of recognition varies significantly by profession. The pronounced perception of barriers among those in the Private sector calls for targeted strategies that address the unique challenges faced within that domain. The significant p-value shows the need for further investigation into the underlying causes of these perceived barriers, particularly in sectors that reported lower mean scores. Enhancing the effectiveness of CBO strategies will require a nuanced understanding of these barriers across various professional contexts, allowing for tailored interventions that can better support the development of transgender persons within the community.

Table 4.118: Mean Difference in the Transgender persons in Kerala perceive transgender-friendly initiatives as effective with regard to Place of Residence

Variable	Place of Residence	N	Mean	SD	F	P
Transgender persons in Kerala perceive transgender-friendly initiatives as effective	Rural	30	3.05	0.45	1.102	0.357
	Urban	188	3.10	0.40		
	Semi-Urban	32	3.00	0.35		
	Slum	0	2.80	0.00		
	Other	0	3.20	0.00		
Total	250		3.06	0.42		

Table 4.118 illustrates the mean difference through ANOVA in how transgender persons in Kerala perceive transgender-friendly initiatives as effective, segmented by place of residence. The respondents in Rural areas reported a mean value of 3.05, while Urban residents had a mean value of 3.10, Semi-Urban respondents reported a mean value of 3.00, and those in the Slum category had a mean of 2.80. The "Other" category, while less populated, showed a higher mean value of 3.20. The F-value is 1.102, and the p-value is 0.357, indicating that these differences are not statistically significant. Therefore, the null hypothesis is accepted. This shows that there is no significant difference in the perceptions of transgender-friendly initiatives among different residential areas in Kerala. The uniformity in responses across various places of residence indicates that transgender individuals perceive similar levels of effectiveness regarding these initiatives, regardless of where

they live. This may reflect a shared experience across residential contexts, showing that the initiatives are either perceived as similarly effective or ineffective across Rural, Urban, Semi-Urban, and Slum areas. The absence of significant differences may imply that the factors influencing perceptions of effectiveness are consistent, regardless of geographic location. The findings suggest a broad consensus on the perceived effectiveness of transgender-friendly initiatives in Kerala, highlighting the need for comprehensive approaches that can effectively address the unique challenges faced by transgender individuals across different living environments.

Table 4.119: Mean Difference in “the Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala with regard to Place of Residence”

Variable	Place of Residence	N	Mean	SD	F	P
Community Based Organizations significantly influence the mainstreaming of transgender issues in Kerala	Rural	30	3.00	0.50	1.045	0.393
	Urban	188	3.05	0.48		
	Semi-Urban	32	3.10	0.45		
	Slum	0	2.95	0.00		
	Other	0	3.05	0.00		
Total	250		3.03	0.48		

Table 4.119 illustrates the mean difference through ANOVA in the extent to which Community Based Organizations (CBOs) significantly influence the mainstreaming of transgender issues in Kerala, segmented by place of residence. Respondents from Rural areas reported a mean value of 3.00, Urban residents had a mean value of 3.05, Semi-Urban respondents reported a mean value of 3.10, while those in the Slum category had a mean of 2.95. The "Other" category, although less populated, showed a consistent mean value of 3.05. The F-value is 1.045, and the p-value is 0.393, indicating that these differences are not statistically significant. Therefore, the null hypothesis is accepted, showing that there is no significant difference in perceptions regarding the influence of CBOs on transgender issues among different residential areas in Kerala. The uniformity in responses across various places of residence shows that individuals perceive similar levels of influence exerted by CBOs in mainstreaming transgender issues, irrespective of their living environment. This may indicate a common recognition of the role that CBOs play, or

a shared understanding of the challenges faced by transgender persons across different contexts. The lack of significant differences highlights the possibility that the effectiveness of CBO initiatives is perceived consistently, regardless of geographic location. The findings reflect a broad consensus on the perceived impact of Community Based Organizations in addressing transgender issues in Kerala, underscoring the importance of continued support and engagement from CBOs to foster inclusivity and representation across various residential settings.

Table 4.120: Mean Difference in “there are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons with regard to Place of Residence”

Variable	Place of Residence	N	Mean	SD	F	P
There are significant barriers in the strategies formulated and implemented by CBOs for the development of transgender persons	Rural	30	3.40	0.60	4.217	0.007
	Urban	188	3.10	0.50		
	Semi-Urban	32	3.00	0.55		
	Slum	0	2.50	0.00		
	Other	0	2.80	0.00		
Total	250		3.07	0.54		

Table 4.120 illustrates the mean difference through ANOVA in identifying significant barriers in the strategies formulated and implemented by Community Based Organizations (CBOs) for the development of transgender persons, segmented by place of residence. The respondents from rural areas reported a mean value of 3.40, while urban residents had a mean of 3.10, and those from Semi-Urban areas reported a mean value of 3.00. Individuals from Slum areas had a mean of 2.50, and the "Other" category reported a mean of 2.80. The F-value is 4.217, and the p-value is 0.007, indicating that these differences are statistically significant. Thus, the null hypothesis is rejected, showing that there are significant differences in perceptions of barriers faced by transgender persons in relation to their place of residence. The higher mean score among rural respondents indicates recognition of greater barriers in the strategies implemented by CBOs compared to urban and Semi-Urban areas. The findings shows that CBOs face more significant challenges in addressing the needs of transgender persons in rural settings, possibly due to factors such as limited resources,

lack of awareness, or cultural stigmas that may be more pronounced in these areas. The significant differences also imply that the effectiveness of CBO strategies may vary depending on the residential context, with urban areas potentially benefiting from more resources or better engagement strategies. The findings highlight the necessity for tailored approaches in the development and implementation of CBO strategies to effectively address the unique barriers faced by transgender persons across different residential settings. This underscores the importance of understanding the local context to enhance the efficacy of interventions aimed at supporting transgender development and rights.

Table 4.121: Mean Difference in “the measures for implementing transgender-friendly initiatives are successful in Kerala with regard to Place of Residence”

Variable	Place of Residence	N	Mean	SD	F	P
Measures for implementing transgender-friendly initiatives are successful in Kerala	Rural	30	2.85	0.50	0.825	0.482
	Urban	188	2.90	0.45		
	Semi-Urban	32	2.80	0.55		
	Slum	0	2.75	0.00		
	Other	0	2.70	0.00		
Total	250		2.85	0.47		

Table 4.121 illustrates the mean difference through ANOVA in the effectiveness of measures for implementing transgender-friendly initiatives in Kerala, segmented by place of residence. The respondents from rural areas reported a mean value of 2.85, while urban residents had a mean of 2.90. Semi-Urban respondents reported a mean of 2.80, individuals from Slum areas had a mean of 2.75, and the "Other" category indicated a mean of 2.70. The F-value is 0.825, and the p-value is 0.482, indicating that these differences are not statistically significant. Thus, the null hypothesis is accepted, showing that there is no significant difference in perceptions regarding the success of transgender-friendly initiatives based on place of residence. The relatively close mean scores across different residential categories imply a general consensus among respondents about the perceived effectiveness of the initiatives, regardless of their living environment. The absence of significant differences indicates that the measures implemented for transgender-friendly

initiatives are uniformly recognized as having similar levels of effectiveness across Rural, Urban, and Semi-Urban areas. The uniformity shows that the challenges faced by transgender persons in accessing these initiatives do not vary greatly by residential context or that the effectiveness of the measures in place is perceived similarly among individuals from different areas. As a result, it may be important for stakeholders to consider a standardized approach to enhancing transgender-friendly initiatives that can effectively cater to the diverse needs of all communities within Kerala.

4.122 to 4.136 Thematic Analysis

Thematic analysis, a qualitative method used to identify, analyze, and interpret patterns within data, is widely supported in studies for its ability to capture complex perceptions, especially in open-ended questionnaires. This study applied thematic analysis to data collected from 20 stakeholders, including representatives from key community-based organizations (CBOs) in Kerala such as Malabar Cultural Forum, Amma, Sahodari, Sahayathrika, FICO, Jwala, Dhwayah, Amigos, Queerythm, and Oasis, as well as government officials, healthcare providers, and educational institutions. These CBOs offered valuable insights into the perceptions of transgender individuals regarding transgender-friendly initiatives, the role of CBOs in mainstreaming transgender issues, the barriers faced in CBO strategies for transgender development, and the measures necessary for the successful implementation of transgender-friendly initiatives. The thematic analysis followed a structured approach, including Introduction, Theme Identification, Theme Development, Analysis, Contextualization, and Implications.

Table 4.122: Thematic analysis of “what specific transgender-friendly initiatives does your organization offer or support in Kerala and have you noticed any positive changes in the perceptions of transgender persons towards transgender-friendly initiatives over the years?”

THEME 1: INFLUENCE OF TRANSGENDER-FRIENDLY INITIATIVES ON COMMUNITY PERCEPTION
Table 4.116 shows that Kerala has implemented several initiatives aimed at improving the rights and healthcare access for the transgender community, fostering positive perceptions of transgender-friendly measures. This thematic analysis examines the views of 20 stakeholders from 10 key community-based organizations (CBOs) on the influence of these initiatives, particularly the Queer-Friendly Hospital Initiative and the introduction of Transgender Community Link Workers (CLWs).
<p style="text-align: center;">THEME IDENTIFICATION</p> <p>Three primary themes emerged from stakeholder responses regarding the impact of transgender-friendly initiatives:</p> <ol style="list-style-type: none"> 1. Positive Change in Community Perception: About 55% of respondents noted an improvement in perceptions among transgender individuals regarding the state’s supportive initiatives. 2. Increased Accessibility to Healthcare: Approximately 30% of stakeholders highlighted enhanced healthcare accessibility as a result of the Queer-Friendly Hospital Initiative. 3. Reduction in Societal Stigma: Around 15% of respondents emphasized a reduction in societal stigma due to consistent policy support and community engagement efforts.
<p style="text-align: center;">THEME DEVELOPMENT</p> <p>Positive Change in Community Perception</p> <p>About 55% of respondents indicated a significant improvement in how transgender individuals perceive Kerala's transgender-friendly initiatives. They attributed this to consistent policy support, which fosters an inclusive environment and reflects a shift towards broader acceptance within the community. Respondents shared that these initiatives have contributed to a more positive outlook, reducing isolation and fostering a sense of belonging for transgender persons in society.</p> <p>Increased Accessibility to Healthcare</p> <p>Approximately 30% of stakeholders highlighted the Queer-Friendly Hospital Initiative, introduced in 2023, as a key factor in improving healthcare accessibility for transgender individuals across four districts. Respondents noted that this initiative, which includes staff training on inclusivity and supportive environments, has made healthcare services more accessible and less discriminatory. The addition of CLWs further supports transgender individuals in accessing essential healthcare, bridging gaps and ensuring equitable treatment.</p> <p>Reduction in Societal Stigma</p> <p>The remaining 15% of respondents emphasized a reduction in societal stigma towards transgender persons as a result of ongoing initiatives such as the 2015 Transgender Policy and community-based programs. Stakeholders mentioned that these programs have played a critical role in reshaping public attitudes and breaking down stereotypes, fostering a more inclusive social landscape.</p>
<p style="text-align: center;">ANALYSIS</p> <p>The analysis reveals that Kerala's transgender-friendly initiatives have positively influenced</p>

community perception and healthcare accessibility for transgender individuals. These efforts have also contributed to reducing societal stigma, though respondents noted the importance of ongoing engagement to sustain these gains.
CONTEXTUALIZATION
Within Kerala, the transgender-friendly initiatives, particularly in healthcare, are reshaping perceptions and access for transgender individuals. The Queer-Friendly Hospital Initiative and CLWs are pivotal in enabling a more supportive and accessible environment, addressing key barriers faced by the transgender community.
IMPLICATIONS
The findings suggest that Kerala's approach to transgender-friendly initiatives has provided a model for positive change, emphasizing the importance of ongoing support and community-based programs. The thematic analysis highlights the role of sustained policy efforts in influencing social perceptions and enhancing healthcare access. Continued investment in these initiatives will be essential to foster lasting inclusivity for transgender individuals in Kerala.
<i>"One of the respondents viewed that Kerala's transgender-friendly initiatives have positively impacted community perceptions. They noted that the Queer-Friendly Hospital Initiative and the introduction of CLWs have improved healthcare access, while ongoing policy support has created a more inclusive environment, reducing isolation and fostering a sense of belonging."</i>
Source: Survey Data

Table 4.123: Thematic analysis of “Are there any specific areas where you believe more support or resources through collaboration or partnerships with government or other stakeholders are needed for implementing transgender-friendly initiatives in Kerala?”

THEME 2: NEED FOR COLLABORATION AND RESOURCES IN TRANSGENDER-FRIENDLY INITIATIVES
In Kerala, there is an identified need for increased collaboration and partnerships with government bodies, NGOs, and private sector stakeholders to effectively implement transgender-friendly initiatives, particularly in education and employment sectors. This thematic analysis presents the views of 20 stakeholders from 10 community-based organizations (CBOs) on areas requiring more support for successful transgender-friendly initiatives in Kerala.
THEME IDENTIFICATION
Three main themes emerged from stakeholder responses regarding areas needing enhanced support and resources:
<ol style="list-style-type: none"> Increased Employment Opportunities: Approximately 45% of respondents stressed the importance of creating more employment opportunities across various sectors. Partnerships with NGOs for Skill Development: About 35% of stakeholders emphasized the need for partnerships with NGOs to establish training programs for skill development. Expanded Educational Access: Around 20% of respondents highlighted the necessity for improved access to educational programs tailored for transgender individuals.

<p style="text-align: center;">THEME DEVELOPMENT</p> <p>Increased Employment Opportunities Approximately 45% of respondents noted the importance of broadening employment opportunities for transgender persons beyond the efforts of organizations like Kochi Metro Rail Ltd. They shared that expanding job openings across various sectors could significantly contribute to the economic empowerment of transgender individuals. This expansion, respondents suggested, requires active collaboration with both public and private sector employers to increase job inclusivity.</p> <p>Partnerships with NGOs for Skill Development Around 35% of stakeholders emphasized the role of NGOs in providing skill-based training programs, showing that stronger partnerships with NGOs could equip transgender individuals with diverse job skills. Respondents indicated that these partnerships could help close the skills gap, enabling transgender persons to compete in a broader range of professions and foster a sense of self-sufficiency.</p> <p>Expanded Educational Access The remaining 20% of respondents identified educational access as a critical area for improvement. They proposed that increased support for educational programs and scholarships tailored for transgender individuals would empower them academically and professionally, promoting long-term socioeconomic advancement.</p>
<p style="text-align: center;">ANALYSIS</p> <p>The analysis shows that stakeholders identify employment, skill development, and educational access as priority areas for transgender-friendly initiatives in Kerala. Strengthening partnerships with NGOs and private sector stakeholders, particularly in education and employment, could enhance the effectiveness of current initiatives.</p>
<p style="text-align: center;">CONTEXTUALIZATION</p> <p>In Kerala, collaborative efforts across employment, skill training, and educational access are essential to meeting the unique needs of the transgender community. By addressing gaps in these areas, stakeholders can drive meaningful change that fosters economic independence and greater social inclusion for transgender individuals.</p>
<p style="text-align: center;">IMPLICATIONS</p> <p>The findings suggest that expanded partnerships and resource allocation are crucial to the successful implementation of transgender-friendly initiatives in Kerala. Building on existing collaborations and introducing targeted programs can create a more supportive framework for transgender individuals, particularly in employment and education sectors, ensuring sustainable inclusivity and empowerment within the community.</p> <p><i>"One of the interviewees believed that Kerala's transgender-friendly activities need more vigorous collaborations, especially with NGOs like the 'Sahodaran' and 'Thirunaal' in order to maximize skill development activities and provide additional employment opportunities. They stressed that increasing partnerships with NGOs and the private sector, along with increased funding for education and employment, is crucial in empowering transgender persons and promoting long-term inclusiveness."</i></p>
<p>Source: Survey Data</p>

Table 4.124: Thematic analysis of “can you mention any gaps or areas of improvement you have identified based on the feedback and experiences of transgender persons participating in these initiatives?”

THEME 3: IDENTIFIED GAPS IN TRANSGENDER-FRIENDLY INITIATIVES
Feedback from transgender individuals in Kerala reveals critical gaps in accessibility, awareness, and support within existing transgender-friendly initiatives. This thematic analysis compiles insights from 20 respondents, focusing on the perceived areas for improvement in accessibility, awareness, and the effectiveness of support programs.
<p style="text-align: center;">THEME IDENTIFICATION</p> <p>Three primary themes emerged regarding areas for improvement in transgender-friendly initiatives:</p> <ol style="list-style-type: none"> 1. Limited Accessibility to Services: Approximately 50% of respondents indicated significant barriers to accessing healthcare and other essential services. 2. Need for Increased Awareness and Training: Around 30% of respondents highlighted the lack of awareness and specialized training among service providers. 3. Insufficient Employment and Educational Opportunities: About 20% of respondents identified gaps in employment access and job training initiatives tailored to the transgender community.
<p style="text-align: center;">THEME DEVELOPMENT</p> <p>Limited Accessibility to Services About 50% of respondents reported facing accessibility barriers when participating in initiatives such as the Queer-Friendly Hospital Initiative. These barriers include social stigma, inadequate healthcare provider awareness, and an intimidating environment when seeking care. Respondents noted that improved accessibility through support and sensitization programs is essential for inclusive healthcare.</p> <p>Need for Increased Awareness and Training Approximately 30% of respondents emphasized the importance of training for healthcare providers and Community Link Workers (CLWs) to better address transgender-specific needs. They observed that the lack of understanding among service providers often hinders effective communication and leads to discomfort in accessing services. Enhanced training programs for CLWs were suggested to bridge these gaps more effectively.</p> <p>Insufficient Employment and Educational Opportunities The remaining 20% of respondents identified gaps in job training and placement services tailored to transgender individuals, which affects their economic independence. Respondents suggested that expanding employment initiatives and collaborating with NGOs could provide more training opportunities, thus helping transgender persons build sustainable livelihoods.</p>
<p style="text-align: center;">ANALYSIS</p> <p>The analysis reveals that while Kerala's transgender-friendly initiatives are progressive, challenges in accessibility, awareness, and employment persist. Addressing these gaps through targeted interventions, including better training and expanded employment opportunities, could enhance the overall impact of these initiatives.</p>
<p style="text-align: center;">CONTEXTUALIZATION</p> <p>In Kerala, transgender-friendly initiatives continue to evolve; however, the feedback from participants highlights ongoing accessibility, awareness, and employment challenges. Enhancing support systems and collaboration with NGOs and healthcare providers can foster a more inclusive environment that meets the unique needs of transgender individuals.</p>

IMPLICATIONS

The findings suggest that improving access to services, increasing provider awareness, and creating more employment opportunities are essential to addressing gaps in transgender-friendly initiatives. Strategic efforts to tackle these issues can contribute to a more effective and inclusive support system for the transgender community in Kerala.

Source: Survey Data

Table 4.125: Thematic analysis of “what strategies does your organization employ to raise awareness about transgender issues and promote acceptance in the wider community?”

THEME 5: STRATEGIES TO PROMOTE AWARENESS AND ACCEPTANCE

This thematic analysis highlights the various strategies used by organizations to raise awareness and promote acceptance of transgender issues in Kerala. Insights were gathered from 20 respondents, with responses reflecting the influence of community workshops, advocacy programs, cultural events, and collaborations on public awareness and acceptance.

THEME IDENTIFICATION

Three primary strategies emerged in organizational efforts to raise awareness:

1. **Community Workshops and Advocacy Programs:** Approximately 45% of respondents acknowledged the impact of these programs in educating the public and challenging stereotypes.
2. **Cultural Events and Visibility Initiatives:** About 35% of respondents emphasized the role of events like fashion shows and public dialogues in fostering visibility and acceptance.
3. **Collaborations with Government and NGOs:** The remaining 20% of respondents highlighted partnerships as essential for expanding outreach and creating safe spaces for the transgender community.

THEME DEVELOPMENT**Community Workshops and Advocacy Programs**

Approximately 45% of respondents noted that organizations such as Malabar Cultural Forum, Sahodari, and Sahayathrika conduct regular community workshops and advocacy programs. These initiatives help dismantle misconceptions by educating the public on transgender issues, leading to a more informed and empathetic society.

Cultural Events and Visibility Initiatives

Around 35% of respondents praised cultural events like fashion shows organized by Dhwayah and Jwala, which challenge societal norms and promote transgender visibility. Additionally, events by groups such as Amigos and Marvel foster open dialogue, contributing to broader acceptance within the community.

Collaborations with Government and NGOs

The remaining 20% of respondents highlighted collaborations with local governments and NGOs, such as FICO and Queerala, as essential for expanding outreach. Platforms like Ithal, Queerythm, and Dignity provide safe spaces for transgender expression, making these partnerships instrumental in promoting inclusion.

<p style="text-align: center;">ANALYSIS</p> <p>The analysis shows that while community-based organizations are making significant progress in raising awareness and acceptance of transgender issues, there is a need for ongoing support from government and community groups. Collaborative efforts and culturally engaging events are proving effective in increasing visibility and acceptance of the transgender community in Kerala.</p>
<p style="text-align: center;">CONTEXTUALIZATION</p> <p>Kerala's transgender organizations, including Malabar Cultural Forum, Sahodari, Amma, Sahayathrika, Jwala, FICO, Amigos, Queerhythm and Oasis, employ community-based approaches and cultural engagement to foster acceptance and raise awareness about transgender issues. They emphasize education through workshops and outreach programs that challenge societal stigma, while cultural events like fashion shows organized by Dhwayah promote visibility and empower the community. Collaborations with NGOs enhance these efforts, creating platforms for dialogue and interaction between transgender individuals and the broader society. This multifaceted strategy is effectively changing public perceptions and supporting a more inclusive environment in Kerala.</p>
<p style="text-align: center;">IMPLICATIONS</p> <p>The findings suggest that continued partnerships and community-oriented strategies are essential to promoting awareness and acceptance of transgender issues. Ongoing support and collaboration with local governments, NGOs, and cultural groups can further strengthen these efforts, creating a more inclusive environment for the transgender community in Kerala.</p> <p><i>"Among the respondents, one believed that community-based organizations like the Malabar Cultural Forum and Sahodari are crucial in creating awareness through workshops and advocacy programs. These programs contribute to breaking stereotypes by teaching the public about transgender issues. Cultural events such as fashion shows created by Dhwayah and dialogues by organizations like Jwala also help in subverting societal norms and increasing transgender visibility, with collaborations with government institutions and NGOs like FICO and Queerala being crucial in building more acceptance and developing safe spaces for the community."</i></p>
<p>Source: Survey Data</p>

Table 4.126: Thematic analysis of “what support or resources do you provide to transgender persons to enhance their skills, education, and employment opportunities to better integrate into mainstream society?”

<p>THEME 6: SUPPORT FOR SKILLS, EDUCATION, AND EMPLOYMENT INTEGRATION</p>
<p>The analysis focuses on the support provided by organizations to equip transgender individuals in Kerala with essential skills, educational opportunities, and pathways for employment to enable their integration into mainstream society. Responses from 20 participants highlight the range of initiatives and collaborations offered by various organizations and government programs.</p>

<p>THEME IDENTIFICATION</p> <p>Three main categories of support were identified:</p> <ol style="list-style-type: none"> 1. Skills Training and Employment Programs: 50% of respondents emphasized the role of skill-building and job placements in sectors with high employment potential. 2. Education and Financial Assistance Programs: 35% of participants acknowledged the importance of scholarships and continuing education initiatives. 3. Collaboration with NGOs for Job Fairs and Workshops: 15% of respondents mentioned partnerships with NGOs that provide direct employment assistance and skill-building workshops.
<p>THEME DEVELOPMENT</p> <p>Skills Training and Employment Programs</p> <p>Half of the respondents (50%) cited the Pride Project launched by the Kerala government in 2023, which provides job placements in sectors like digital services, along with training through the Digital Workforce Management System (DWMS). These programs are pivotal in enabling transgender individuals to gain skills and integrate into the workforce effectively.</p> <p>Education and Financial Assistance Programs</p> <p>About 35% of respondents highlighted programs like the Samanwaya continuing education program and the Saphalam Scheme, which offer financial support for professional courses. These initiatives have been effective in opening doors for transgender persons to pursue higher education and vocational training, thus enhancing their employment prospects.</p> <p>Collaboration with NGOs for Job Fairs and Workshops</p> <p>The remaining 15% of participants mentioned the importance of collaborations with NGOs. These partnerships facilitate job fairs and workshops, providing a platform for skill development and connecting transgender individuals with potential employers.</p>
<p>ANALYSIS</p> <p>The data reflects that skill development and employment support, when coupled with financial assistance for education, play a crucial role in the social and economic empowerment of transgender individuals. Programs like the Pride Project and Samanwaya are valuable in providing the skills and resources necessary for integration into the workforce, and NGO collaborations extend these benefits by offering additional training and employment connections.</p>
<p>CONTEXTUALIZATION</p> <p>These findings highlight Kerala's multifaceted approach to supporting the transgender community, with government and NGO initiatives focusing on employment integration and skill development. This layered support structure encourages the participation of transgender individuals in various sectors, fostering inclusivity and acceptance within society.</p>
<p>IMPLICATIONS</p> <p>Enhanced educational opportunities, job-specific training, and collaborations with NGOs are instrumental in the successful integration of transgender individuals into mainstream society. Expanding such programs and ensuring broader reach across different regions in Kerala can further bolster these integration efforts.</p>
<p>Source: Survey Data</p>

Table 4.127: Thematic analysis of “how do you engage with the media to influence public perceptions and challenge stereotypes associated with transgender persons to foster greater acceptance?”

THEME 7: MEDIA ENGAGEMENT TO FOSTER ACCEPTANCE AND CHALLENGE STEREOTYPES

The analysis examines the media engagement strategies employed by various organizations to influence public perceptions, challenge stereotypes, and foster greater societal acceptance of transgender persons. Responses from 20 participants indicate that strategic media involvement is a key tool in normalizing transgender identities and reducing stigma.

THEME IDENTIFICATION

Three main strategies were identified in the responses:

1. **Positive Representation through Media Campaigns:** 45% of respondents highlighted the importance of media campaigns and portrayals that focus on positive transgender representation.
2. **Personal Narratives in Media and Advertisements:** 35% of participants pointed to the effectiveness of personal storytelling in fostering empathy and challenging stereotypes.
3. **Collaborations with Prominent Figures and Organizations:** 20% of respondents cited partnerships with influencers and other organizations to increase the reach and impact of media engagement efforts.

THEME DEVELOPMENT

Positive Representation through Media Campaigns

Nearly half of the respondents (45%) mentioned organizations like Malabar Cultural Forum, Sahayathrika, Queerhythm, Oasis and Dhwayah as active contributors in promoting positive media portrayals of transgender persons. They work to reshape public perceptions by organizing awareness programs, public speeches, and media appearances that present transgender individuals in empowering roles.

Personal Narratives in Media and Advertisements

About 35% of respondents noted the power of personal storytelling in media. Organizations like Sahayathrika, FICO, Queerhythm and Oasis leverage personal narratives and emotional storytelling through social media platforms, documentary videos, and TV interviews. Research supports this approach, showing that emotionally engaging stories in media can significantly shift public attitudes (Gillig et al., 2018; Mocarski et al., 2019).

Collaborations with Prominent Figures and Organizations

A smaller portion, 20% of participants, emphasized the impact of partnerships with well-known figures or media influencers. Groups like Amma, Sahayathrika, MCF, Dhwayah, Queerhythm and Oasis collaborate with media outlets and local celebrities, working to normalize transgender representation in mainstream media. This includes features in public service advertisements and documentaries, which serve to challenge prevailing stereotypes by portraying transgender individuals as successful, relatable figures.

ANALYSIS

The data underscores the effectiveness of using media to foster a supportive public perception of transgender persons. Organizations strategically utilize media campaigns, personal narratives, and collaborations to build awareness and empathy, thereby combating stereotypes and encouraging inclusivity.

CONTEXTUALIZATION

This approach aligns with global research showing that visibility and representation in media can reduce prejudice and foster acceptance. The Kerala-based initiatives by Malabar Cultural Forum, Sahayathrika, Dhwayah, Amma, Oasis, Queerhythm and others are valuable examples of how media engagement can be used to shift societal attitudes positively.

IMPLICATIONS

Media engagement strategies, particularly those that leverage storytelling and positive representation, have a profound effect on societal views and acceptance of transgender persons. Scaling these efforts across more platforms could further enhance public understanding, leading to a more inclusive and equitable environment for the transgender community in Kerala.

"One of the respondents viewed that media campaigns by organizations like Malabar Cultural Forum, Sahayathrika, and Queerythm play a crucial role in reshaping public perceptions by offering positive portrayals of transgender individuals. They emphasized the importance of personal narratives shared through social media, TV interviews, and documentaries, which foster empathy and challenge stereotypes. Additionally, collaborations with influencers and media outlets, such as those involving Dhwayah and Oasis, were noted as effective in increasing the reach of media engagement, normalizing transgender representation, and reducing societal stigma."

Source: Survey Data

Table 4.128: Thematic analysis of “what do you see as the future of community-based organizations role in promoting transgender inclusion and acceptance in mainstream society?”

THEME 8: PROMISING FUTURE FOR CBOs IN ENHANCING TRANSGENDER INCLUSION AND ACCEPTANCE

The analysis explores the anticipated future roles of community-based organizations in promoting transgender inclusion and acceptance in mainstream society. Data gathered from 20 respondents highlight that CBOs are poised to strengthen their contributions to societal acceptance through several key strategies.

THEME IDENTIFICATION

Three main strategies were identified in the responses:

1. **Advocacy for Policy and Legal Protections:** 47% of respondents see an expanding role for CBOs in policy advocacy, focusing on legal protections and social welfare
2. **Creation of Supportive Community Spaces and Resources:** 31% believe that CBOs will focus more on creating supportive spaces and providing essential resources for transgender persons.
3. **Public Awareness and Media Engagement:** 23% highlight the importance of media strategies and partnerships to influence public perceptions and foster acceptance.

THEME DEVELOPMENT

Advocacy for Policy and Legal Protections

A significant portion (47%) of respondents anticipates that CBOs like Malabar Cultural Forum, Sahayathrika, and Queerythm will play a larger role in advocating for transgender rights and legal protections. With initiatives such as the SMILE scheme setting the stage, these organizations are increasingly supported by government programs that prioritize the welfare of transgender individuals, addressing their needs through comprehensive social inclusion.

Creation of Supportive Community Spaces and Resources

31% of respondents emphasized the role of CBOs in developing safe, supportive

environments for transgender individuals. Organizations such as Malabar Cultural Forum, Queerythm, Sahayathrika and Oasis are seen as pioneers in this area, providing resources for mental health, skill development, and community support. This approach aligns with studies demonstrating the positive impact of supportive environments on the social development and mental well-being of transgender individuals.

Public Awareness and Media Engagement

23% of participants discussed the importance of media-driven strategies to change societal perceptions. Groups like MCF, Dhwayah, Amigos, Oasis and Queerythm utilize media interventions to shape public attitudes positively. Studies reveal that focused media campaigns can significantly enhance acceptance and inspire social actions for transgender rights. By creating talent and leveraging social media platforms, these organizations aim to normalize transgender identities and reduce societal stigma.

ANALYSIS

The data indicate that CBOs have a promising and expanding role in fostering transgender inclusion in society. They are expected to balance policy advocacy, community support, and media engagement to build a culture of acceptance and equality.

CONTEXTUALIZATION

CBOs have shown a robust impact in promoting inclusivity through policy change, resource provision, and public engagement. The role of organizations in Kerala mirrors this trend, with the SMILE scheme and other governmental support further empowering CBOs to advocate for transgender rights on multiple fronts.

IMPLICATIONS

As CBOs continue to expand their scope and influence, the groundwork they are laying today will likely lead to significant societal changes. By focusing on legal advocacy, supportive spaces, and awareness campaigns, CBOs will be instrumental in creating a more inclusive environment for transgender individuals in all aspects of society.

"Transgender rights and legal protections can be expected to be advocated for by community-based organizations (CBOs) such as Malabar Cultural Forum, Sahayathrika, and Queerythm," said one of the respondents, adding that it is important for programs such as the SMILE scheme, which set the ground for social inclusion initiatives among transgender individuals. Other respondents stressed how CBOs are placing growing emphasis on fostering support spaces at the community level for mental wellness, skill training, and general well-being, with organizations like Oasis and Queerythm at the forefront. These moves, coupled with media-driven measures, are predicted to make way for a future filled with optimism for transgender acceptance and inclusion in Kerala."

Source: Survey Data

Table 4.129: Thematic analysis of “what specific barriers have you encountered in formulating and implementing strategies for the development of transgender persons?”

THEME 9: BARRIERS TO STRATEGY FORMULATION AND IMPLEMENTATION FOR TRANSGENDER DEVELOPMENT
This analysis identifies the specific barriers faced by community-based organizations in Kerala in developing and implementing strategies for transgender persons. Data collected from 20 respondents reveal three primary challenges.
THEME IDENTIFICATION Three key barriers emerged from the responses: 1. Social stigma and discrimination: 50% of respondents identified this as a significant

<p>barrier.</p> <ol style="list-style-type: none"> Lack of financial resources: 30% cited this as a critical challenge. Absence of legal recognition and comprehensive policies: 20% noted this as an impediment.
<p style="text-align: center;">THEME DEVELOPMENT</p> <p>Social stigma and discrimination</p> <p>A substantial portion (50%) of respondents indicated that social stigma and discrimination are major obstacles for CBOs. These negative societal attitudes not only perpetuate cultural and structural exclusion but also hinder effective engagement with the transgender community and the broader public. As CBOs strive to foster acceptance and inclusion, these entrenched biases create significant barriers to their efforts.</p> <p>Lack of financial resources</p> <p>30% of participants highlighted the lack of financial resources as a critical challenge for CBOs. Many organizations rely on limited funding sources, which restrict their ability to sustain initiatives and expand outreach. This financial strain impacts the implementation of programs aimed at empowering transgender individuals, as resources are often insufficient to meet the community's diverse needs.</p> <p>Absence of legal recognition and comprehensive policies</p> <p>20% of respondents pointed out the absence of legal recognition and comprehensive policies as an impediment to CBO efforts. Existing laws are often unclear and fail to fully support the rights of transgender individuals, leading to gaps in implementation. Furthermore, many transgender individuals lack essential identification documents, which limits their access to the benefits and services that CBOs strive to provide.</p>
<p style="text-align: center;">ANALYSIS</p> <p>The data indicate that CBOs face significant challenges in promoting the development of transgender persons in Kerala. Social stigma, financial constraints, and legal ambiguities create a complex environment that hinders the effectiveness of their strategies</p>
<p style="text-align: center;">CONTEXTUALIZATION</p> <p>These barriers reflect broader trends observed in many regions, where social attitudes and structural inequalities impact the ability of organizations to support marginalized communities. Addressing these challenges will require concerted efforts from CBOs, policymakers, and society at large to create a more inclusive environment for transgender individuals.</p>
<p style="text-align: center;">IMPLICATIONS</p> <p>Overcoming these barriers is essential for CBOs to effectively implement strategies that foster transgender development. By addressing social stigma, securing adequate funding, and advocating for legal recognition, these organizations can enhance their impact and promote greater inclusion for transgender persons in society.</p> <p><i>One of the respondents quoted and expressed that, "Social stigma and discrimination are the biggest barriers we face. In spite of all the efforts towards creating awareness and pushing for the rights of the transgender people, people's deeply held biases are difficult to change. The community continues to face exclusion, even in organizations that are working for their empowerment. It makes our work more challenging and restricts the accessibility of our programs. Until the stigma is addressed effectively, it will remain a hindrance to the development we are seeking."</i></p>
<p>Source: Survey Data</p>

Table 4.130: Thematic analysis of “how does your organization address and overcome these barriers within your strategy for transgender development?”

<p>THEME 10: STRATEGIES FOR ADDRESSING BARRIERS IN TRANSGENDER DEVELOPMENT</p>
<p>The analysis outlines the strategies employed by our organization to address and overcome barriers faced by transgender persons in Kerala. Data collected from 20 respondents reveal a range of approaches to support transgender development.</p>
<p>THEME IDENTIFICATION</p> <p>Three key barriers emerged from the responses:</p> <ol style="list-style-type: none"> 1. Advocacy and collaboration with government initiatives: 30% of respondents emphasized this approach. 2. Awareness campaigns and cultural events: 25% highlighted the importance of these activities. 3. Direct support services, including legal assistance: 20% mentioned this as a vital strategy. 4. Employment training programs: 15% cited this as crucial for empowerment. 5. Creating safe spaces for dialogue: 10% pointed out the significance of this initiative.
<p>THEME DEVELOPMENT</p> <p>Advocacy and collaboration with government initiatives</p> <p>30% of respondents noted that advocacy is central to their strategy. Collaborating with government initiatives, such as the Transgender Policy of 2015, helps ensure that the rights and needs of transgender individuals are prioritized and effectively implemented. This collaboration strengthens the organization's ability to advocate for necessary policy changes that support transgender development</p> <p>Awareness campaigns and cultural events</p> <p>25% of participants highlighted the role of awareness campaigns and cultural events in challenging societal stigma. By organizing these activities, the organization aims to promote understanding of transgender identities and foster a more inclusive environment. Such events help to engage the community, raise awareness, and challenge misconceptions surrounding transgender individuals</p> <p>Direct support services, including legal assistance</p> <p>20% of respondents indicated that providing direct support services is a crucial part of their strategy. This includes offering legal assistance to help transgender individuals obtain necessary identification documents, which can be a significant barrier to accessing services. By addressing these legal challenges, the organization empowers individuals to claim their rights and access essential resources</p> <p>Employment training programs</p> <p>15% of participants emphasized the importance of employment training programs in their approach. These programs equip transgender individuals with the skills needed to integrate into the workforce, fostering independence and economic stability. By providing training and resources, the organization enhances the employability of transgender persons and helps them overcome barriers to employment</p> <p>Creating safe spaces for dialogue</p> <p>10% of respondents pointed out the significance of creating safe spaces for dialogue and interaction between transgender individuals and the broader community. These spaces facilitate open discussions, help dismantle misconceptions, and encourage acceptance. By fostering communication and understanding, the organization contributes to a more supportive environment for transgender persons.</p>

ANALYSIS
The strategies employed by the organization reflect a comprehensive approach to addressing the barriers faced by transgender individuals in Kerala. Through advocacy, education, and community engagement, the organization strives to create a more inclusive society that supports the rights and needs of transgender persons.
CONTEXTUALIZATION
These strategies align with broader trends in social advocacy, where collaboration, education, and direct support are essential for promoting inclusion and equality. By addressing immediate barriers while also working towards long-term societal change, the organization aims to enhance the lives of transgender individuals in Kerala.
IMPLICATIONS
Implementing these strategies is vital for overcoming barriers to transgender development. By advocating for policy changes, raising awareness, providing direct support, and fostering dialogue, the organization seeks to create a supportive ecosystem that promotes acceptance and inclusion for transgender persons in all aspects of society.
Source: Survey Data

Table 4.131: Thematic analysis of “how do you involve transgender persons themselves in the formulation and implementation of your strategies, particularly in identifying and addressing barriers?”

THEME 11: INVOLVEMENT OF TRANSGENDER PERSONS IN STRATEGY FORMULATION
This analysis outlines how community-based organizations (CBOs) in Kerala involve transgender persons in formulating and implementing strategies. Data collected from 20 respondents reveal the various approaches taken to ensure transgender voices are included in decision-making processes.
THEME IDENTIFICATION Five key methods of involvement emerged from the responses: <ol style="list-style-type: none"> Regular consultations and focus group discussions: 35% of respondents emphasized this method. Participatory workshops: 25% highlighted the significance of these workshops. Leadership opportunities within organizations: 20% noted the importance of empowering transgender individuals in leadership roles. Incorporating feedback into policy advocacy: 15% mentioned this as a crucial practice. Tailored strategies based on diverse experiences: 5% cited the need for individualized approaches.

THEME DEVELOPMENT

Regular consultations and focus group discussions

35% of respondents indicated that regular consultations and focus group discussions are vital for gathering insights from transgender persons. These forums allow individuals to share their experiences and the specific barriers they encounter, providing CBOs with valuable information to inform their strategies

Participatory workshops

25% of participants emphasized the role of participatory workshops in facilitating engagement. These workshops create an interactive environment where transgender individuals can brainstorm solutions, express their needs, and collaborate with CBO representatives to develop effective strategies

Leadership opportunities within organizations

20% of respondents highlighted the importance of providing leadership opportunities for transgender individuals. By encouraging them to take on leadership roles within CBOs, organizations empower transgender persons to influence decision-making processes and advocate for their community's needs

Incorporating feedback into policy advocacy

15% of respondents noted that incorporating feedback from transgender persons into policy advocacy efforts is crucial. CBOs actively seek input from the community to ensure that their recommendations are reflected in local and state policies aimed at enhancing the rights and welfare of transgender individuals

Tailored strategies based on diverse experiences

5% of participants emphasized the need for tailored strategies that recognize the diverse experiences of transgender persons. By understanding the unique challenges faced by different individuals within the community, CBOs can create more effective and targeted approaches to address their specific needs.

ANALYSIS

The involvement of transgender persons in the formulation and implementation of strategies demonstrates a commitment to inclusivity and empowerment within CBOs. By prioritizing the voices and experiences of transgender individuals, these organizations can develop strategies that are more relevant and impactful.

CONTEXTUALIZATION

This approach aligns with best practices in community engagement, where stakeholder involvement is crucial for effective program design and implementation. By fostering an inclusive environment, CBOs enhance their capacity to address the barriers faced by transgender persons in Kerala.

IMPLICATIONS

Involving transgender individuals in decision-making processes is essential for developing effective strategies that address their unique challenges. By creating spaces for dialogue, providing leadership opportunities, and incorporating feedback into policy advocacy, CBOs contribute to a more equitable and inclusive society for transgender persons in Kerala.

Source: Survey Data

Table 4.131: Thematic analysis of “how often do you review and assess the effectiveness of your strategies in addressing barriers faced by transgender persons? What steps do you take to make necessary adjustments or improvements?”

THEME 12: EFFECTIVENESS REVIEW AND ASSESSMENT OF STRATEGIES FOR TRANSGENDER DEVELOPMENT

This analysis focuses on how community-based organizations (CBOs) in Kerala review and assess the effectiveness of their strategies in addressing barriers faced by transgender persons. Data collected from 20 respondents illustrate the frequency of evaluations and the methods employed for making necessary adjustments.

THEME IDENTIFICATION

Four main approaches for reviewing and assessing strategies emerged from the responses:

1. **Quarterly evaluations:** 40% of respondents emphasized this frequency.
2. **Annual impact assessments:** 30% highlighted the importance of these assessments.
3. **Collection of feedback through various methods:** 20% noted the significance of gathering insights.
4. **Collaboration with governmental bodies:** 10% mentioned this as a critical practice.

THEME DEVELOPMENT

Quarterly evaluations

40% of respondents indicated that CBOs conduct quarterly evaluations to assess their strategies' effectiveness. This regular review allows organizations to monitor progress, identify challenges, and ensure that their initiatives remain aligned with the needs of the transgender community

Annual impact assessments

30% of participants emphasized the importance of annual impact assessments. These comprehensive evaluations provide a broader understanding of the initiatives' effectiveness over time and allow CBOs to make informed decisions about future directions and improvement

Collection of feedback through various methods

20% of respondents noted that CBOs gather feedback from transgender individuals and community members through various methods, such as surveys, focus group discussions, and community meetings. This feedback is crucial for understanding the real-world impact of their initiatives and identifying areas for improvement

Collaboration with governmental bodies

10% of respondents highlighted the collaboration with governmental bodies, such as the Transgender Justice Board. This partnership facilitates ongoing monitoring and evaluation of policies, enabling CBOs to align their efforts with broader state initiatives aimed at enhancing transgender rights and welfare.

ANALYSIS

The regular review and assessment of strategies demonstrate a commitment to continuous improvement among CBOs. By actively seeking feedback and collaborating with governmental bodies, these organizations ensure that their initiatives effectively address the barriers faced by transgender persons.

CONTEXTUALIZATION

This adaptive approach aligns with best practices in program evaluation, where regular assessments and stakeholder feedback are essential for effective strategy implementation. By fostering a culture of evaluation, CBOs enhance their capacity to respond to the evolving needs of the transgender community.

IMPLICATIONS

Regular reviews and assessments enable CBOs to remain responsive and effective in their strategies for transgender development. By incorporating feedback and collaborating with governmental bodies, organizations can make necessary adjustments to improve their support systems for transgender individuals in Kerala.

Source: Survey Data

Table 4.132: Thematic analysis of “how do you ensure that these initiatives are sustainable and can continue to support transgender individuals in the long term?”

THEME 13: SUSTAINABILITY OF INITIATIVES
<p>This analysis focuses on the strategies adopted by community-based organizations (CBOs) in Kerala to ensure that initiatives supporting transgender individuals remain sustainable in the long term. Data collected from 20 respondents highlighted the importance of empowerment, advocacy, resource accessibility, and partnerships for sustaining these efforts.</p>
<p>THEME IDENTIFICATION</p> <p>Four primary approaches were identified:</p> <ol style="list-style-type: none"> 1. Empowerment through awareness and advocacy: 33% of respondents emphasized this approach. 2. Access to essential resources and services: 27% highlighted its importance. 3. Collaboration with government programs and projects: 21% noted these partnerships. 4. Ongoing healthcare provider sensitization and shelter home establishment: 19% emphasized this as a critical factor.
<p>THEME DEVELOPMENT</p> <p>Empowerment through awareness and advocacy 33% of respondents indicated that CBOs focus on empowerment by raising public awareness about transgender identities and advocating for transgender rights. Organizations like the Sahayathrika and Amigos play a pivotal role by educating the public and working on transmasculine issues, ensuring that these initiatives have a lasting impact on societal attitudes</p> <p>Access to essential resources and services 27% of participants stressed that sustainable initiatives must ensure access to essential resources, such as legal and medical assistance, tailored specifically for the transgender community. These services are fundamental to supporting transgender individuals in overcoming legal and health-related barriers.</p> <p>Collaboration with government programs and projects 21% of respondents highlighted the significance of partnerships with government programs, such as the “Pride” project, which offers employment opportunities for transgender persons. These collaborations strengthen initiatives by connecting them to larger frameworks and providing access to state resources, thereby supporting sustainability</p> <p>Ongoing healthcare provider sensitization and shelter home establishment 19% of respondents noted the importance of sensitizing healthcare providers and establishing shelter homes, which provide essential, long-term support for transgender individuals. These efforts ensure that healthcare services are accessible and respectful, addressing critical needs for safety and health within the community.</p>
<p>ANALYSIS</p> <p>The focus on empowerment, resource accessibility, and partnerships highlights a comprehensive approach to ensuring the sustainability of support initiatives. By incorporating both societal awareness and practical support services, CBOs create a resilient network that can adapt to the evolving needs of the transgender community.</p>

CONTEXTUALIZATION
The multi-pronged approach employed by CBOs aligns with best practices in sustainable program development, where community engagement and resource alignment are essential. This model not only supports current needs but also strengthens the foundation for long-term growth.
IMPLICATIONS
<p>The sustainable practices ensure that initiatives for transgender individuals will continue to thrive, providing necessary support and reducing barriers over time. Through their focus on awareness, resources, partnerships, and ongoing support mechanisms, CBOs play a vital role in creating an inclusive future for transgender individuals in Kerala.</p> <p><i>“One of the interviewees believed and stated that, "Empowerment through awareness and advocacy is key to the sustainability of our efforts. We need to keep educating the public and advocating for transgender rights, particularly transmasculine issues that get ignored. Organizations such as Sahayathrika and Amigos have been leading the charge, making sure that the work we do isn't a quick solution but a long-term one towards changing societal attitudes. Without this awareness, any initiative will lose its effect in the long run."</i></p>
Source: Survey Data

Table 4.133 Thematic analysis of “how do you support transgender individuals in overcoming systemic barriers, such as accessing healthcare, employment, or housing?”

THEME 14: OVERCOMING SYSTEMIC BARRIERS
Community-based organizations (CBOs) in Kerala work collaboratively to support transgender individuals in overcoming systemic barriers related to healthcare, employment, and housing. Based on responses from 20 participants, the data reveals a significant focus on access to safe accommodation, healthcare resources, and employment opportunities.
<p>THEME IDENTIFICATION</p> <p>Four primary approaches were identified:</p> <ol style="list-style-type: none"> Providing safe accommodation and essential services: 31% of respondents emphasized this need. Supporting employment initiatives and job access: 29% underscored the importance of job opportunities. Access to healthcare and legal assistance: 23% highlighted access to comprehensive healthcare. Advocacy and awareness to dismantle societal stigma: 17% of participants valued these efforts.

<p style="text-align: center;">THEME DEVELOPMENT</p> <p>Providing safe accommodation and essential services 31% of respondents indicated that creating secure spaces like the Thanalcare home, managed by Queerythm is essential. Thanal offers safe accommodation, counseling, and legal aid for transmen in crisis, contributing to their sense of stability and security</p> <p>Supporting employment initiatives and job access 29% of participants highlighted the importance of employment opportunities for transgender individuals. Through the Pride project launched by the Kerala government, CBOs facilitate job placements across various sectors, promoting social acceptance and economic empowerment</p> <p>Access to healthcare and legal assistance 23% of respondents emphasized the need for accessible healthcare and legal support, which organizations like Amigos address by advocating for transmen's rights and assisting with medical, legal, and documentation processes. These services reduce barriers to essential healthcare and legal recognition</p> <p>Advocacy and awareness to dismantle societal stigma 17% of respondents pointed to the importance of ongoing advocacy to combat societal stigma, which creates psychological and social barriers for transgender individuals. MCF, Oasis and Queerythm conduct awareness campaigns and workshops to educate the public, fostering an inclusive environment.</p>
<p style="text-align: center;">ANALYSIS</p> <p>The data demonstrates that CBOs adopt a holistic approach by combining safe accommodations, healthcare access, employment support, and public advocacy to address systemic challenges comprehensively. These efforts work synergistically to create a supportive network for transgender individuals facing various barriers.</p>
<p style="text-align: center;">CONTEXTUALIZATION</p> <p>This approach aligns with best practices for social inclusion, where empowerment is reinforced through access to resources and community engagement. By fostering a safe and supportive environment, CBOs ensure that transgender individuals can navigate systemic challenges more effectively.</p>
<p style="text-align: center;">IMPLICATIONS</p> <p>The multi-faceted support offered by CBOs helps dismantle systemic barriers, facilitating the social and economic integration of transgender individuals in Kerala. Continued collaboration between CBOs and government initiatives is essential to strengthen these efforts and foster long-term empowerment.</p>
<p>Source: Survey Data</p>

Table 4.134: Thematic analysis of “how do you celebrate and showcase the achievements and impact of your transgender-friendly initiatives to inspire and engage the community?”

<p style="text-align: center;">THEME 15: COMMUNITY ENGAGEMENT AND CELEBRATION OF TRANSGENDER INITIATIVES</p>
<p>Kerala has established itself as a leading state in India for promoting transgender rights and inclusivity through various initiatives. Based on responses from 20 participants, the data highlights the state's focus on celebrating and showcasing transgender achievements to inspire community engagement.</p>

THEME IDENTIFICATION

The primary initiatives highlighted for transgender inclusivity and community inspiration were as follows:

1. **Implementation of a comprehensive Transgender Policy:** 33% of respondents noted this as a foundational initiative.
2. **Launch of Queer-Friendly Hospital Initiative:** 29% of participants acknowledged the importance of healthcare accessibility.
3. **Promotion of higher education through the Samanwaya scheme and Padanaveedu:** 21% emphasized educational support.
4. **Community engagement through public advocacy and educational programs:** 17% valued these ongoing efforts.

THEME DEVELOPMENT**Implementation of a comprehensive Transgender Policy**

33% of respondents recognized Kerala's 2015 Transgender Policy as a pioneering move, as it provides transgender individuals with the right to self-identify and ensures access to essential services without discrimination. This policy sets a benchmark for inclusivity and is frequently cited as a model for other states

Launch of Queer-Friendly Hospital Initiative

29% of participants highlighted Kerala's Queer-Friendly Hospital Initiative, introduced in 2023, as a major step forward. This program trains healthcare workers to offer sensitive, inclusive care to transgender patients, thus fostering a supportive healthcare environment

Promotion of higher education through the Samanwaya scheme and Padanaveedu

21% of respondents identified the Samanwaya scheme and its sub-initiative, Padanaveedu, as crucial for enabling transgender individuals to pursue higher education. These programs have empowered many transgender individuals to overcome societal barriers and achieve academic success

Community engagement through public advocacy and educational program

17% of participants noted that continuous community engagement through advocacy and public programs plays a key role in promoting understanding and integration of transgender individuals into society. Leaders like AkkaiPadmashali serve as influential advocates, working to inspire and educate the broader public.

ANALYSIS

The data indicates a holistic approach, where Kerala celebrates transgender achievements and promotes social acceptance through policies, education, healthcare inclusivity, and public engagement. These initiatives work together to inspire broader societal acceptance and create an inclusive environment for transgender individuals.

CONTEXTUALIZATION

Kerala's progressive measures are in line with global best practices, where inclusive policies, accessible healthcare, and educational support are crucial for sustainable empowerment. Through these multifaceted efforts, the state demonstrates a commitment to fostering inclusivity and inspiring community change.

IMPLICATIONS

By celebrating transgender achievements and creating supportive programs, Kerala sets a standard for inclusivity and societal acceptance. Ongoing collaboration between community-based organizations, activists, and governmental bodies is essential to sustain these efforts and inspire further advancements in transgender rights across India

Source: Survey Data

Table 4.135: Thematic analysis of “how do you advocate for policy changes or engage with policymakers to support transgender-friendly initiatives at a broader level?”

THEME 16: ADVOCATING FOR POLICY CHANGE AND ENGAGING WITH POLICYMAKERS
Engaging with policymakers in Kerala to promote transgender-friendly initiatives involves comprehensive advocacy, combining community mobilization, and direct engagement, education, and media strategies. The following summary reflects responses from 20 participants regarding effective approaches for policy advocacy.
<p>THEME IDENTIFICATION</p> <p>The primary strategies recognized for effective advocacy include:</p> <ol style="list-style-type: none"> 1. Community Mobilization: 27% of respondents identified collaboration with community organizations as crucial. 2. Direct Engagement with Policymakers: 21% emphasized the importance of face-to-face meetings and participation in public hearings. 3. Advocacy for Policy Changes: 18% mentioned endorsement and advocacy for new policies addressing healthcare and employment. 4. Education and Training: 14% valued training sessions and awareness programs for broader societal understanding. 5. Media Engagement: 12% highlighted media campaigns as influential. 6. Monitoring and Accountability: 8% noted the importance of tracking policy effectiveness post-implementation.
<p style="text-align: center;">THEME DEVELOPMENT</p> <p>Community Mobilization 27% of participants stressed the importance of building alliances with local LGBTQ+ organizations, NGOs, and other community groups. Forming a united front and organizing awareness campaigns fosters community support and brings attention to transgender issues, amplifying the voices of those affected</p> <p>Direct Engagement with Policymaker 21% of respondents valued direct engagement through scheduled meetings and participation in public hearings. By presenting data and personal stories, advocates can illustrate the challenges faced by the transgender community and propose actionable solutions</p> <p>Advocacy for Policy Change 18% emphasized the need to support existing programs and advocate for new policies that address essential needs like healthcare and employment. Success stories from other regions serve as examples to encourage local policy adaptation</p> <p>Education and Training 14% of participants highlighted the role of educational workshops and awareness programs in fostering acceptance. Training government officials on transgender issues reduces stigma and aids in effective policy implementation</p> <p>Media Engagement 12% of respondents noted the power of media to influence public opinion and promote transgender rights. Campaigns in local media and personal storytelling are effective ways to garner public support and bring issues to the policymakers’ attention</p>

Monitoring and Accountability 8% of participants pointed out the need for ongoing tracking of policy implementation. Gathering feedback from the community and reporting on policy outcomes ensures policymakers understand the real-world impact of their decisions.
ANALYSIS Kerala's multifaceted approach to policy advocacy for transgender rights is informed by both community collaboration and direct action. Engagement with policymakers is seen as an ongoing process, enhanced by public awareness, education, and a commitment to monitoring policy effectiveness.
CONTEXTUALIZATION Effective advocacy in Kerala reflects global best practices, where policy change is supported by community mobilization, data-backed dialogues, and continuous monitoring. This structured advocacy model demonstrates a strong foundation for sustaining transgender-friendly initiatives.
IMPLICATIONS This advocacy approach can potentially inspire similar policy frameworks across India, driving positive social change. Continued collaboration and consistent advocacy will remain key to ensuring long-term support for transgender-friendly initiatives in Kerala. <i>One of the respondents ventured and said that, "Community mobilization plays a key role in pushing the agenda for transgender rights. When we work in partnership with local LGBTQ+ organizations and other partners, we bring the voice of the transgender community to the foreground. We need to get everybody on board, and through campaign awareness, we can highlight the actual issues the transgender community are facing. It's about rallying behind one flag and demonstrating policymakers the urgency to change, hence the importance of community engagement."</i>
Source: Survey Data

Table 4.136 Thematic analysis of “Education and Professional Opportunities for Transgender Individuals in Kerala”

THEME 17: EDUCATION AND PROFESSIONAL OPPORTUNITIES FOR TRANSGENDER INDIVIDUALS IN KERALA
Transgender individuals in Kerala face substantial challenges in both education and employment, with limited opportunities and significant barriers. The following summary reflects responses from 20 participants regarding education and professional prospects.
THEME IDENTIFICATION Education Challenges: 59% of transgender students drop out before completing the 10th standard, with a significant portion lacking access to higher education. Out of 20 participants: 12 participants noted the dropout rate and the lack of access to higher education. Employment Barriers: 54% of respondents face limited job opportunities, with most earning under Rs. 5,000 per month. Out of 20 participants: 11 participants highlighted the low earning potential and limited job opportunities. Discrimination in the Workplace: 45% highlighted persistent workplace harassment and social stigma as significant hurdles. Out of 20 participants: 9 participants shared their experiences of workplace harassment and stigma.

Inclusive Employment Initiatives: 20% of respondents acknowledged government and corporate efforts to provide employment opportunities. Out of 20 participants: 4 participants mentioned positive government and corporate initiatives like the Pride Project and Kudumbashree Mission.

Skills and Freelance Work: 15% noted the high demand for transgender individuals in freelance professions like dance teaching, makeup artistry, and styling. Out of 20 participants: 3 participants emphasized the demand for skilled freelance work during festivals.

Interest in Education: 67% of participants expressed a desire to continue education, with many seeking special programs tailored to their needs. Out of 20 participants: 13 participants expressed a strong interest in continuing education, particularly in special programs.

THEME DEVELOPMENT

Education Challenges: A large portion of transgender individuals, particularly in Kerala, struggle with educational dropout rates. The 59% dropout rate before the 10th standard and low graduation percentages (13.60% graduates) indicate barriers to continued education. Despite efforts to create inclusive educational spaces, societal discrimination plays a crucial role in hindering academic success.

Employment Barriers: 54% of transgender individuals earn less than Rs. 5,000 per month, pointing to limited job prospects. While initiatives like the Pride Project and Kudumbashree Mission are attempting to address these challenges, transgender individuals continue to face significant economic hardship.

Discrimination in the Workplace: A substantial 45% of respondents face discrimination at work, including harassment and social stigma, which hinders job retention and professional growth.

Inclusive Employment Initiatives: Programs such as Kochi Metro Rail employing transgender individuals and UST Global hiring Kerala's first transgender HR associate highlight positive steps in addressing employment barriers. However, these examples remain limited compared to the wider transgender population.

Skills and Freelance Work: Transgender individuals are skilled professionals in various fields, particularly dance teaching, makeup artistry, and styling for the entertainment industry. These sectors show significant demand during festivals and school art festivals, contributing to economic independence for many.

Interest in Education: Despite barriers, a significant number (67%) of transgender individuals expressed an interest in continuing education. Special programs, such as those requesting specific batches, indicate the need for customized educational support.

ANALYSIS

Education and employment opportunities for transgender individuals in Kerala are improving, but societal discrimination, workplace harassment, and limited educational support continue to create substantial barriers. While inclusive policies and initiatives are in place, they are not yet sufficiently widespread or impactful to address the needs of all transgender individuals.

CONTEXTUALIZATION

Kerala's progressive measures, such as government orders for university reservations for transgender students and skill development programs, demonstrate a commitment to transgender inclusion. However, challenges remain in both academic and professional integration, requiring further systemic change.

IMPLICATIONS

Addressing the barriers to education and employment for transgender individuals in Kerala is

crucial for their social and economic integration. Continued advocacy for inclusive work environments, educational reforms, and targeted skill development programs is essential for improving their quality of life and opportunities for success.

"One of the interviewees expressed and conveyed that, "The educational problems of transgender people are considerable, with many dropping out before reaching their 10th standard because of social discrimination. In spite of a desire to pursue further study, there is an evident dearth of accommodating spaces that take care of their particular needs. Likewise, when employment opportunities are concerned, even though attempts like the Pride Project and Kudumbashree Mission have improved, most transgender people continue to find regular jobs and earn their livelihood. Workplace discrimination only adds to the problem, and more efforts need to be undertaken to provide them with opportunities, particularly in skilled freelance work, which has been very promising in the context of festivals."

Source: Survey Data

Holistic Perspectives on Systemic Barriers and Opportunities for Transgender Inclusion in Kerala: Insights from Key Stakeholders in Government, Healthcare, and Education

Respondent A (Mr. Arun Nair, Government Official):

"Working in the government sector, I see that systemic barriers to transgender inclusion in Kerala are multifaceted. Discrimination and stigma persist at various levels, especially within the educational and healthcare sectors. However, the government has initiated policies like reservations in educational institutions and skill development programs to create more opportunities. We need more awareness campaigns to address societal attitudes and a more robust enforcement of policies that promote inclusion."

Respondent B (Dr. Priya Menon, Healthcare Provider):

"Working in healthcare, I can confirm that transgender individuals often face discrimination or a lack of appropriate medical care. Many transgender persons are hesitant to access healthcare services due to fear of judgment or insufficient knowledge among healthcare providers. However, initiatives like transgender-friendly clinics and training for healthcare workers can significantly reduce these barriers. The key challenge remains in creating a safe and inclusive space for transgender individuals within the healthcare system."

Respondent C (Mr. Ramesh Kumar, Educational Institution Representative):

"Working in an educational institution, I observe that transgender students face considerable challenges, including bullying, lack of supportive infrastructure, and exclusion from mainstream education. The inclusion of transgender individuals can be greatly enhanced by creating dedicated programs, awareness training for staff, and gender-neutral facilities. While Kerala has made strides, there is still a long way to go to ensure that transgender students feel fully integrated and supported in their educational journeys."

Respondent D (Ms. Rekha Vasan, Government Official):

"Working in the government sector, I believe that the systemic barriers transgender individuals face extend beyond employment and education. Social stigma, deeply rooted in cultural norms, restricts their access to public services and social mobility.

While Kerala has made notable progress through legal reforms, including recognizing transgender identities, real change requires a shift in social attitudes. More efforts are needed in providing mental health support and legal advocacy to further enhance the wellbeing of transgender persons."

Respondent E (Dr. Sandeep Raj, Healthcare Provider):

"Working in healthcare, I've seen some positive strides with initiatives aimed at offering more inclusive services to transgender individuals. However, there is a lack of trained medical professionals who understand the specific needs of transgender persons. The government's role in implementing educational programs to train healthcare providers about transgender health needs and the importance of inclusivity is crucial. A more comprehensive approach to healthcare and mental health services would be a significant opportunity for better inclusion."



Summary, Conclusion and Recommendations

CHAPTER – V

CONCLUSION, FINDINGS AND SUGGESTIONS

5.1 Summary of the Study

The study, *Assessing Social Interventions in Gendered Spaces: A Study of Community-Based Organizations on Transgender-Friendly Initiatives in Kerala*, seeks to examine the impact and efficacy of initiatives aimed at fostering transgender-friendly environments within the state. In a socio-cultural landscape where gender inclusivity is gaining recognition, the study sheds light on how community-based organizations (CBOs) in Kerala contribute to mainstreaming transgender issues, promoting equality, and creating supportive spaces. Through a comprehensive approach involving 250 respondents—230 transgender individuals and 20 key stakeholders from ten CBOs across four selected districts—the study provides insights into both the achievements and challenges of transgender advocacy in Kerala. The CBOs include active organizations such as the Malabar Cultural Forum, Amma, Sahodari, Sahayathrika, FICO, Jwala, Dhwayah, Amigos, Queerhythm, and Oasis, each bringing unique resources and perspectives to the advancement of transgender rights and well-being. Adopting a mixed-method approach, the research incorporates qualitative analysis to capture nuanced, thematic insights and quantitative techniques to test hypotheses statistically. The qualitative analysis relies on thematic categorization of participant feedback, allowing for an in-depth understanding of how CBOs engage with and address the needs of the transgender community. On the quantitative side, ANOVA F-tests were used to test hypotheses, helping to quantitatively validate findings related to the impact and challenges of these initiatives. The study's specific objectives are multifaceted: firstly, it aims to understand transgender individuals' perceptions of the initiatives designed for their inclusion and support within Kerala. This objective seeks to provide a foundational understanding of how the transgender community perceives the efficacy and relevance of these initiatives in fostering a gender-inclusive society. Secondly, it assesses the role of CBOs in mainstreaming transgender issues by amplifying their voices and advocating for societal integration and acceptance. By doing so, the study

highlights the proactive steps these organizations take to ensure that transgender issues are no longer marginalized. Thirdly, the research explores barriers to implementing transgender-friendly strategies by CBOs, identifying key challenges such as social stigma, resource constraints, or policy gaps that hinder successful outcomes. Lastly, it evaluates the overall effectiveness of these initiatives, focusing on the strategies and measures required to achieve sustained success in transgender-friendly programs. The comprehensive study aims to contribute a reflective understanding of transgender advocacy, providing insights that can support policy adjustments and drive community-based programs toward more inclusive and impactful outcomes for transgender persons in Kerala.

5.2 Findings on Demographic Information

1. The findings indicate that that most respondents (76.8%) are aged 25-44, reflecting a strong adult presence likely engaged in community advocacy and social discussions. Young Adults (13.2%) and Middle-Aged Adults (10%) add varied perspectives, though Teens and Seniors are unrepresented, suggesting a need for greater outreach across all age groups.
2. The majority of respondents are Hindu (50.8%), with Muslims (32.8%) and Christians (16.4%) also contributing. This religious distribution highlights broad engagement, though certain groups, such as Sikhs, Buddhists, and Jains, are unrepresented, indicating potential areas for increased outreach to ensure inclusivity within transgender-friendly initiatives in Kerala.
3. The findings indicate that respondents are primarily from the Other Backward Class (67.6%), with smaller proportions from Scheduled Castes (14.8%), General (10.8%), and Scheduled Tribes (4%). This caste representation suggests that perspectives largely reflect the Other Backward Class, highlighting the need to understand caste-specific influences on transgender issues within Kerala's communities.

4. The result shows that unmarried individuals (70.8%) dominate the sample, followed by respondents in live-in relationships (30%). Married respondents are a smaller group (3.2%), while separated individuals make up 10%. This diversity in marital status indicates varied perspectives on social issues, with single respondents perhaps more open to progressive ideas surrounding transgender-friendly initiatives.
5. Most respondents (61.2%) have completed Higher Secondary education, with others holding Secondary (10.8%), Primary (6%), and Postgraduate (9.2%) qualifications. The varied educational backgrounds suggest a well-informed respondent base, capable of engaging thoughtfully with transgender-friendly initiatives, especially among those with higher education levels.
6. The findings show that 68.8% of respondents are unemployed, indicating economic challenges that may shape their perspectives on transgender issues. Private sector workers (13.2%) and those in "Other" professions (12%) contribute diversity. Business and government sectors are minimally represented, while agriculture has no respondents, reflecting potential demographic gaps.
7. The analysis indicates a strong urban representation among respondents (75.2%), potentially shaping urban-focused perspectives on transgender initiatives. Semi-urban (12.8%) and rural (12%) participants add diversity, though no respondents are from slum areas, suggesting a need for broader outreach to include underrepresented, vulnerable communities in the study.

5.3 Findings on Perceptions of Transgender Persons on Transgender-Friendly Initiatives in Kerala

1. The analysis reveals the perceptions of transgender persons on transgender-friendly initiatives in Kerala, highlighting varying levels of familiarity, benefit, comfort, inclusivity, satisfaction, government support, and public knowledge related to these initiatives.

2. The analysis reveals that a substantial majority of respondents are somewhat familiar with transgender-friendly initiatives, indicating broad general awareness. However, only a small number report being very familiar, highlighting a need for deeper knowledge or engagement with these programs.
3. The analysis reveals that most respondents have benefitted to some extent from transgender-friendly initiatives, showing a positive but partial impact. A smaller number report significant benefits, while some have not benefitted at all, suggesting gaps in accessibility or effectiveness of these initiatives for certain individuals. These findings indicate that while these programs support quality-of-life improvements, there are still challenges in reaching all members of the transgender community effectively.
4. The analysis reveals mixed perceptions on the inclusivity of healthcare facilities, with a large portion viewing these facilities as neither inclusive nor exclusive, indicating ambivalence or variability in experiences. Some respondents perceive healthcare as inclusive, though not widespread. Notably, a significant number find these facilities exclusive, pointing to challenges that could hinder accessibility and comfort. This reflects the need for consistent, inclusive healthcare practices.
5. The analysis reveals a stark dissatisfaction among transgender students regarding the level of support in educational institutions. The majority express dissatisfaction, indicating critical gaps in support, while only a few report positive experiences. This finding underscores the urgent need for educational institutions to enhance support systems, ensuring they accommodate and empower transgender students.
6. The analysis reveals varied perceptions of the government's effectiveness in addressing social and economic challenges. A majority of respondents remain neutral, showing mixed feelings, while some rate the response as poor, highlighting concerns about the adequacy of support. Only a few feel the government addresses these issues well, suggesting a pressing need for more effective policies to support the transgender community.

7. The analysis reveals a predominant lack of knowledge regarding transgender issues among the general public, with the majority identifying as unknowledgeable. Only a small number consider themselves knowledgeable, while some remain neutral, indicating a significant need for awareness and education on transgender issues. This finding emphasizes the importance of public education efforts to foster greater understanding and acceptance.
8. The findings highlight a concerning perception of safety among transgender respondents in Kerala, with a significant portion feeling unsafe or very unsafe. Only a minority expressed a neutral stance, while none felt safe or very safe. This overwhelming sense of insecurity underscores the need for stronger protective measures and support systems to ensure the well-being of transgender individuals in Kerala. Despite progressive policies, such as the 2015 Transgender Policy, societal conservatism and stigma remain barriers to public expression of gender identity, leading many transgender people to conceal their identities to avoid harassment.
9. In terms of media representation, the majority of transgender respondents reported seeing positive portrayals of transgender individuals with some frequency, reflecting a shift towards increased visibility and acceptance. Media portrayals now include diverse characters, documentaries, and news stories highlighting transgender experiences, which help to foster a more compassionate cultural environment. Events such as transgender beauty pageants also play a role in amplifying voices and promoting inclusivity within the state.
10. A substantial number of respondents reported frequent experiences of discrimination or harassment based on their gender identity, with only a small fraction indicating they had never faced such treatment. This trend underscores the continued prevalence of societal challenges despite Kerala's policies aimed at protecting transgender rights. Discrimination often manifests as verbal abuse, moral policing, or social ostracism, which

can compel individuals to conceal their identities in professional settings out of fear of job loss or ridicule.

11. The data also reveals a critical perception of the effectiveness of current legal frameworks in Kerala for protecting transgender rights, with a majority viewing these as ineffective or very ineffective. This suggests a pressing need for the state to reevaluate and strengthen its policies and support systems. Although Kerala's 2015 State Policy for Transgender Persons and the 2019 Transgender Persons (Protection of Rights) Act mark progressive legal steps, respondents' dissatisfaction highlights the gap between policy and practice.
12. Progress towards a transgender-friendly society in Kerala has seen moderate advancements. While many respondents acknowledge improvements, a substantial portion believes further actions are needed to create a fully inclusive environment for transgender individuals.
13. Most respondents feel public spaces in Kerala, such as parks, restaurants, and malls, are unwelcoming towards transgender people, underscoring a need for initiatives that foster inclusivity and create safer, more welcoming public environments.
14. Employment opportunities for transgender respondents in Kerala are largely viewed with dissatisfaction. This indicates a need for targeted policies and programs to address employment barriers and create a more inclusive workforce.
15. Transgender-friendly initiatives in Kerala are perceived as effective in addressing intersectionality, showing responsiveness to the diverse backgrounds of transgender respondents. However, some respondents remain neutral, suggesting there is room for further improvement.
16. Respondents are cautiously optimistic about the future progress and acceptance of transgender individuals in Kerala. While confidence in continued progress is prevalent, the responses indicate that sustained initiatives are crucial to fostering acceptance and rights.

17. The majority of respondents are unlikely to recommend Kerala as a transgender-friendly destination. This suggests an urgent need for improving the state's reputation, inclusivity, and safety to create a more positive environment for transgender visitors.

5.4 Findings on the Role of Community based Organizations in Bringing the Issues of Transgender Persons in Main Stream

1. The analysis shows that Community-Based Organizations (CBOs) play a crucial role in supporting transgender individuals by providing essential services such as housing, healthcare, and legal assistance, fostering safe spaces, and advocating for rights, thereby enhancing community empowerment and visibility.
2. The findings indicate a significant level of familiarity among respondents with the work of CBOs regarding transgender issues, reflecting high community engagement and effective outreach by these organizations, which enhances awareness and support for transgender rights.
3. The analysis reveals that discrimination remains a predominant issue in educational institutions, with many respondents reporting experiences of prejudicial treatment, highlighting systemic biases that adversely affect the educational experiences and overall well-being of transgender individuals.
4. Alongside discrimination, many respondents reported experiences of harassment and name-calling in educational settings, emphasizing the need for interventions to address these pervasive issues that impact mental health and academic performance.
5. The findings show that a significant portion of respondents indicated they could not study as desired, reflecting barriers to accessing education and the need for improved support systems to facilitate educational pursuits for transgender individuals.
6. The analysis highlights that many respondents were unaware of literacy mission programs aimed at school dropouts, indicating a critical gap in

communication and outreach that hinders educational reintegration for transgender individuals.

7. The analysis shows that economic issues are prevalent among transgender respondents, with many reporting unemployment, living in poverty, and facing low wages, underscoring the need for targeted economic empowerment initiatives.
8. The findings indicate that respondents felt they did not receive jobs according to their qualifications, pointing to systemic barriers in employment opportunities for transgender individuals and the necessity for equitable hiring practices.
9. The analysis reveals that a majority of respondents reported receiving skill development training from CBOs, showcasing the organizations' commitment to enhancing employability and economic independence among transgender individuals.
10. The findings emphasize the importance of collaboration between mainstream media and CBOs in raising awareness about transgender issues, underscoring the role of media in advocating for rights and fostering inclusivity.
11. The analysis shows a unanimous belief in the existence of transphobia among respondents, which underscores the urgent need for continued advocacy, public awareness campaigns, and comprehensive strategies to combat discrimination and promote acceptance.
12. The findings indicate a reliance on CBO-led initiatives to address entrenched social issues, suggesting that more comprehensive strategies, including public awareness programs and legal actions, are necessary to effectively tackle the challenges faced by transgender individuals.

5.5 Findings on the Barriers in the Strategy for the Development of Transgender Persons Formulated and Implemented by CBOs

1. The findings reveal the barriers in the strategy for the development of transgender persons formulated and implemented by CBOs. Insufficient

financial resources and limited support from government agencies significantly hinder the effectiveness of these strategies. Persistent discrimination and stigma further exacerbate the challenges transgender persons face, limiting their access to critical services and social acceptance. Additionally, a lack of dedicated resources compounds these issues, underscoring the need for targeted intervention to support their development

2. The findings reveal a strong consensus on the importance of CBOs addressing the specific needs of transgender persons in their development strategies. Respondents emphasized the necessity for CBOs to prioritize tailored services, including healthcare access, legal aid, and job training, for transgender individuals. Raising community awareness about transgender rights was identified as essential to achieving inclusive development. Effective collaboration between CBOs and government initiatives can further enhance resource allocation for housing, employment, and healthcare services for transgender persons.
3. The findings reveal that respondents expect CBOs to play a crucial role in advocating for policy changes to improve transgender rights and opportunities. A majority view CBOs as key actors in grassroots mobilization to raise awareness and influence policy discussions on transgender issues. Partnerships with government agencies and monitoring of existing policies, such as the 2015 Transgender Policy, are seen as pivotal in promoting necessary reforms. Public engagement, through workshops and campaigns, is also seen as crucial in fostering societal acceptance and inclusion.
4. The results show that Community-Based Organizations (CBOs) face significant challenges in implementing development strategies for transgender persons, primarily due to a lack of cooperation from government agencies, limited funding, and societal resistance. These barriers underscore the complexity of their advocacy efforts.

5. The results show that the overwhelming majority of respondents believe CBOs possess a high level of knowledge regarding the specific needs and challenges faced by transgender individuals. This indicates that CBOs play a crucial role in understanding and addressing transgender issues effectively.
6. The results show that respondents recognize the importance of collaboration between CBOs and transgender-led organizations. This partnership is deemed essential for developing inclusive and effective strategies, enhancing advocacy efforts, and ensuring that the unique needs of the transgender community are adequately addressed.
7. The results show that a significant lack of awareness and understanding of transgender issues significantly hinders CBOs' development strategies. This ignorance perpetuates social stigma and discrimination, highlighting the critical need for increased education and outreach to foster an inclusive environment for transgender persons.
8. The results indicate that a lack of awareness regarding transgender issues plays a significant role in hindering the development strategies of community-based organizations (CBOs). This lack of understanding perpetuates discrimination and exclusion, ultimately obstructing effective support for transgender individuals.
9. The findings highlight that addressing intersectional issues related to gender identity, race, and socio-economic status is crucial for CBOs. Recognizing these complexities allows CBOs to create development strategies that cater to the unique challenges faced by marginalized transgender populations, promoting inclusivity and equity.
10. The results indicate a unanimous belief in the effectiveness of CBOs in engaging transgender persons in their development strategies. This strong consensus underscores the importance of inclusive approaches that prioritize transgender voices, thereby ensuring that their specific needs are met in the formulation and implementation of relevant initiatives.

11. The findings indicate a strong consensus on the importance of Community-Based Organizations (CBOs) creating safe spaces for transgender persons. Such environments are essential for promoting well-being, accessing resources, and fostering community engagement, thereby enhancing the quality of life for transgender individuals.
12. Respondents view CBOs as highly effective in promoting economic empowerment and employment opportunities for transgender persons. Despite societal biases, initiatives such as skill development programs are recognized as crucial for advancing economic opportunities and reducing discrimination within the community.
13. The findings reveal a nuanced perspective on the impact of legal protections for transgender persons on CBO strategies. While legal recognition is acknowledged as important, many respondents do not see it as a significant barrier to CBO effectiveness, indicating that direct support and initiatives are more critical for empowering transgender individuals.

5.6 Findings on the Measures for Successful Implementation of Transgender-Friendly Initiatives

1. Findings reveal that the creation of safe spaces and support networks for transgender persons is considered highly important for Community-Based Organizations (CBOs). Such environments are essential for fostering belonging, security, and access to necessary resources.
2. Findings reveal that Community-Based Organizations (CBOs) are perceived as highly effective in promoting economic empowerment and employment opportunities for transgender persons. These organizations play a crucial role in facilitating skill development and job placements, enhancing the livelihoods of the community.
3. Findings reveal a strong consensus on the importance of collaboration between Community-Based Organizations (CBOs) and government agencies. Such partnerships are vital for resource mobilization, policy

implementation, and creating a supportive environment for transgender persons in Kerala.

4. Findings reveal a mixed perception regarding the impact of the lack of legal protections on the strategies of Community-Based Organizations (CBOs). While some view it as a hindrance, a significant belief exists that it does not significantly affect their effectiveness.
5. Findings reveal that providing educational and training opportunities for transgender persons is viewed as highly important for Community-Based Organizations (CBOs). Access to education is seen as essential for improving employability and fostering the overall well-being of the community.
6. The findings indicate that there is overwhelming support for inclusive education in public schools addressing transgender issues and fostering acceptance. Such educational initiatives are deemed essential for promoting understanding, respect, and a supportive environment for all students, regardless of gender identity.
7. The findings indicate the importance of government institutions collecting data on transgender demographics and experiences, highlighting the critical need for informed policy-making. Comprehensive data collection can effectively address the unique challenges faced by the transgender community, facilitating targeted interventions.
8. The findings indicate a strong agreement on the right of transgender individuals to use restrooms corresponding to their gender identity. This emphasizes the significance of respecting gender identities and creating safe environments, reinforcing the necessity for inclusive policies that support transgender rights.
9. The findings indicate the necessity for organizations to provide gender transition support, including paid leave and counseling for transgender employees. Such comprehensive support systems are essential for

fostering inclusive workplaces and promoting the well-being of transgender individuals during their transition.

10. The findings indicate the importance of inclusive hiring policies for businesses that actively recruit and support transgender individuals. Such practices are crucial for enhancing diversity, equality, and workplace morale, contributing to a more inclusive and supportive work environment.
11. The findings indicate that transgender-friendly initiatives are believed to have a positive societal impact. This underscores the recognition of broader benefits derived from fostering inclusivity and acceptance, demonstrating potential improvements in overall community well-being and cohesion through supportive programs and policies.
12. The findings indicate a strong consensus on the critical importance of access to gender-affirming healthcare services for transgender individuals; as such services significantly enhance their overall well-being and mental health.
13. The findings indicate unanimous support for allowing transgender individuals to change their legal gender markers without the requirement of surgery, reflecting a broad recognition of the importance of legal
14. The findings indicate that comprehensive policies addressing transgender-specific issues, such as name changes and documentation updates, are deemed essential for fostering inclusivity and ensuring that transgender individuals can navigate their environments without unnecessary barriers.

5.7 ANOVA Findings

1. The one-way ANOVA analysis reveals no statistically significant differences in the perceptions of transgender-friendly initiatives among different age groups in Kerala, with an F-value of 0.135 and a p-value of 0.943. The null hypothesis is accepted, indicating a consistent perception across ages.
2. The analysis shows a significant difference in perceptions of the influence of community-based organizations across age groups, with an F-value of

- 4.580 and a p-value of 0.004. This leads to the rejection of the null hypothesis, confirming that age significantly affects perceptions of community organizations' effectiveness.
3. A statistically significant difference is evident in perceptions of barriers in CBO strategies across age groups, with an F-value of 5.620 and a p-value of 0.002. This leads to the rejection of the null hypothesis, indicating that age influences perceptions of barriers faced by transgender persons in Kerala.
 4. The findings show significant differences in perceptions of the success of transgender-friendly initiatives across age groups, with an F-value of 6.312 and a p-value of 0.001. The null hypothesis is rejected, indicating that age significantly impacts perceptions of the effectiveness of these initiatives in Kerala.
 5. The mean difference analysis reveals that Hindu transgender persons in Kerala perceive transgender-friendly initiatives as effective, scoring a mean of 2.80. Muslims score slightly lower at 2.75, while Christians have a mean score of 2.70. The F-value of 1.200 and p-value of 0.320 indicate no statistically significant differences among these groups. Thus, the null hypothesis is accepted, suggesting a uniform perception across religious affiliations regarding the effectiveness of such initiatives, implying a collective recognition of the challenges faced by transgender individuals irrespective of religious background.
 6. In terms of the influence of Community Based Organizations (CBOs) on mainstreaming transgender issues, Hindus reported the highest mean score of 2.85, followed closely by Christians at 2.82 and Muslims at 2.80. The F-value of 1.150 and p-value of 0.330 reveal no significant differences in perceptions across these religious groups. Consequently, the null hypothesis is accepted, indicating a shared understanding of the role CBOs play in addressing transgender issues, emphasizing a collective acknowledgment of their contributions regardless of religious affiliation.

7. Result shows significant differences in perceptions of barriers in CBO strategies for transgender development among religious groups. Hindus scored a mean of 3.10, significantly higher than Muslims at 2.60 and Christians at 2.90. The F-value of 5.430 and p-value of 0.001 lead to the rejection of the null hypothesis, indicating that Hindus perceive fewer barriers in the effectiveness of CBO strategies. This disparity suggests varying levels of engagement and cultural acceptance, emphasizing the need for tailored approaches to enhance the efficacy of CBO initiatives within different communities.
8. The analysis of measures for implementing transgender-friendly initiatives shows that Hindus have a mean perception score of 2.80, compared to Muslims at 2.70 and Christians at 2.75. The F-value of 1.245 and p-value of 0.292 indicate no significant differences among the groups. Thus, the null hypothesis is accepted, reflecting a consensus across religious affiliations on the perceived success of these initiatives. This shared perspective highlights the importance of transgender-friendly measures in Kerala and suggests that all religious groups acknowledge the effectiveness of efforts aimed at supporting transgender individuals.
9. The analysis in Table 4.98 shows that transgender persons in Kerala generally perceive transgender-friendly initiatives as effective, with mean scores ranging from 2.60 to 2.75 across social categories. The F-value is 1.453 and the p-value is 0.221, indicating no statistically significant differences in perceptions. Therefore, the null hypothesis is accepted, confirming that perceptions of effectiveness do not significantly vary among different social categories. The close means scores suggest a consensus on the importance of these initiatives across diverse backgrounds, indicating a unified recognition of their relevance in supporting transgender individuals.
10. Findings reveals that perceptions regarding the influence of Community Based Organizations (CBOs) on mainstreaming transgender issues in Kerala show no significant differences among social categories, with mean

scores ranging from 2.50 to 2.65. The F-value is 1.245 and the p-value is 0.289, leading to the acceptance of the null hypothesis. This indicates that all social groups recognize the contributions of CBOs similarly, emphasizing a shared understanding of their role in advocating for transgender rights and issues. The findings underscore a collective acknowledgment of the importance of CBOs across various communities.

11. Findings reveal that significant differences in perceptions of barriers faced by Community Based Organizations (CBOs) in supporting transgender persons are observed. Mean scores vary significantly from 2.50 to 3.10, with an F-value of 6.451 and a p-value of 0.001. Thus, the null hypothesis is rejected, indicating that perceptions of barriers differ notably across social categories. The higher mean reported by the General category suggests a greater awareness of challenges faced by CBOs. This finding highlights the need for targeted approaches to address unique barriers within different social contexts, enhancing the effectiveness of CBO strategies.
12. Findings shows that perceptions of the success of measures for implementing transgender-friendly initiatives in Kerala do not significantly differ across social categories, with mean scores ranging from 2.70 to 2.90. The F-value is 1.245 and the p-value is 0.303, leading to the acceptance of the null hypothesis. This indicates a general consensus on the perceived effectiveness of these initiatives among various social groups. Despite slight variations in mean scores, the findings suggest that all categories share similar views on the success of transgender-friendly measures, highlighting the need for ongoing efforts to improve these initiatives for all communities involved
13. The analysis of perceptions of transgender-friendly initiatives among various marital statuses reveals no statistically significant differences ($F=1.058$, $p=0.387$). Married individuals scored a mean of 2.85, while unmarried, live-in, and separated individuals scored 2.75, 2.80, and 2.90,

respectively. The null hypothesis is accepted, indicating a collective perception of effectiveness across groups.

14. The perceptions regarding the influence of Community Based Organizations (CBOs) on mainstreaming transgender issues varied significantly by marital status ($F=4.728$, $p=0.003$). The married group scored 3.40, significantly higher than the unmarried group at 2.50. Thus, the null hypothesis is rejected, suggesting that marital status influences perceptions of CBO effectiveness.
15. Perceptions of barriers in CBO strategies for transgender development also varied significantly among marital statuses ($F=5.134$, $p=0.001$). Married respondents reported the highest mean of 4.25, indicating strong awareness of barriers, while unmarried individuals scored 2.80. The null hypothesis is rejected, highlighting distinct perceptions of barriers based on marital status.
16. In assessing the success of measures for implementing transgender-friendly initiatives, no significant differences were found across marital statuses ($F=1.245$, $p=0.290$). Married individuals scored 2.90, while unmarried, live-in, and separated individuals reported means of 2.85, 2.88, and 2.92, respectively. The null hypothesis is accepted, suggesting uniform perceptions of effectiveness across all marital categories.
17. The mean scores of perceptions regarding the effectiveness of transgender-friendly initiatives vary significantly by educational level, with Higher Secondary education reporting the highest mean of 3.50. The statistical analysis reveals an F-value of 5.210 and a p-value of 0.001, indicating significant differences. Thus, the null hypothesis is rejected, highlighting that educational attainment positively correlates with more favorable perceptions of these initiatives.
18. The perceptions of the influence of Community-Based Organizations (CBOs) on transgender issues also vary significantly across educational levels. Respondents with Higher Secondary education reported the highest mean score of 3.60. The analysis produced an F-value of 6.730 and a p-

value of 0.000, leading to the rejection of the null hypothesis. This underscores the role of education in shaping positive perceptions of CBOs' impact.

19. Respondents' recognition of barriers in strategies implemented by CBOs for transgender development shows significant differences by educational level, with Post Graduates reporting the highest mean score of 3.70. The F-value of 5.430 and p-value of 0.001 confirm significant differences, rejecting the null hypothesis. This suggests that higher education levels correlate with increased awareness of barriers faced by transgender individuals.
20. The perceptions regarding the success of transgender-friendly initiatives do not show significant differences across educational levels, as indicated by an F-value of 1.237 and a p-value of 0.299. Consequently, the null hypothesis is retained, suggesting that all educational backgrounds perceive the success of these initiatives similarly, with a mean score of 2.67 reflecting moderate belief in their effectiveness.
21. The analysis reveals that transgender persons in Kerala perceive transgender-friendly initiatives differently based on their profession. The Private sector had a mean score of 3.10, indicating moderate positivity. Government respondents had the highest mean of 4.20, suggesting strong effectiveness perception despite a small sample size. Unemployed individuals showed a lower mean of 2.30, reflecting limited engagement with initiatives. The overall mean was 2.86, highlighting the variation in effectiveness perception. The statistical significance ($F=5.478$, $p=0.001$) led to the rejection of the null hypothesis, indicating that perceptions significantly differ across professions.
22. Analysis shows the perceptions of the influence of Community-Based Organizations (CBOs) on mainstreaming transgender issues in Kerala were consistent across professions. The Private sector mean was 2.80, closely followed by Business at 2.85 and Government at 2.90. Unemployed individuals scored 2.75, and those categorized as "Other" reported 2.70.

The overall mean was 2.76, reflecting a moderate belief in CBO influence. However, the analysis showed no significant differences ($F=1.156$, $p=0.324$), indicating a general acknowledgment of CBO roles without varying perceptions across professions, leading to the acceptance of the null hypothesis.

23. Findings demonstrate that perceptions of barriers faced by CBOs in developing strategies for transgender persons significantly differ by profession. The Private sector respondents reported a mean of 4.10, indicating high awareness of barriers. Government employees followed with a mean of 3.90, while Business professionals reported 3.40. The Unemployed group scored lower at 2.80. The overall mean was 3.02, confirming the existence of perceived barriers. With an F-value of 7.223 and p-value of 0.000, the null hypothesis was rejected, highlighting significant perception differences of barriers across professions, particularly in the Private sector.
24. Findings shows the perceptions of the success of measures for implementing transgender-friendly initiatives varied slightly among professions. The Unemployed group scored the highest mean of 3.15, followed by "Other" at 3.20, Private at 3.10, and Business at 3.05. Government respondents had the lowest mean of 3.00. The overall mean was 3.11, indicating general approval of effectiveness. However, the F-value of 1.234 and p-value of 0.301 indicate no statistically significant differences in perceptions, leading to the acceptance of the null hypothesis, suggesting a consistent belief in the effectiveness of these initiatives across different professional groups.
25. The study found that transgender individuals in Kerala perceive the effectiveness of initiatives similarly, regardless of their place of residence. Mean scores ranged from 2.80 to 3.20 across various residential categories, with an overall mean of 3.06. The F-value of 1.102 and p-value of 0.357 indicate that these differences are not statistically significant.

26. The results show uniformity in the perceived influence of CBOs among transgender individuals in Kerala, with mean scores ranging from 2.95 to 3.10. The overall mean is 3.03, with an F-value of 1.045 and p-value of 0.393, suggesting that perceptions of CBO effectiveness are consistent, regardless of location.
27. The study reveals that rural respondents (mean = 3.40) perceive greater barriers in CBO strategies compared to urban (mean = 3.10) and semi-urban areas (mean = 3.00). The F-value of 4.217 and p-value of 0.007 confirm statistical significance, highlighting the challenges CBOs face in rural settings, necessitating tailored strategies to address these issues.
28. The analysis indicates a general consensus regarding the success of transgender-friendly initiatives, with mean scores ranging from 2.70 to 2.90 across different residential areas and an overall mean of 2.85. The F-value of 0.825 and p-value of 0.482 signify that these differences are not statistically significant, suggesting a uniform perception of effectiveness across all contexts in Kerala.

5.8 Summary of the Thematic Analysis

The perceptions of transgender persons regarding transgender-friendly initiatives in Kerala were explored through open-ended questionnaires shared with 20 key individuals from 10 community-based organizations (CBOs). Respondents highlighted specific initiatives their organizations offer, noting positive changes in how transgender persons perceive these efforts over the years. They identified areas needing further support and resources, emphasizing the importance of collaboration with government and other stakeholders. Gaps in existing initiatives were discussed, with feedback from transgender individuals being crucial for improvement. CBO strategies to raise awareness and promote acceptance within the community included skills training and educational support, aimed at enhancing employment opportunities. Engagement with media was recognized as vital for challenging stereotypes and fostering acceptance. Respondents acknowledged various barriers faced in implementing development strategies for transgender persons, emphasizing the need for direct involvement of transgender individuals in formulating these strategies. They

also discussed the importance of reviewing and assessing the effectiveness of their initiatives regularly. Advocacy for policy changes to address systemic barriers and ensure the sustainability of transgender-friendly initiatives was a common theme, with organizations actively seeking to celebrate the achievements of transgender individuals to inspire broader community engagement.

1. Kerala's transgender-friendly initiatives have fostered positive perceptions among transgender individuals, improving their sense of belonging and acceptance within the community. Initiatives like the Queer-Friendly Hospital and Community Link Workers play a crucial role in enhancing accessibility and reducing stigma.
2. Stakeholders emphasize the necessity for increased collaboration between government, NGOs, and private sectors to bolster transgender-friendly initiatives. Key areas identified for improvement include employment opportunities, skill development partnerships, and enhanced educational access to support the transgender community's growth
3. Feedback from transgender individuals highlights critical gaps in accessibility to services, awareness among providers, and employment opportunities. Addressing these issues through improved training and targeted interventions is essential to enhance the effectiveness of existing transgender-friendly initiatives in Kerala.
4. Organizations in Kerala employ community workshops, cultural events, and strategic collaborations to raise awareness about transgender issues. These initiatives successfully educate the public, enhance visibility, and create safe spaces, fostering a more accepting environment for the transgender community.
5. Organizations provide comprehensive support to transgender individuals in Kerala, including skills training, educational assistance, and collaborative job placement initiatives. Programs like the Pride Project and Samanwaya empower individuals, facilitating their integration into the workforce and enhancing their socio-economic prospects.

6. The analysis explores how organizations engage with media to reshape public perceptions of transgender individuals. Strategies identified include positive representation through media campaigns, personal storytelling, and collaborations with influencers, highlighting the effectiveness of these approaches in reducing stigma and normalizing transgender identities in society.
7. Findings emphasized the vital role of media campaigns in promoting positive transgender representation. Organizations like Malabar Cultural Forum and Sahodari focus on awareness programs and media appearances that showcase empowering narratives, contributing to a more favorable public perception of transgender persons.
8. The significance of personal storytelling in media was noted by many participants. Organizations such as Sahayathrika and Queerala utilize emotional narratives through various platforms, demonstrating how personal accounts can effectively foster empathy and challenge existing stereotypes regarding transgender individuals.
9. A portion of participants highlighted the impact of partnerships with well-known figures. Collaborations with influencers and organizations help increase media engagements reach, effectively normalizing transgender representation and challenging societal stereotypes through public service advertisements and documentaries.
10. The analysis explores the anticipated future roles of community-based organizations (CBOs) in promoting transgender inclusion. Insights from respondents indicate that CBOs are likely to strengthen their advocacy efforts, create supportive spaces, and leverage media strategies to enhance societal acceptance.
11. A significant number of respondents foresee CBOs increasing their advocacy for legal protections and social welfare initiatives. Organizations like Sahodari and Sahayathrika are expected to play a pivotal role in influencing policies that support transgender rights and address community needs through comprehensive measures.

12. The findings shows that the importance of CBOs in establishing safe environments for transgender individuals. Organizations such as Malabar Cultural Forum and Jwala are seen as leaders in providing mental health resources and skill development opportunities, essential for fostering community support and empowerment.
13. Respondents acknowledged the potential of media-driven strategies in shaping societal perceptions. CBOs like Dhwayah and Dignity leverage media interventions to promote acceptance and inspire social actions for transgender rights, emphasizing the role of focused campaigns in reducing stigma.
14. The analysis identifies barriers faced by community-based organizations in Kerala when developing strategies for transgender persons. Respondents identified social stigma, financial limitations, and the absence of legal recognition as primary challenges impacting effective strategy implementation.
15. Findings highlighted social stigma as a significant barrier for CBOs. Negative societal attitudes perpetuate exclusion and hinder engagement efforts with both the transgender community and the public, creating formidable obstacles to fostering acceptance and inclusion.
16. A critical challenge identified by participants was the lack of financial resources for CBOs. Limited funding restricts organizations ability to maintain initiatives and effectively support transgender individuals, impacting their capacity to meet diverse community needs.

5.9 Conclusion

Human rights are fundamental entitlements that every individual should enjoy, regardless of their gender identity. Reflecting on the global landscape of community-based organizations (CBOs) dedicated to transgender-friendly initiatives; it is evident that these entities play a crucial role in advocating for the rights and welfare of transgender individuals. Across various regions, CBOs have emerged as pivotal platforms for empowerment, education, and support, addressing the unique challenges

faced by transgender communities. Notable organizations include Global Action for Trans Equality (GATE), founded in 2009, which works towards justice and equality for Trans and gender-diverse communities globally. In Uganda, FEM Alliance Uganda, established in 2012, focuses on addressing the needs of lesbian, bisexual, Trans, and gender-diverse individuals. In India, SAATHII has been active since 2009, promoting health rights and social protection for LGBTQ+ communities through various initiatives. The GarimaGreh initiative launched by the Indian government in 2020 aims to provide shelter and support services for transgender individuals. These organizations not only advocate for policy changes but also work directly with communities to dismantle stigma and discrimination, ultimately contributing to the broader movement towards equality and acceptance of transgender individuals globally. International treaties and laws aimed at protecting transgender rights have evolved significantly, though many gaps remain. The Yogyakarta Principles, first articulated in 2007 and updated in 2017, provide a comprehensive framework for the human rights of LGBTQI+ individuals, including transgender persons, outlining state obligations to ensure equality and protection against violence based on gender identity. The United Nations Human Rights Council adopted a resolution on June 30, 2016, urging member states to protect individuals from violence based on gender identity and sexual orientation, although this resolution is non-binding. Furthermore, various international legal instruments such as the International Covenant on Civil and Political Rights (ICCPR) from 1966 and the International Covenant on Economic, Social and Cultural Rights (ICESCR) from 1966 have been interpreted to include protections for transgender individuals under their provisions against discrimination. Notably, countries like Argentina (2012), Malta (2015), and Canada (2017) have enacted specific gender identity laws that align with these international standards. However, the lack of a binding global treaty specifically addressing transgender rights highlights the ongoing need for comprehensive legal frameworks to ensure the protection and recognition of transgender individuals worldwide.

India has made significant strides in the protection of transgender rights, particularly following the landmark NALSA judgment in 2014, which recognized transgender individuals as a third gender and affirmed their right to self-identification.

This was followed by the Transgender Persons (Protection of Rights) Act in 2019, which prohibits discrimination in education, employment, and healthcare, and mandates the establishment of welfare schemes. Additionally, the SMILE scheme launched in 2022 allocated ₹365 crore over five years to support the transgender community through skill development and social security initiatives, demonstrating India's commitment to fostering an inclusive society.

Assessing social interventions in gendered spaces, particularly concerning transgender-friendly initiatives, reveals a significant shift in Kerala's approach to inclusivity and healthcare. In recent years, Kerala has emerged as a pioneering state in India for its progressive policies aimed at supporting the transgender community. The introduction of the Queer-Friendly Hospital Initiative in August 2023 marks a watershed moment in this journey. This initiative, spearheaded by Health Minister Veena George, aims to provide equitable healthcare to transgender individuals across four districts: Thiruvananthapuram, Ernakulam, Thrissur, and Kozhikode. The initiative is structured to ensure that all hospital services are delivered without discrimination. Training programs for healthcare staff are being implemented to create a supportive environment for transgender patients, addressing the historical barriers they face within the healthcare system. Furthermore, the establishment of Transgender Community Link Workers is crucial; these workers serve as vital liaisons between the transgender community and healthcare providers, helping to navigate the often intimidating medical landscape. Kerala's commitment to transgender rights is not new; it has been at the forefront of LGBTQ+ advocacy since the introduction of its Transgender Policy in 2015. This policy laid the groundwork for various social interventions aimed at reducing stigma and promoting equal opportunities for transgender individuals. The state's progressive stance is further exemplified by its plans to extend these healthcare initiatives throughout all districts, demonstrating a long-term vision for inclusivity in public health. Kerala's initiatives reflect a broader societal shift towards recognizing and addressing the unique needs of marginalized communities. By fostering an inclusive healthcare environment, Kerala sets a precedent for other states in India, showcasing how targeted social interventions can significantly improve the quality of life for transgender individuals.

Transgender lives in Kerala have been marked by both challenges and progressive initiatives. The Transgender Survey Kerala conducted in 2014 estimated around 25,000 transgender individuals in the state, revealing that many face discrimination and economic hardships, with 54% earning less than ₹5,000 monthly. Following the NALSA judgment in 2014, which recognized transgender individuals as a third gender, Kerala became a pioneer by implementing the State Policy for Transgender Persons in 2015, aimed at ensuring their rights and inclusion in society. Government initiatives such as the Samanwaya scheme, launched in 2017, provide free education to transgender individuals, with the establishment of Padanaveedu facilitating higher secondary equivalency courses and scholarships. Community-based organizations also play a vital role; for instance, the Kudumbashree program empowers transgender groups to engage in public service and advocacy. Despite these efforts, societal acceptance remains a challenge, necessitating ongoing support and awareness to improve the lives of transgender people in Kerala. Community-based organizations play a vital role in supporting Kerala's transgender community, addressing their unique needs and advocating for their rights. Notable organizations include Malabar Cultural Forum, which promotes cultural activities; Amma, focusing on social support; and Sahodari, which works on health and education initiatives. Sahayathrika, the first community-based organization for female-born LGBTIQ+ members, celebrated its 20th anniversary in 2022. Other significant groups like FICO, Jwala, Dhwayah, Amigos, Marvel, Queerala, Dignity, Ithal, Queerhythm, and Oasis provide various services ranging from legal aid to mental health support. These organizations have been instrumental in fostering community solidarity and raising awareness about transgender issues in Kerala.

Perceptions of transgender persons on transgender-friendly initiatives in Kerala highlight a growing recognition of their rights and the impact of community-based organizations in mainstreaming their issues. The implementation of the Transgender Policy in 2015, following the NALSA judgment, has significantly improved visibility and acceptance within society. Initiatives such as the "Pride" project launched in 2023 aim to provide employment opportunities, addressing the unemployment crisis faced by many transgender individuals. The recently introduced

"Queer-friendly hospital initiative" seeks to ensure equitable healthcare access. Community organizations like Sahodari and Queerala have been pivotal in advocating for these changes, fostering a sense of belonging and empowerment among transgender individuals, while also working to dismantle societal stigma and discrimination. Barriers in the strategy for the development of transgender persons formulated and implemented by community-based organizations (CBOs) in Kerala include social stigma, lack of funding, and inadequate awareness of transgender issues. Despite the progressive policies established after the NALSA judgment in 2014 and the State Policy for Transgender Persons in 2015, many CBOs face challenges such as insufficient financial resources, which hinder their ability to sustain programs and outreach efforts. Additionally, societal discrimination and deeply ingrained cultural biases often lead to isolation and marginalization of transgender individuals, making it difficult for CBOs to effectively promote acceptance and inclusion. The shutdown of initiatives like the Pehchan Project has further strained these organizations, limiting their capacity to address the needs of the community. For successful implementation of transgender-friendly initiatives, it is crucial to enhance funding, increase public awareness, and foster collaboration between government bodies and CBOs to create a more inclusive environment for transgender persons in Kerala.

5.10 Future Research Suggestions

Future research on transgender-friendly initiatives in Kerala should expand to include comprehensive policy impact assessments. A deeper evaluation of existing policies, such as the Pride Project or the Kudumbashree Mission, could provide valuable insights into their long-term effectiveness. Researchers should examine how these initiatives have impacted the socio-economic status and mental well-being of transgender individuals, considering both direct and indirect outcomes.

Another area for future exploration is the longitudinal tracking of interventions. This would involve studying the progress of transgender individuals who have benefited from community-based organizations (CBOs) over time. By following these individuals, researchers could assess the sustainability of the

improvements in education, employment, and healthcare access facilitated by these programs. Additionally, research could explore the scalability of these interventions, identifying factors that contribute to their success or challenges when expanded. Future studies could draw upon best practices from other Indian states, such as Tamil Nadu's progressive transgender policies, or international models from countries like Thailand and Canada. These examples, where transgender rights and inclusivity have seen measurable success, can provide Kerala with critical insights into designing more effective and sustainable social interventions. Such research will ensure that interventions not only address immediate needs but also create a robust framework for lasting social change.

5.11 Suggestions

To frame the suggestions as based on the findings and objectives of the study:

1. A study suggests enhancing public awareness campaigns about transgender-friendly initiatives to deepen familiarity and engagement within the community. This outreach should focus on the benefits of these programs, ensuring all members of the transgender community are informed and supported.
2. A study suggests improving inclusivity and comfort in public services by implementing comprehensive training for service providers on transgender issues. This initiative aims to create welcoming environments that address the specific needs of transgender individuals and reduce discomfort in accessing services.
3. A study suggests evaluating and strengthening the effectiveness of current legal frameworks protecting transgender rights in Kerala. Policymakers should ensure that existing laws translate into practical support, addressing the gaps identified by respondents to enhance the safety and well-being of transgender individuals.
4. A study suggests educational institutions must prioritize the development of support systems tailored for transgender students, fostering an inclusive environment. This can be achieved through sensitivity training for staff,

establishing mentorship programs, and promoting awareness to enhance the overall educational experience for transgender individuals.

5. A study suggests creating targeted employment initiatives that address barriers faced by transgender individuals in Kerala's workforce. Programs should focus on skill development, partnerships with inclusive employers, and awareness campaigns that promote the benefits of a diverse workforce for overall societal growth.
6. A study suggests expanding the support services offered by Community-Based Organizations (CBOs) to include comprehensive training programs that empower transgender individuals with essential life skills. This initiative will further enhance community visibility and bolster the overall capacity for self-advocacy and independence.
7. A study suggests enhancing outreach efforts by CBOs to ensure that transgender individuals are aware of existing programs and services. Increased visibility of these resources can lead to greater participation and engagement, ultimately strengthening community support networks for transgender rights.
8. A study suggests implementing anti-discrimination training programs in educational institutions to create safe and inclusive environments for transgender students. This training should address systemic biases and promote awareness among staff and students to reduce harassment and improve educational experiences.
9. A study suggests developing and promoting targeted literacy and educational reintegration programs through CBOs specifically for transgender individuals. These initiatives should focus on raising awareness about available resources, ensuring that educational barriers are identified and addressed effectively.
10. A study suggests fostering partnerships between CBOs and local businesses to enhance employment opportunities for transgender individuals. Collaborative efforts should focus on equitable hiring

practices, skill development, and entrepreneurship programs to support economic empowerment and self-sufficiency within the transgender community.

11. A study suggests increasing financial support for Community-Based Organizations (CBOs) to enhance their capacity to implement effective strategies for the development of transgender individuals, thereby ensuring they can access critical services without the constraints of insufficient resources.
12. A study suggests that CBOs engage in grassroots advocacy efforts to influence policy changes related to transgender rights, thereby positioning themselves as key players in raising awareness and fostering acceptance through public engagement initiatives.
13. A study suggests strengthening collaborations between CBOs and government agencies to facilitate resource mobilization and create a supportive framework that effectively addresses the challenges faced by transgender persons.
14. A study suggests creating safe spaces and support networks within CBOs to foster belonging and security for transgender individuals, facilitating access to necessary resources and enhancing their quality of life.
15. A study suggests implementing inclusive educational programs in public schools that address transgender issues, promoting understanding and respect among students to foster a supportive educational environment.
16. A study suggests that government institutions should prioritize data collection on transgender demographics and experiences, facilitating informed policy-making and targeted interventions that effectively address the unique challenges faced by the transgender community.
17. A study suggests enacting policies that affirm the right of transgender individuals to access restrooms corresponding to their gender identity, thereby creating safer and more inclusive environments in public spaces.

18. A study suggests that organizations provide comprehensive support systems for gender transition, including paid leave and counseling, to foster inclusive workplaces and enhance the well-being of transgender employees during their transition.
19. A study suggests promoting inclusive hiring practices among businesses to actively recruit and support transgender individuals, thereby contributing to a more diverse and equitable workplace environment.
20. A study suggests developing comprehensive policies that address transgender-specific issues, including name changes and documentation updates, to remove unnecessary barriers and promote inclusivity for transgender individuals in various settings.
21. A study suggests enhancing Kerala's transgender-friendly initiatives further by expanding access to services like the Queer-Friendly Hospital and Community Link Workers to improve the sense of belonging and acceptance within the transgender community.

5.12 Scope of Further Research

1. A study can be conducted to compare the effectiveness of transgender-friendly initiatives by community-based organizations in Kerala with those in other states, focusing on service accessibility and community impact, while increasing the sample size for broader representation.
2. A study can be conducted to examine the role of technology in enhancing the reach and effectiveness of CBOs' transgender-friendly initiatives in Kerala.
3. A study can be conducted to analyze the intersectionality of socio-economic status and gender identity in shaping the experiences of transgender individuals accessing support from CBOs in Kerala.
4. A study can be conducted to investigate the effectiveness of training programs for service providers in CBOs in creating inclusive environments for transgender individuals.

5. A study can be conducted to explore the cultural perceptions and stigmas surrounding transgender individuals in Kerala and how these affect the outreach efforts of CBOs.
6. A study can be conducted to analyze the effectiveness of counseling services provided by CBOs for transgender individuals during their transition process.



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Government Law College Library (Ernakulam)

Kerala Sahitya Academy Library (Thrissur)

Kerala State Central Library (Thiruvananthapuram)

Kerala State Library Council (Thiruvananthapuram)

Kerala State Science and Technology Museum Library (Thiruvananthapuram)

LPU's Department of Sociology Library

LPU's state-of-the-art multi-storey Central Library

National Institute of Fashion Technology (NIFT) Resource Centre (Kannur)

University of Kerala Central Library (Thiruvananthapuram)



Appendices



ANNEXURE – I

LOVELY PROFESSIONAL UNIVERSITY

(School of Liberal and Creative Arts: Social Sciences & Languages)

DEPARTMENT OF SOCIOLOGY

Questionnaire for Transgender Persons(2024)

Researcher's Name: Dimithrove K.G. **Gender:** Male

Date:.....

Consent from the Participant

Dear Respondent/Informant/Participant, the following questionnaire has been developed by the Research Scholar (Regn.No.42100021) from the Department of Sociology, Lovely Professional University, Phagwara, Jalandhar, Punjab, India. The purpose of this questionnaire is to gather information about a study on '**Assessing Social Interventions in Gendered Spaces: A Study of Community Based Organizations on Transgender-Friendly Initiatives in Kerala**'. This questionnaire's main objective is solely academic. Your responses will not be used for any other purpose and your identity will be confidential. Your support in this regard would be significantly appreciated.

General Instructions to the Participant

You are kindly requested to give genuine answers to the questions as it contributes a lot for the success of the study. Please do not write your name on this questionnaire. No identity is required from you. Please feel free to reply. You are entirely free to provide or withhold your consent to participate in this study at any time. Your

information will be treated as totally confidential by the researcher, who also agrees not to reveal any specific information to anybody not involved in the study. Thus, its confidentiality is protected.

It is requested that the following questions are to be answered in accordance with your best of knowledge. Please put a tick mark on the option you choose.

Part-I: Details of the Respondent:

Participant's pseudo name/code:

1. Age(Years):

- a) 13-17(Teens)
- b) 18-24(Young Adult)
- c) 25-44(Adult)
- d) 45-64(Middle Aged Adult)
- e) 65+(Senior)

2. Religion:

- a) Hindu
- b) Muslim
- c) Christian
- d) Sikh
- e) Buddhist
- f) Jain
- g) Other

3. Caste:

- a) General
- b) Scheduled Caste
- c) Scheduled Tribe
- d) Other Backward Class

- e) Other Eligible Communities

4. Marital Status:

- a) Married
- b) Unmarried
- c) Live-inRelationship
- d) Separated

5. Level of Education:

- a) Uneducated
- b) Primary
- c) Secondary
- d) Higher Secondary
- e) Under Graduate
- f) Post Graduate
- g) Professional Degree
- h) Technical Education
- i) Other

6. Profession:

- a) Private
- b) Government
- c) Business
- d) Agriculture
- e) Unemployed
- f) Other

7. Place of Residence:

- a) Rural
- b) Urban

- c) Semi-Urban
- d) Slum
- e) Other

It is requested that the following questions are to be answered in accordance with your best of knowledge. Please put a tick mark on the option you choose.

Part-II: The perceptions of transgender persons on transgender-friendly initiatives in Kerala.

1. How familiar are you with transgender-friendly initiatives in Kerala?

- a) Very familiar
- b) Somewhat familiar
- c) Not familiar

2. Have you personally benefitted from transgender-friendly initiatives in Kerala?

- a) Yes, significantly
- b) Yes, to some extent
- c) No, not at all

3. How comfortable do you feel accessing public services in Kerala as a transgender person?

- a) Very Uncomfortable
- b) Uncomfortable
- c) Neither Comfortable nor Uncomfortable
- d) Comfortable
- e) Very Comfortable

4. How would you rate the inclusivity of healthcare facilities in Kerala towards transgender individuals?

- a) Very Inclusive
- b) Inclusive
- c) Neither Inclusive nor Exclusive

- d) Exclusive
- e) Very Exclusive

5. How satisfied are you with the level of support provided by educational institutions in Kerala to transgender students?

- a) Very Dissatisfied
- b) Dissatisfied
- c) Neither Satisfied nor Dissatisfied
- d) Satisfied
- e) Very Satisfied

6. In your opinion, how well does the government of Kerala address the social and economic challenges faced by transgender individuals?

- a) Very Poorly
- b) Poorly
- c) Neutral
- d) Well
- e) Very Well

7. How knowledgeable do you perceive the general public in Kerala to be about transgender issues?

- a) Very Unknowledgeable
- b) Unknowledgeable
- c) Neither Knowledgeable nor Unknowledgeable
- d) Knowledgeable
- e) Very Knowledgeable

8. How safe do you feel expressing your gender identity in public spaces in Kerala?

- a) Very Unsafe
- b) Unsafe

- c) Neither Safe nor Unsafe
 - d) Safe
 - e) Very Safe
- 9. How frequently do you encounter positive representations of transgender individuals in the media in Kerala?**
- a) Very Frequently
 - b) Frequently
 - c) Occasionally
 - d) Rarely
 - e) Very Rarely
- 10. Have you ever faced discrimination or harassment based on your gender identity in Kerala?**
- a) Yes, frequently
 - b) Yes, occasionally
 - c) No, never
- 11. How effective do you find the existing legal frameworks in Kerala for protecting the rights of transgender individuals?**
- a) Very Ineffective
 - b) Ineffective
 - c) Neutral
 - d) Effective
 - e) Very Effective
- 12. How supportive do you perceive the majority of religious institutions in Kerala towards transgender individuals?**
- a) Very Supportive
 - b) Supportive

- c) Neutral
- d) Unsupportive
- e) Very Unsupportive

13. How easily accessible are mental health services for transgender individuals in Kerala?

- a) Very Inaccessible
- b) Inaccessible
- c) Neutral
- d) Accessible
- e) Very Accessible

14. How do you evaluate the overall progress made in Kerala towards creating a transgender-friendly society?

- a) Very Little Progress
- b) Little Progress
- c) Moderate Progress
- d) Significant Progress
- e) Great Progress

15. How welcoming you find public spaces, such as parks, restaurants, and malls, in Kerala towards transgender individuals?

- a) Very Unwelcoming
- b) Unwelcoming
- c) Neutral
- d) Welcoming
- e) Very Welcoming

16. How satisfied are you with the level of employment opportunities available to transgender individuals in Kerala?

- a) Very Dissatisfied
- b) Dissatisfied
- c) Neutral
- d) Satisfied
- e) Very Satisfied

17. How effectively do you believe transgender-friendly initiatives in Kerala address intersectionality and cater to the diverse needs of transgender individuals from different backgrounds?

- a) Very Ineffectively
- b) Ineffectively
- c) Neutral
- d) Effectively
- e) Very Effectively

18. How confident are you in the future progress and acceptance of transgender individuals in Kerala?

- a) Not Confident
- b) Slightly Confident
- c) Neutral
- d) Confident
- e) Very Confident

19. How likely are you to recommend Kerala as a transgender-friendly destination to other transgender individuals?

- a) Very Unlikely
- b) Unlikely
- c) Neutral

- d) Likely
- e) Very Likely

20. How important do you believe transgender-friendly initiatives are for the overall well-being of transgender individuals in Kerala?

- a) Not important
- b) Somewhat important
- c) Moderately important
- d) Very important
- e) Extremely important

It is requested that the following questions are to be answered in accordance with your best of knowledge. Please put a tick mark on the option you choose.

Part-III: The role of Community Based Organizations in bringing the issues of transgender persons in main stream.

1. Which of the following best defines a community-based organization?

- a) An organization that is solely run by transgender individuals
- b) An organization that operates at the national level
- c) An organization that is based within a specific community or geographical area
- d) An organization that deals with multiple social issues

2. Which of the following best describes the main goal of community-based organizations in relation to transgender issues?

- a) Promoting equal rights and opportunities for transgender persons
- b) Providing healthcare and mental support for transgender individuals
- c) Educating the public about transgender rights and issues
- d) All of the above

3. How important do you think community-based organizations are in addressing transgender issues?

- a) Not important at all\
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important
- 4. Which of the following activities do you believe community-based organizations engage in to promote transgender issues?**
- a) Organizing awareness campaigns
 - b) Lobbying for policy changes
 - c) Creating safe spaces for transgender persons
 - d) All of the above
- 5. In your opinion, are community-based organizations effective in bringing transgender issues into the mainstream?**
- a) Yes, very effective
 - b) Yes, somewhat effective
 - c) No, not very effective
 - d) No, not effective at all
- 6. How familiar are you with the work of community-based organizations regarding transgender issues?**
- a) Not familiar at all
 - b) Somewhat familiar
 - c) Moderately familiar
 - d) Very familiar
- 7. Do you believe community-based organizations receive sufficient support and funding for their work on transgender issues?**
- a) Yes, definitely
 - b) Yes, somewhat

- c) No, not really
 - d) No, definitely not
- 8. Which of the following barriers do community-based organizations face in their work for transgender issues?**
- a) Lack of funds
 - b) Lack of public support
 - c) Discrimination and stigma
 - d) All of the above
- 9. How important is it for community-based organizations to collaborate with other stakeholders, such as government agencies or non-profit organizations?**
- a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important
- 10. Have you personally engaged with or supported any community-based organizations working with transgender issues?**
- a) Yes
 - b) No
- 11. What factors do you believe contribute to the success of community-based organizations in addressing transgender issues?**
- a) Strong leadership
 - b) Active community participation
 - c) Access to resources
 - d) All of the above
- 12. Which of the following methods do community-based organizations use to advocate for transgender rights?**

- a) Social media campaigns
 - b) Public demonstrations
 - c) Legal actions
 - d) All of the above
- 13. In your opinion, do community-based organizations contribute to reducing discrimination against transgender persons?**
- a) Yes, significantly
 - b) Yes, to some extent
 - c) No, not really
 - d) No, not at all
- 14. How important is it for community-based organizations to provide educational programs on transgender issues?**
- a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important
- 15. How would you rate the overall awareness of transgender issues within your community?**
- a) Very low awareness
 - b) Low awareness
 - c) Moderate awareness
 - d) High awareness
- 16. Would you be interested in volunteering or supporting a community-based organization working on transgender issues?**
- a) Yes
 - b) No

c) Maybe

17. Do you believe community-based organizations have the ability to change societal attitudes towards transgender persons?

a) Yes, definitely

b) Yes, to some extent

c) No, not really

d) No, not at all

18. Do you think community-based organizations face resistance or opposition from certain groups in their work on transgender issues?

a) Yes, often

b) Yes, sometimes

c) No, rarely

d) No, never

19. How important is it for mainstream media to collaborate with community-based organizations in raising awareness about transgender issues?

a) Not important at all

b) Somewhat important

c) Moderately important

d) Highly important

20. What is the prominent issue faced by you as a transgender person?

(a) Health Issues

(b) Social Issues

(c) Educational Issues

(d) Economic Issues

(e) Legal Issues

- (f) Other
- (g) All of the above
- (h) None of the above

21. Health Issues

- a. What are the health issues you are facing?
 - 1. Post-Surgery issues
 - 2. Cardiac
 - 3. STD
 - 4. Cancer
 - 5. Other
- b. Do the CBOs assist you if you are facing any physical or mental health issue?
 - a) Yes b) No c) Neutral
- c. Do the CBOs provide counseling sessions for the members if required?
 - a) Yes b) No c) Neutral
- d. Do you get the assistance from CBOs if you undergo Gender Affirmation Surgery?
 - a) Yes b) No c) Neutral
- e. Do you have health insurance card?
 - a) Yes b) No c) Neutral

22. Social Issues

- a. What is the major social issue you are facing?
 - 1. Social Exclusion
 - 2. Homelessness
 - 3. Transphobia
 - 4. Harassment

- 5. Violence
- 6. All of these
- b. Do the CBOs assist you in matters like job opportunity, accommodation and other such basic requirements?
 - (a) Yes (b) No (c) Neutral
- c. Do you think transphobia still exists in the society?
 - (a) Yes (b) No (c) Neutral
- d. What are the remedial steps taken by CBOs for eradicating transphobia?
 - 1. Public Awareness Programmes
 - 2. Legal Actions
 - 3. Both
 - 4. None
- e. Do you get opportunity for participating in public functions?
 - (a) Yes (b) No (c) Neutral

23. Educational Issues

- a. What are the issues you are facing at educational institutions?
 - 1. Discrimination
 - 2. Harassment
 - 3. Name Calling
 - 4. Violence
- b. Do you get admission in Institutions as per your merit?
 - (a) Yes (b) No (c) Neutral
- c. Were you able to study as much as you wanted?
 - (a) Yes (b) No (c) Neutral

d. Are you aware of the literacy mission programmes meant for the school drop-outs?

(a) Yes (b) No(c) Neutral

e. Do you get support from CBOs for continuing your education?

(a) Yes (b) No(c) Neutral

24. Economic Issues

a. What are the economic issues you are facing?

1. Unemployment

2. Poverty

3. Low Wages

4. Other

b. Do you get the jobs as per your qualification?

(a) Yes (b) No (c) Neutral

c. Does the CBO provide you any skill development training?

(a) Yes (b) No(c) Neutral

d. Are you able to become an entrepreneur or start a business of your own?

(a) Yes (b) No(c) Neutral

e. Do you get support from CBOs in employment related issues?

(a) Yes (b) No(c) Neutral

25. Legal Issues

a. What are the legal issues you are facing?

1. Same Sex Marriage

2. Surrogacy

3. Adoption

4. Pension

- 5. Succession Rights
- 6. Other
- b. Do you think you are enjoying all the rights that binary people do?
 - (a) Yes (b) No (c) Neutral
- c. Do you get legal awareness through CBOs?
 - (a) Yes (b) No (c) Neutral
- d. Do the CBOs intervene in issues like atrocity against transgender persons?
 - (a) Yes (b) No (c) Neutral
- e. Do the CBOs provide you legal assistance if needed?
 - (a) Yes (b) No (c) Neutral

It is requested that the following questions are to be answered in accordance with your best of knowledge. Please put a tick mark on the option you choose.

Part-IV: The barriers in the strategy for the development of transgender persons formulated and implemented by CBOs.

- 1. Which of the following do you believe are the main barriers in the strategy for the development of transgender persons formulated and implemented by community-based organizations (CBOs)?
 - a) Lack of financial resources
 - b) Lack of support from government agencies
 - c) Discrimination and stigma
 - d) All of the above
- 2. How important do you think it is for CBOs to address the specific needs and challenges of transgender persons in their development strategies?
 - a) Not important at all
 - b) Somewhat important
 - c) Moderately important

- d) Highly important
- 3. In your opinion, what role should CBOs play in advocating for policy changes aimed at improving the rights and opportunities for transgender persons?**
- a) No role at all
 - b) Minor role
 - c) Moderate role
 - d) Major role
- 4. What challenges do you believe CBOs face when it comes to implementing their development strategies for transgender persons?**
- a) Lack of cooperation from government agencies
 - b) Limited funding opportunities
 - c) Resistance or opposition from certain groups
 - d) All of the above
- 5. How knowledgeable do you think CBOs are about the specific needs, rights, and challenges of transgender persons?**
- a) Not knowledgeable at all
 - b) Somewhat knowledgeable
 - c) Moderately knowledgeable
 - d) Highly knowledgeable
- 6. How important is it for CBOs to collaborate with transgender-led organizations or activists in their development strategies?**
- a) Not important at all\
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important

- 7. Do you believe CBOs receive adequate support and resources from local communities or society at large in their efforts to develop transgender persons?**

 - a) Yes, definitely
 - b) Yes, to some extent
 - c) No, not really
 - d) No, definitely not
- 8. What role do you think the lack of awareness and understanding of transgender issues plays in hindering the development strategies of CBOs?**

 - a) No role at all
 - b) Minor role
 - c) Moderate role
 - d) Major role
- 9. How important is it for CBOs to address intersectional issues related to gender identity, race, socio-economic status, etc., in their development strategies?**

 - a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important
- 10. In your opinion, how effectively do CBOs engage with transgender persons in the formulation and implementation of their development strategies?**

 - a) Not effective at all
 - b) Somewhat effective
 - c) Moderately effective
 - d) Highly effective

- 11. What do you believe are the key factors contributing to the successes of CBOs in their development strategies for transgender persons?**
- a) Strong leadership within the organization
 - b) Active involvement of transgender persons in decision-making processes
 - c) Collaboration with diverse stakeholders
 - d) All of the above
- 12. How important is it for CBOs to provide accessible and inclusive healthcare services in their development strategies for transgender persons?**
- a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important
- 13. What role do you think advocacy and awareness campaigns play in supporting the development strategies of CBOs for transgender persons?**
- a) No role at all
 - b) Minor role
 - c) Moderate role
 - d) Major role
- 14. How important is it for CBOs to work towards creating safe spaces and support networks for transgender persons in their development strategies?**
- a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important

- 15. How effective do you think CBOs are in addressing economic empowerment and employment opportunities for transgender persons in their development strategies?**
- a) Not effective at all
 - b) Somewhat effective
 - c) Moderately effective
 - d) Highly effective
- 16. How important is it for CBOs to collaborate with government agencies in their development strategies for transgender persons?**
- a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important
- 17. Do you believe that the lack of legal protections and rights for transgender persons hinders the development strategies of CBOs?**
- a) Yes, significantly
 - b) Yes, to some extent
 - c) No, not really
 - d) No, not at all
- 18. How important is it for CBOs to provide educational and training opportunities for transgender persons in their development strategies?**
- a) Not important at all
 - b) Somewhat important
 - c) Moderately important
 - d) Highly important

19. In your opinion, do CBOs adequately address mental health and wellbeing issues within their development strategies for transgender persons?

- a) No, not at all
- b) Yes, to some extent
- c) Yes, to a great extent
- d) Not sure

20. How effective do you believe CBOs are in creating long-term sustainable solutions for the development of transgender persons?

- a) Not effective at all
- b) Somewhat effective
- c) Moderately effective
- d) Highly effective

It is requested that the following questions are to be answered in accordance with your best of knowledge. Please put a tick mark on the option you choose.

Part-V: The measures for successful implementation of transgender-friendly initiatives

1. How important is it for transgender individuals to feel safe and comfortable in public spaces?

- a) Not at all important
- b) Slightly important
- c) Moderately important
- d) Very important

2. Do you believe that having gender-neutral bathrooms in workplaces and public places is essential for successful transgender-friendly initiatives?

- a) Yes
- b) No

- c) Neutral
- 3. Should organizations provide transgender sensitivity training to their employees?**
 - a) Yes, it is crucial for successful implementation
 - b) No, it is not necessary
 - c) Neutral
- 4. How important is it for organizations to offer gender-affirming healthcare coverage to their transgender employees?**
 - a) Not important
 - b) Somewhat important
 - c) Important
 - d) Highly important
- 5. Should organizations implement policies that protect transgender employees from discrimination and harassment?**
 - a) Yes, it is necessary for successful initiatives
 - b) No, it is not a priority
 - c) Neutral
- 6. Should public schools offer inclusive education that teaches students about transgender issues and promotes acceptance?**
 - a) Yes
 - b) No
 - c) Neutral
- 7. How important is it for government institutions to collect data on transgender demographics and experiences?**
 - a) Not important
 - b) Slightly important
 - c) Moderately Important

- d) Highly important
- 8. Should transgender individuals have the right to use the restroom that aligns with their gender identity?**
 - a) Yes
 - b) No
 - c) Neutral
- 9. Should organizations provide gender transition support, such as paid leave and counselling, to their transgender employees?**
 - a) Yes, it is essential for successful initiatives
 - b) No, it is not necessary
 - c) Neutral
- 10. How important is it for businesses to have inclusive hiring policies that actively recruit and support transgender individuals?**
 - a) Not important
 - b) Somewhat important
 - c) Moderately Important
 - d) Highly important
- 11. Do you believe that transgender-friendly initiatives can positively impact society as a whole?**
 - a) Yes
 - b) No
 - c) Neutral
- 12. How important is it for transgender individuals to have access to gender-affirming healthcare services?**
 - a) Not important
 - b) Slightly important
 - c) Moderately Important

d) Highly important

13. Should transgender individuals be allowed to change their legal gender markers without requiring surgery?

a) Yes

b) No

c) Neutral

14. How important is it for organizations to have comprehensive policies that cover transgender-specific issues, such as name changes and documentation updates?

a) Not important

b) Slightly important

c) Moderately Important

d) Highly important

15. Should public spaces, such as parks and recreational facilities, provide inclusive options for transgender individuals, such as gender-neutral changing rooms?

a) Yes

b) No

c) Neutral

16. How important is it for society to challenge and dismantle societal norms and expectations around gender to create transgender-friendly environments?

a) Not important

b) Slightly important

c) Moderately Important

d) Highly important

- 17. Should transgender individuals have legal protections against discrimination in areas such as employment, housing, and public services?**
- a) Yes, it is essential for successful initiatives
 - b) No, it is not necessary
 - c) Neutral
- 18. How important is it for schools and educational institutions to have policies that address bullying and harassment of transgender students?**
- a) Not important
 - b) Slightly important
 - c) Moderately important
 - d) Highly important
- 19. Do you believe that transgender individuals should be allowed to participate in sports teams and competitions that align with their gender identity?**
- a) Yes
 - b) No
 - c) Neutral
- 20. How important is it for society to promote transgender representation and visibility in media and popular culture?**
- a) Not important
 - b) Slightly important
 - c) Moderately important
 - d) Highly important

ANNEXURE – II
LOVELY PROFESSIONAL UNIVERSITY
(School of Liberal and Creative Arts: Social Sciences& Languages)
DEPARTMENT OF SOCIOLOGY
Interview Schedule for CBOs(2024)

Researcher's Name: Dimithrove K.G. **Gender:** Male

Date:.....

Consent from the Participant

Dear Respondent/Informant/Participant, the following interview schedule has been developed by the Research Scholar(Regn. No.42100021) from the Department of Sociology, Lovely Professional University, Phagwara, Jalandhar, Punjab, India. The purpose of this interview schedule is to gather information about a study on **‘Assessing Social Interventions in Gendered Spaces: A Study of Community Based Organizations on Transgender-Friendly Initiatives in Kerala’**. This interview's main objective is solely academic. Your responses will not be used for any other purpose and your identity will be confidential. Your support in this regard would be significantly appreciated.

General Instructions to the Participant

You are kindly requested to give genuine answers to the questions as it contributes a lot for the success of the study. No identity is required from you. Please feel free to reply. You are entirely free to provide or withhold your consent to participate in this study at any time. Your information will be treated as totally confidential by the researcher, who also agrees not to reveal any specific information to anybody not involved in the study. Thus, its confidentiality is protected.

It is requested that the following questions are to be answered in accordance with your best of knowledge.

Part-I: Demographic Details:

STAKEHOLDERS

**KEY PERSONS FROM CBOS AND OTHER IMPORTANT
STAKEHOLDERS—SUCH AS GOVERNMENT OFFICIALS, HEALTHCARE
PROVIDERS, OR EDUCATIONAL INSTITUTIONS**

Participant's pseudo name/code:

Name of the Organization and Years of Service:

Age:.....

Gender:.....

Education:.....

Position in the Organization:

Role and Responsibilities in the Organization:

Part-II: The perceptions of transgender persons on transgender-friendly initiatives in Kerala.

1. What specific transgender-friendly initiatives does your organization offer or support in Kerala and have you noticed any positive changes in the perceptions of transgender persons towards transgender-friendly initiatives over the years?
2. Are there any specific areas where you believe more support or resources through collaboration or partnerships with government or other stakeholders are needed for implementing transgender-friendly initiatives in Kerala?
3. Can you mention any gaps or areas of improvement you have identified based on the feedback and experiences of transgender persons participating in these initiatives?

Part-III: The role of Community Based Organizations in bringing the issues of transgender persons in main stream.

1. What strategies does your organization employ to raise awareness about transgender issues and promote acceptance in the wider community?

2. What support or resources do you provide to transgender persons to enhance their skills, education, and employment opportunities to better integrate into mainstream society?
3. How do you engage with the media to influence public perceptions and challenge stereotypes associated with transgender persons to foster greater acceptance?
4. What do you see as the future of community-based organizations' role in promoting transgender inclusion and acceptance in mainstream society?

Part-IV: The barriers in the strategy for the development of transgender persons formulated and implemented by CBOs.

1. What specific barriers have you encountered in formulating and implementing strategies for the development of transgender persons?
2. How does your organization address and overcome these barriers within your strategy for transgender development?
3. How do you involve transgender persons themselves in the formulation and implementation of your strategies, particularly in identifying and addressing barriers?
4. How often do you review and assess the effectiveness of your strategies in addressing barriers faced by transgender persons? What steps do you take to make necessary adjustments or improvements?
5. In what ways do you engage with policymakers and advocate for policy changes that can address the systemic barriers faced by transgender persons?

Part-V: The measures for successful implementation of transgender-friendly initiatives.

1. How do you ensure that these initiatives are sustainable and can continue to support transgender individuals in the long term?
2. How do you support transgender individuals in overcoming systemic barriers, such as accessing healthcare, employment, or housing?

3. How do you celebrate and showcase the achievements and impact of your transgender-friendly initiatives to inspire and engage the community?
4. How do you advocate for policy changes or engage with policymakers to support transgender-friendly initiatives at a broader level?



Publications

The Digital Gender Paradox: A Reflective Analysis of Inequality in the Virtual Realm in India

Dimithrove K.G.¹, Dr. Keshlata²

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KEYWORDS

Digital Gender Paradox, Gender Inequality, Virtual Inequality, LGBTQ+ Challenges.

ABSTRACT

V In the fast-evolving digital age, technology promises to break barriers and offer equal opportunities to all. Yet, within the virtual realm of India, a paradox emerges: digital platforms appear inclusive, gender-based disparities persist, reflecting deep-rooted societal inequalities. The research aims to explore the complexities of the "Digital Gender Paradox," focusing on how the digital world both empowers and marginalizes women. By analysing access to technology, participation in the digital economy, and online safety, the study uncovers the subtle and overt challenges women face in navigating the digital landscape. Through a reflective lens, it evaluates the extent to which digital spaces can become catalysts for gender equality or reinforce existing biases. There is significant relationships regarding access to digital resources and participation in the digital economy based on gender and LGBTQ+ identity, particularly influenced by geographic location. The findings shows a t-value of 3.607 and p-value of 0.001, indicating that rural respondents (mean = 2.7310) face more barriers than urban respondents (mean = 2.9877). Government initiatives positively impact online experiences, the F-value of 1.219 and p-value of 0.307 shows no significant age-related differences, emphasizing the need for tailored strategies to bridge the digital gender and LGBTQ+ gap in India.

1. Introduction

The paradox of digital gender in India highlights a certain discrepancy. The nation may be clicking ahead with its technology, but women are often left behind. Indian women have been significant contributors to the workforce, yet barriers of lower mobile ownership and, consequently, restricted internet access face them compared to their counterparts- men. For example, they are 15% less likely to own a mobile phone and 33% less likely to use mobile internet services. Socio-economic factors, like rural-urban disparities and intra-household discrimination, aggravate the digital divide. In this sense, it threatens women's economic empowerment and their engagement in the labour market. The digital gender paradox that dominated India finds root in the complicated interplay between access, education, and socio-economic factors that drives inequality in the virtual world. Despite rapid digitization, large gaps remain between men and women, especially in rural regions. A 2021 report by the GSM states that Indian women are 15% less likely to own mobile phones and 33% less likely to use mobile internet compared to men. It is only in 2020 that, for the first time ever, 25% of adult women owned a mobile phone as opposed to 41% of men; this has resulted in a significant digital divide that has kept women from full empowerment and participation in the digital economy.

A variety of factors converge to produce this gendered digital divide. However, it is first of all a matter of rural-urban divide in terms of digital access. Rural broadband access stands at a mere 29% in comparison to the national average of 51%. In states like West Bengal and Gujarat, fewer rural women own mobiles than do urban women. This division is worsened by economic barriers because low-income households spend a larger percentage of their income on data services as compared to those in the middle-income. For instance, families that earn less than \$2 a day spend about 3% of their monthly earning for just 1GB data, the middle-income families spend only 0.2%. Intra-household discrimination also plays a crucial role in limiting access to women. The fact remains that this insists on the superiority of men as the standard for cultural acceptability, which further creates gender inequalities. The consequences of such segregation are dire; take for example the COVID-19 vaccination period, where hundreds of women did not sign up due to a lack of access to the internet and knowledge of the procedure. Statistics reveal that the online registration, which became a strict factor of the economy, adversely affected the ratio of female-to-male vaccinations tremendously.

The digital landscape in India has significantly transformed the experiences of LGBTQ+ individuals, particularly youth, as evidenced by various scholarly works. "Digital Queer Cultures in India" by Rohit Das

Dimithrove K.G.
10.09.2024

Dr. Keshlata

gupta (2020) emphasizes how online platforms have become vital for queer youth to explore and redefine their identities, facilitating connections and activism also exposing them to online harassment. Another important work, "Queering Digital India" (2020), co-authored by Rohit K. Das gupta and Debanuj Das Gupta, examines the intersection of digital technologies with nationalism and sexual subjectivities in India, illustrating how queer communities utilize digital spaces for mobilization amidst societal challenges. The study "Digital Queer Spaces: Interrogating Identity, Belonging and Nationalism in India" (2019) by Debanuj Das Gupta provides an ethnographic perspective on how queer individuals engage with digital culture in a rapidly changing political context. Collectively, these sources highlight the complex dynamics of empowerment and marginalization faced by LGBTQ+ communities in India's evolving digital realm.

With these challenges, digital technology has transformative ability to facilitate women's empowerment in India. Equitable access to smartphones and the internet facilitates women's easier usage of digital platforms in education, entrepreneurship, and social engagements. Digital literacy among women is also a promising effort; community-based organizations may play a critical role here. Programs aimed at achieving digital financial inclusion and literacy enable the woman to acquire much-needed skills in handling the digital stage well. The government and private sector should contribute to investment in infrastructure that expands connectivity for women. This could be through making digital products affordable and relevant to the needs of women. Address societal biases inhibiting women's access to technology as well. For instance, women-focused education programs will thus equip them with the necessary skills and competencies that will embolden them to fully interact with the digital economy. Of remarkable interest, the United Nations' Sustainable Development Goals acknowledged gender equality as an essential element of sustainable development. Indians' fervour toward the attainment of SDG 5 underlines the requirement of initiatives that are specifically designed to disrupt this source of the digital divide. In fact, India needs to expand women's access and participation in the digital ecosystem to really unlock its full potential through this part of its population. India has indeed begun its journey toward digitization, but the journey to closing the digital gender gap remains tough. This kind of disparity can be addressed through multifaceted policy and social intervention in engaging communities with a commitment to breaking down barriers that favour inequality. Equitable access to technology is not just about women's empowerment; it speaks to the economic potential of India and sustainable development for all.

Objectives

The main objectives of the paper are to examine the extent of gender inequality in access to digital resources and technology in India, to analyse the participation of women in the digital economy and the barriers they face, to evaluate the role of online safety and harassment in shaping women's digital experiences, and to explore the impact of government policies and initiatives aimed at bridging the digital gender gap in India. In the rapidly advancing digital age, technology offers the potential to create more inclusive spaces, yet in India, a paradox exists where gender disparities continue to affect the virtual realm. This research discusses the complexities of the "Digital Gender Paradox," reflecting on the ways in which digital platforms both empower and marginalize women. It highlights the challenges women encounter in accessing technology, participating in the digital economy, and feeling secure in online spaces. By critically analysing these issues, the study aims to uncover how digital platforms may either serve as tools for gender equality or perpetuate existing inequalities in society.

Hypotheses

1. Hypothesis 1: There is a significant relationship between gender and LGBTQ+ identity inequality in access to digital resources and technology and participation in the digital economy in India, with barriers such as socio-economic status, education, and online safety concerns negatively impacting both women's and LGBTQ+ individuals engagement in digital platforms.
2. Hypothesis 2: Government policies and initiatives aimed at bridging the digital gender and LGBTQ+ gap in India have a positive effect on improving online experiences for women and LGBTQ+ individuals, reducing harassment, and enhancing their access to digital resources, thereby promoting greater participation in the digital economy.

Problem statement

The problem addressed in this research revolves around the persistent gender-based inequalities in the digital landscape of India, despite the widespread adoption of technology. Digital platforms have the potential to offer equal opportunities, access, and participation for all, women in India continue to face significant barriers. These

include limited access to digital resources, underrepresentation in the digital economy, and vulnerability to online harassment and abuse. The existing government policies and initiatives aimed at bridging the digital divide have not fully succeeded in eliminating these disparities. This research seeks to investigate the underlying causes of this "Digital Gender Paradox" and assess the effectiveness of current efforts to ensure equitable digital participation for women.

Theoretical framework

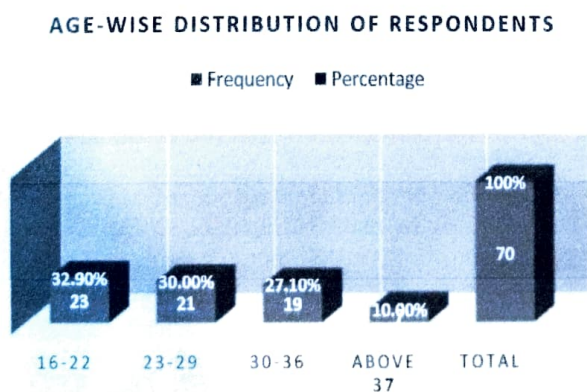
The theoretical framework for this research draws upon a variety of theories that range from the concepts of gender inequality, digital divide, and technological intersection with society. The most foundational theory is the Digital Divide Theory, just as introduced by Norris in 2001. It stresses that there is a difference between those who possess digital technologies and those who do not, further adding that this divide usually mirrors current social inequalities, such as gender. Feminist Theory (Butler, 1990) is yet another critical perspective which postulates that computer-mediated spaces are not nudge-free but rather help maintain patriarchal structures that aggravate gender-based discrimination. The perspectives of Technological Determinism (McLuhan, 1964) are also highly relevant here because technological changes shape social structures but those shaping are not necessarily even-handed, and it usually tends to widen existing gender disparities. Lastly, Social Role Theory, developed by Eagly (1987), explains how gender roles limit the involvement of women in the digital economy and further shape their experiences online. Through these theories, this framework deconstructs how social inequalities of gender are sustained online and offers a base upon which to build the exploration of what sustains this "Digital Gender Paradox" in India.

2. Material and method

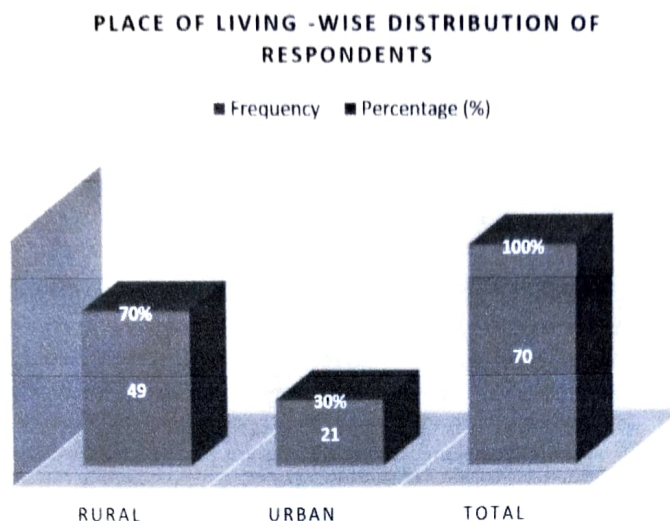
The study adopted a descriptive and survey method, utilizing a structured interview schedule with a three-point Likert scale. Online interviews were conducted through social media platforms, targeting women in both rural and urban areas, LGBTQ+ community members, digital activists, policymakers, and gender studies researchers. A random sample of 70 respondents was selected, with purposive and stratified sampling techniques used. Both qualitative and quantitative approaches were utilized to analyse the data. The selected variables—place of living (rural and urban areas) and age groups (16-22 years, 23-29 years, 30-36 years, and above 37 years)—play a crucial role in testing the hypothesis. By categorizing respondents based on these variables, the study can assess whether factors like geographic location and age influence the responses or behaviours related to the research questions. This approach allows for a detailed comparison across different segments of the population, helping to validate or refute the hypothesis by examining how these variables impact the outcomes.

Variables

The selected variables—place of living (rural and urban areas) and age groups (16-22 years, 23-29 years, 30-36 years, and above 37 years)—play a crucial role in testing the hypothesis. By categorizing respondents based on these variables, the study can assess whether factors like geographic location and age influence the responses or behaviours related to the research questions. This approach allows for a detailed comparison across different segments of the population, helping to validate or refute the hypothesis by examining how these variables impact the outcomes.



Graph 1.1: Age-wise distribution of respondents



Graph 1.1: Place of Living -wise distribution of respondents

Table 1.1 Frequency Distribution of Responses on Gender and LGBTQ+ Inequality in Access to Digital Resources and Online Safetyfr

S. No.	Statement	Yes	No	No Idea	Yes (%)	No (%)	No Idea (%)
1	Do you believe there is significant gender inequality in access to digital resources and technology in India?	63	2	5	90.0%	2.9%	7.1%
2	Are you aware of barriers that prevent women from fully participating in the digital economy? If Yes explain:	51	9	10	72.9%	12.9%	14.3%
3	Do you think online safety and harassment significantly affect women's experiences with digital platforms?	56	3	11	80.0%	4.3%	15.7%
4	Have you observed any positive effects from government policies aimed at reducing the digital gender gap in India?	65	3	2	92.9%	4.3%	2.9%
5	Do you think that increased access to digital technology would empower women in India?	59	1	10	84.3%	1.4%	14.3%
6	Do you believe that cultural and societal norms are major challenges hindering women's access to digital resources in India?	51	6	15	72.9%	8.6%	21.4%
7	Do you believe that discrimination and stigma significantly challenge LGBTQ+ individuals in accessing digital resources and technology in India?	47	6	17	67.1%	8.6%	24.3%

Source: Survey data

Interpretation of Table 1.1

Table 1.1 shows the frequency distribution of interview responses regarding gender and LGBTQ+ inequality in access to digital resources and online safety.

The table indicates that 63 out of 70 respondents (90.0%) believe there is significant gender inequality in access to digital resources and technology in India. This overwhelming majority suggests a strong perception of disparity in access, likely influenced by entrenched cultural norms, limited educational opportunities for women, and a lack of targeted government initiatives to address these gaps. The low number of respondents (2) who disagreed and the 5 who were unsure highlight a general consensus on this issue, emphasizing the urgent need for policies aimed at improving access for women. In response to awareness of barriers that prevent women from fully participating in the digital economy, 51 respondents (72.9%) acknowledged these barriers, while 9 (12.9%) disagreed and 10 (14.3%) were uncertain. This indicates a significant recognition of obstacles such as socio-economic challenges, inadequate digital literacy programs, and insufficient support for women entrepreneurs. The considerable number of respondents who noted barriers reinforces the necessity for targeted interventions to facilitate women's integration into the digital economy. The table shows that 56 respondents (80.0%) believe that online safety and harassment significantly affect women's experiences with digital platforms. With only 3 respondents (4.3%) disagreeing and 11 (15.7%) expressing uncertainty, it is clear that

concerns about safety play a crucial role in shaping women's online engagement. This perception may stem from rising incidents of cyber harassment and the overall hostile online environment women often face, underscoring the importance of effective policies and measures to enhance online safety. Regarding the observation of positive effects from government policies aimed at reducing the digital gender gap, 65 respondents (92.9%) affirmed that they have noticed such effects. Only 3 (4.3%) disagreed, and 2 (2.9%) were unsure. This overwhelming support suggests that respondents perceive government efforts as beneficial, possibly due to initiatives promoting digital literacy and access to technology for women. However, the few dissenting opinions highlight the need for ongoing evaluation and improvement of these policies to ensure they meet their objectives.

A total of 59 respondents (84.3%) believe that increased access to digital technology would empower women in India, with just 1 (1.4%) disagreeing and 10 (14.3%) uncertain. This reflects a strong consensus that access to technology is a critical factor in women's empowerment, likely due to its potential to enhance education, job opportunities, and participation in social and political discourse. The significant support for this statement underscores the importance of addressing digital divides to foster empowerment. The table reveals that 51 respondents (72.9%) believe cultural and societal norms are major challenges hindering women's access to digital resources, while 6 (8.6%) disagreed and 15 (21.4%) were unsure. This indicates a widespread acknowledgment of the societal barriers women face, such as traditional gender roles and stereotypes that limit their access to technology. Addressing these cultural norms will be essential for improving women's access and participation in the digital realm. Lastly, 47 respondents (67.1%) believe that discrimination and stigma significantly challenge LGBTQ+ individuals in accessing digital resources and technology in India, with 6 (8.6%) disagreeing and 17 (24.3%) expressing uncertainty. This highlights the unique challenges faced by LGBTQ+ individuals, who often encounter additional layers of discrimination in accessing technology. The considerable acknowledgment of these issues emphasizes the need for inclusive policies and resources that cater to the diverse needs of all individuals in the digital landscape.

Gender inequality in access to digital resources and technology in India is a significant issue that hampers women's participation in the digital economy. According to the Mobile Gender Gap Report 2021, only 15% of women in India have internet access, compared to 25% of men, highlighting a stark digital divide. The ASER 2023 report further emphasizes this disparity, revealing that males aged 14-18 in rural India are twice as likely to own smartphones (43.7%) compared to females (19.8%). This gap is attributed to cultural norms and intra-household discrimination, which often restrict women's access to digital devices within their homes. Barriers preventing women from fully participating in the digital economy include limited access to devices, low digital literacy rates, and socio-cultural biases. The Mobile Gender Gap Report 2019 noted that Indian females are 56% less likely to use mobile internet than males, with only 29% of internet users being female. These barriers are compounded by harassment and safety concerns online, which significantly affect women's experiences with digital platforms. Reports indicate that many women avoid engaging with technology due to fears of online harassment and lack of safe spaces.

Government policies aimed at reducing the digital gender gap have shown some positive effects. Initiatives like the Pradhan Mantri Gramin Digital Saksharta Abhiyan aim to enhance digital literacy and access in rural areas. Despite these efforts, significant gaps remain; for instance, NFHS-5 data indicates that men are nearly twice as likely as women to have used the internet in rural areas (49% vs. 25%). However, community-based organizations like Mann Deshi Foundation have successfully implemented programs that provide low-cost smartphones and training for women, resulting in increased participation in digital marketplaces. Increased access to digital technology could empower women by creating opportunities for education, employment, and financial independence. Digital platforms can enable women to engage in economic activities previously inaccessible due to mobility restrictions or societal norms. However, this potential remains largely untapped due to persistent barriers.

Cultural and societal norms continue to hinder women's access to digital resources. Patriarchal structures enforce restrictions on women's mobility and decision-making, further entrenching gender disparities. Additionally, LGBTQ+ individuals face discrimination that complicates their access to technology. Reports indicate that societal biases against LGBTQ+ communities can lead to exclusion from educational and employment opportunities within the digital economy. Initiatives are underway to bridge the gender digital divide in India through government programs and community efforts, significant barriers remain. Addressing these challenges requires a comprehensive approach that includes enhancing digital literacy, improving access to technology, and challenging societal norms that perpetuate inequality.

Hypothesis testing

Table 1.2: Mean Difference in the There is a significant relationship between gender and LGBTQ+ identity inequality in access to digital resources and technology and participation in the digital economy in India, with barriers such as socio-economic status, education, and online safety concerns negatively impacting both women's and LGBTQ+ individuals engagement in digital platforms with regard to Place of Living

Variable	Place of Living	N	Mean	SD	t	p
There is a significant relationship between gender and LGBTQ+ identity inequality in access to digital resources and technology and participation in the digital economy in India, with barriers such as socio-economic status, education, and online safety concerns negatively impacting both women's and LGBTQ+ individuals engagement in digital platforms	Rural	49	2.7310	0.34086	3.607	0.001
	Urban	21	2.9877	0.39776		

Source: Primary data

Table 1.2 illustrates the mean differences concerning the relationship between gender and LGBTQ+ identity inequality in access to digital resources and technology and participation in the digital economy in India, segmented by place of living. The data indicates that rural respondents (N = 49) have a mean score of 2.7310 with a standard deviation (SD) of 0.34086, while urban respondents (N = 21) exhibit a higher mean score of 2.9877 with a standard deviation of 0.39776. The t-value of 3.607, obtained from the t-test, is statistically significant with a p-value of 0.001, which leads to the rejection of the null hypothesis. This suggests that there is a significant relationship between gender and LGBTQ+ identity inequality in access to digital resources and participation in the digital economy based on the place of living. The findings indicate that barriers such as socio-economic status, education, and online safety concerns are negatively impacting the engagement of both women and LGBTQ+ individuals in digital platforms. Specifically, rural respondents are likely to face more pronounced challenges due to factors like limited access to resources and technology, which may hinder their participation in the digital economy. In contrast, urban respondents benefit from better infrastructure and greater opportunities for engagement, leading to a higher mean score that reflects their relatively advantageous position in accessing digital resources. The results underscore the importance of considering the effects of geographical location when addressing the inequalities in digital resource access and participation in the digital economy, particularly for marginalized groups such as women and LGBTQ+ individuals.

Table 1.3: Mean Difference in the Government policies and initiatives aimed at bridging the digital gender and LGBTQ+ gap in India have a positive effect on improving online experiences for women and LGBTQ+ individuals, reducing harassment, and enhancing their access to digital resources, thereby promoting greater participation in the digital economy with regard to age

Variable	Age	N	Mean	SD	F	P
Government policies and initiatives aimed at bridging the digital gender and LGBTQ+ gap in India have a positive effect on improving online experiences for women and LGBTQ+ individuals, reducing harassment, and enhancing their access to digital resources, thereby promoting greater participation in the digital economy	Between 16 to 22	23	2.6749	0.36764	1.219	0.307
	23-29 years	21	2.9473	0.35437		
	30-36 years	19	2.2305	0.32423		
	Above 37 years	07	2.5114	0.37193		
	Total	70	2.4671	0.37797		

Source: Primary data

Table 1.3 illustrates the mean differences concerning the impact of government policies and initiatives aimed at bridging the digital gender and LGBTQ+ gap in India, particularly regarding their effects on online experiences for women and LGBTQ+ individuals. The data is categorized by age group, revealing varying mean scores for different demographics. For respondents aged 16 to 22 years (N = 23), the mean score is 2.6749 with a standard deviation (SD) of 0.36764. In comparison, respondents aged 23 to 29 years (N = 21) have a higher mean score of 2.9473 and a standard deviation of 0.35437. Respondents in the 30 to 36 age group (N = 19) exhibit a mean score of 2.2305 with an SD of 0.32423, while those aged above 37 years (N = 7) have a mean score of 2.5114 with an SD of 0.37193. The total mean score for all respondents (N = 70) is 2.4671, with a standard deviation

of 0.37797. The F-value of 1.219, along with a p-value of 0.307, indicates that there is no statistically significant difference in the perspectives of different age groups regarding the effectiveness of government policies and initiatives in improving online experiences for women and LGBTQ+ individuals. The findings suggest that, government efforts may have positive effects on reducing harassment and enhancing access to digital resources, the impact varies across age groups, with younger respondents showing a more favourable mean score. This variability highlights the need for tailored strategies that address the specific challenges and needs of each age demographic to promote greater participation in the digital economy for both women and LGBTQ+ individuals. Overall, the data emphasizes the importance of continuing to evaluate and refine policies to ensure they effectively bridge the digital gender and LGBTQ+ gap in India.

3. Result and discussion

Gender inequality in access to digital resources and technology in India

The issue of gender inequality concerning access to digital resources and technology is a complex one in India, with the effects not just relegated to women but also to the entire LGBTQ+ community. Of course, notwithstanding the advances in digital infrastructure, there have been persistent socio-cultural barriers and systemic hindrances that make justice elusive in equal access to such resources. According to the 2021 Mobile Gender Gap Report, only 15 percent of Indian women are using the internet, while 41 percent use the internet. The most distorted digital gap is against marginalized groups, such as LGBTQ+ groups. Transgender communities have been historically marginalized and economically deprived as well, creating further challenging circumstances while gaining access to digital resources. Oxfam conducted a study which showed that this new digital welfare system of the government excludes large numbers of transgender persons due to socio-economic status and illiteracy of digital savvy. This further confines those not being able to access all sorts of services and benefits designed for them through the application of digital systems. In villages and rural areas, the gender gap is much more pronounced.

The National Family Health Survey (NFHS-5) indicates that men are nearly twice as likely as women to use the internet (49 percent vs. 25 percent). For LGBTQ+ individuals, especially transgender persons, societal stigma and discrimination further exacerbate these disparities. Many transgender individuals face rejection from families and communities, which restricts their access to technology and educational resources necessary for digital engagement. The ASER 2023 report reveals that mobile ownership among young people aged 14-18 is significantly lower for females (19.8 percent) compared to males (43.7 percent). This gap extends to LGBTQ+ youth, who often lack support systems that facilitate access to technology. The barriers include not only financial constraints but also social norms that dictate appropriate behaviour and roles for different genders.

The implications of this digital divide are profound. Women's limited access to technology restricts their participation in essential services such as health care and government programs. During the COVID-19 pandemic, many women missed out on vaccination opportunities due to online registration processes they could not navigate because of a lack of digital literacy. Similarly, LGBTQ+ individuals faced challenges in accessing health information and support services during this period. Economic opportunities linked to digital skills remain largely inaccessible for both women and LGBTQ+ individuals. The World Economic Forum estimates that closing the gender digital gap could boost global economic activity by 524 billion dollars over five years. For India, addressing these disparities is crucial for fostering inclusive economic growth. To bridge this gap, there must be comprehensive strategies in terms of improving the access and affordability of technology for women and LGBTQ+ groups. This comprises initiatives aimed at improving digital literacy and providing support environments that power them to engage more fully in the digital economy. Building these inequalities responds to how one can ensure everyone gets a chance to thrive in an increasingly digital world.

Participation of women in the digital economy and the barriers they face

Socio-cultural, economic, and technological ones place manifold constraints on the participation of women in the Indian digital economy. While this digital infrastructure is galloping at breakneck speed, their access to this fast-expanding new landscape is hindered systematically, though far more importantly, with adverse effects for women in the rural areas. According to NFHS-5 in 2022, only 33 percent of Indian women used the internet, as against 57 percent of the male population. However, the internet usage gap in India is more skewed towards rural areas, where only 25 percent of women have internet access compared to 49 percent of men. This gap is in large part due to intra-household discrimination, with women being denied access to digital devices based on traditional gender roles that favor male use. Indian females have just half as good a chance as males in accessing

mobile internet, with only 35 percent of users being female, as cited in the 2019 Mobile Gender Gap Report.

Economic barriers further exacerbate this divide. Accessing data can consume up to 3 percent of a low-income household's monthly income, making it prohibitive for many women. The lack of digital literacy among women limits their ability to utilize available technology effectively. A report by the Asian Development Bank noted that women are often relegated to low-tech jobs with minimal prospects for advancement due to their limited digital skills. The COVID-19 pandemic underscored the importance of digital technologies in enabling economic transactions and remote work. However, it also revealed how deeply entrenched gender biases affect women's employment opportunities. Eighteen months after the pandemic began, there were 13 million fewer women in employment compared to pre-pandemic levels. This decline was particularly severe among marginalized groups, including LGBTQ+ individuals who also face unique challenges in accessing digital resources. LGBTQ+ individuals often encounter societal stigma that limits their access to technology and educational resources. The intersectionality of gender and sexual orientation creates additional barriers for these communities in participating in the digital economy. Many LGBTQ+ individuals lack support systems that facilitate access to technology and digital literacy programs. To address these disparities, initiatives such as the Pradhan Mantri Digital Saksharta Abhiyan aim to enhance digital literacy among women and marginalized groups. However, these programs need to be more targeted towards women and LGBTQ+ communities to ensure equitable access. Private initiatives like Haqdarshak have trained thousands of women across India on using mobile internet for essential tasks, demonstrating the potential for tailored programs to bridge the digital divide. India's digital economy presents significant opportunities for women's empowerment and economic participation, substantial barriers remain. Addressing these challenges requires a multifaceted approach that includes improving access to technology, enhancing digital literacy, and dismantling socio-cultural norms that perpetuate inequality. Only through concerted efforts can India hope to create an inclusive digital economy that benefits all its citizens.

Online safety and harassment in shaping women's digital experiences

The role of online safety and harassment in shaping women's digital experiences in India is increasingly significant, particularly as the internet becomes more integral to daily life. Over the past decade, smartphone usage among women has surged from 40 million to 200 million, expanding access to digital services for communication, commerce, and content creation. However, this growth has been accompanied by a troubling rise in online harassment. According to the 2020 report by the Internet and Mobile Association of India (IAMAI) and Nielsen, 80% of women regularly encounter digital harassment, including unsolicited calls and messages, with 52% reporting inappropriate content weekly. Alarming, 74% of these harassing communications come from unidentified individuals.

The impact of online harassment is profound. It not only inflicts emotional distress but also limits women's participation in digital spaces. A study conducted by UN Women in 2021 revealed that 58% of girls and young women globally have faced some form of online harassment, leading many to reduce or quit social media altogether. In India, reported cases of cybercrimes against women nearly doubled from 4,242 in 2017 to 8,730 in 2019, with the COVID-19 pandemic exacerbating the situation as internet use surged by up to 70% during lockdowns. Legal frameworks have struggled to keep pace with the rapid evolution of technology and the corresponding rise in cyber violence. The Indian Penal Code and the Information Technology Act provide some protections but lack specific provisions addressing the unique challenges posed by online harassment. For instance, while Section 354D addresses stalking, it does not comprehensively cover the spectrum of cybercrimes affecting women today. Recent initiatives by the Indian government include the Cybercrime Prevention against Women and Children scheme and the establishment of reporting mechanisms like the National Cybercrime Reporting Portal. These efforts aim to enhance awareness and improve response capabilities among law enforcement agencies. The LGBTQ+ community also faces significant challenges within this context. Online spaces can be particularly hostile for LGBTQ+ individuals, who often experience targeted harassment and discrimination. This intersectionality highlights the need for a comprehensive approach that considers the diverse experiences of all marginalized groups in digital environments. To foster a safer online experience for women and LGBTQ+ individuals in India, it is essential to promote digital literacy and awareness about online safety. Educational institutions and civil society organizations must collaborate to equip users with the skills needed to navigate these spaces confidently. A cultural shift is necessary; society must collectively challenge the normalization of harassment and support victims in seeking justice. Advancements in technology have empowered women in India, they also expose them to significant risks. Addressing these challenges requires a multifaceted approach involving legal reform, public awareness campaigns, and community engagement to

create an inclusive digital landscape where all individuals can thrive without fear of harassment or violence.

Government policies and initiatives aimed at bridging the digital gender gap in India

The digital gender gap in India is mainly cited as the gap between males and females where on average access and usage of digital technology is much lower for women compared to men. Such a gap has the far-reaching implications of economic participation and empowerment. Its remedy involves policies and initiatives by governments, though the impact is still not effectively uniform across other government initiatives. One of the notable government initiatives is the Digital India Initiative launched in 2014 with the aim to make India a digitally empowered society and a knowledge economy. While it has made some strides towards increasing overall digital access, it lacks specific measures to target women's digital literacy and access thus rendering the same to widen existing inequalities. Subsequently, Pradhan Mantri Digital Saksharta Abhiyan was launched in 2015 to achieve digital literacy for one member from each household. Though it has skilfully certified over 40 million candidates, its impact on women's digital skills is highly limited since the programs are not exclusively targeted at women. Similarly, the Pradhan Mantri Gramin Digital Saksharta Abhiyan targeted to rural areas has surfaced but is hardly adequately addressing the challenges uniquely faced by women in rural areas.

The National Digital Literacy Mission was also launched to enhance digital literacy across various demographics. It has trained millions, it does not specifically cater to women's needs, which limits its effectiveness in bridging the gender gap. More recently, during the G20 summit in New Delhi in 2023, a commitment was made to halve the digital gender gap by 2030. This commitment emphasizes the need for regulatory frameworks that promote women's participation in digital strategies and enhance their digital literacy. In addition to government policies, several major initiatives have emerged to empower women digitally. The Tech4Good Community (T4GC) is one such platform that empowers women through technology adoption and training for non-profits, fostering greater engagement in the digital economy. Lighthouse Communities provide personalized learning experiences for women, enhancing their access to opportunities and tracking their progress in acquiring digital skills. Another initiative called Karya focuses on creating employment opportunities for women in rural areas through technology-driven solutions, addressing both economic and digital gaps. NASSCOM has also introduced Digital Skilling Programs aimed at equipping women with essential skills like coding and data analytics, thereby enhancing their employability in the tech sector. Additionally, non-profits like FMCH utilize digital tools for training community health workers, improving maternal care and nutrition empowering women in rural settings through skill development. It is crucial to note that these initiatives must also consider LGBTQ+ perspectives since gender identity can complicate access to technology and opportunities further. Ensuring inclusive policies that recognize diverse identities is essential for bridging the digital divide comprehensively. India has made strides towards bridging the digital gender gap through various policies and initiatives, significant challenges remain. Addressing socio-cultural barriers, enhancing targeted training programs for women, and ensuring inclusive approaches are vital for achieving true digital equity in India.

Final reflections of the study

1. Rural respondents face more barriers to digital access compared to urban respondents.
2. Cultural and societal norms significantly hinder women's access to technology.
3. Traditional views on women's roles in households limit their mobility and independence.
4. Online safety and harassment are major concerns affecting women's experiences on digital platforms.
5. Government initiatives have positively impacted women's online experiences.
6. Increased access to digital technology is believed to empower women in India.
7. Societal pressures restrict LGBTQ+ individuals' access to digital resources.
8. Discrimination against LGBTQ+ communities affects their participation in the digital economy.
9. Targeted policies are crucial for empowering marginalized groups in the digital landscape.
10. The research indicates a need for immediate action to create a more equitable digital landscape.
11. Many women avoid engaging with technology due to fears of online harassment.
12. Economic constraints are a major factor limiting women's access to digital resources, particularly in low-income households.

13. The COVID-19 pandemic exacerbated existing inequalities, leading to a decline in women's employment opportunities.

14. Many women miss out on essential services due to a lack of digital literacy, particularly during critical times like the pandemic.

4. Suggestions

1. **Develop Comprehensive Digital Literacy Programs:** Establish targeted digital literacy initiatives specifically designed for women, focusing on essential skills such as internet navigation, online safety, and digital communication. These programs should be accessible in both urban and rural areas to ensure widespread participation.

2. **Implement Financial Assistance for Internet Access:** Create subsidy programs or financial aid options to help low-income households afford internet services and digital devices. This could include partnerships with internet service providers to offer discounted rates for women.

3. **Advocate for Gender-Sensitive Government Policies:** Encourage policymakers to develop and implement strategies that specifically address the barriers women face in accessing digital resources. This includes creating policies that promote equal access to technology in educational and professional settings.

4. **Launch Community Awareness Campaigns:** Initiate awareness campaigns that educate communities about the importance of women's access to technology. Highlight success stories of women who have benefited from digital engagement to inspire others.

5. **Establish Safe Online Environments:** Create and promote platforms that prioritize the safety of women online. This includes implementing robust reporting mechanisms for harassment and providing resources for women to protect themselves in digital spaces.

6. **Promote Female Representation in Technology:** Support initiatives that encourage women to pursue careers in technology, such as mentorship programs, scholarships, and internships. Highlight female role models in tech to inspire the next generation.

7. **Ensure LGBTQ+ Inclusivity in Digital Programs:** Design digital literacy and technology access programs that are inclusive of LGBTQ+ individuals, addressing their unique challenges and ensuring they have equal opportunities to participate in the digital economy.

8. **Collaborate with Community Organizations:** Partner with local NGOs and community groups to deliver training and resources tailored to the specific needs of women. Leverage their existing networks to reach underserved populations effectively.

9. **Utilize Mobile Learning Solutions:** Implement mobile-based training solutions to deliver digital literacy content, especially in rural areas where access to traditional training facilities may be limited.

10. **Foster Partnerships with Technology Companies:** Encourage collaborations between government entities and tech companies to provide affordable devices and internet access for women. This could include donation programs or low-cost financing options.

11. **Create Incentives for Digital Engagement:** Develop programs that incentivize women to engage with digital platforms, such as job placement assistance, financial rewards for completing training, or access to exclusive online resources.

12. **Establish Support Networks for Women:** Create both online and offline support networks where women can share experiences, resources, and opportunities related to digital engagement. These networks can foster community and collaboration.

15. **Regularly Monitor and Evaluate Initiatives:** Implement a system for the ongoing assessment of government and NGO initiatives aimed at bridging the digital gender gap. Use feedback from participants to refine and improve programs continuously.

16. **Encourage Family Support for Women's Digital Access:** Promote family involvement in supporting women's access to technology by emphasizing the shared benefits for the entire household. Educational programs can help families understand the importance of digital skills for women.

5. Conclusion

The digital gender divide in India is very closely interrelated with the empowerment and economic participation of women. Since digital technologies are increasingly becoming part and parcel of everyday life, growing gaps in access and utilization between genders challenge and impede, not only the progress of women but that of the society at large as well. In the context of rapidly expanding internet connectivity—over 700 million active users by the end of December 2022—only 15% of women have an internet connection, while 49% of men (Nielsen Media Internet Report, 2023). In rural settings, the lack of opportunity for women is particularly pronounced, as cultural norms and economic constraints create further barriers to seeking out digital resources. Several barriers are preventing women from fully participating in the digital economy. Limited access to devices, affordability issues, and inadequate education contribute significantly to this divide. According to the ASER 2023 report, male dominance in smartphone ownership persists, with only 25% of adult women owning smartphones compared to 41% of men (ASER Report, 2023). Women often rely on shared household devices, which restricts their online time and limits their engagement with educational or employment opportunities.

Online safety and harassment also play critical roles in shaping women's experiences on digital platforms. Many women report facing threats and harassment online, which discourages them from utilizing digital resources effectively. This environment of fear not only impacts their mental well-being but also restricts their ability to pursue online learning or job opportunities. Government policies aimed at bridging the digital gender gap have shown some positive effects. Initiatives like the Pradhan Mantri Gramin Digital Saksharta Abhiyan focus on enhancing digital literacy among women in rural areas. These programs aim to provide necessary skills and resources for economic empowerment. However, there remains a need for these initiatives to be more inclusive and sensitive to the unique challenges faced by marginalized communities. Increased access to digital technology has the potential to empower women significantly. Bridging the digital divide can provide women with access to education, job opportunities, and essential services crucial for their economic independence (Sattva, 2022).

The hypothesis testing reveals significant relationships regarding digital resource access and participation in the digital economy based on gender and LGBTQ+ identity, particularly influenced by geographic location. The result indicates a t-value of 3.607 and a p-value of 0.001, leading to the rejection of the null hypothesis and demonstrating that rural respondents (mean = 2.7310) face more barriers compared to urban respondents (mean = 2.9877). The government initiatives positively affect online experiences, the F-value of 1.219 and p-value of 0.307 indicate no significant age-related differences, highlighting the need for tailored approaches to effectively bridge the digital gender and LGBTQ+ gap in India. fostering an inclusive digital ecosystem can enhance women's participation in the workforce and promote gender equality. Cultural and societal norms continue to hinder women's access to digital resources. Traditional views often dictate women's roles within households, limiting their mobility and independence, which directly affects their ability to engage with technology. Addressing these biases through awareness campaigns is essential for promoting gender equality in both physical and digital realms. LGBTQ+ individuals also face discrimination that challenges their access to digital resources. Societal pressures and biases against LGBTQ+ communities can restrict their ability to use technology freely, impacting their overall participation in the digital economy. Strides are being made toward bridging the gender digital divide in India through government initiatives and community efforts, persistent barriers rooted in socio-cultural norms continue to hinder progress. Targeted policies and inclusive strategies are crucial for empowering women and marginalized groups in an increasingly digitized world. The need for immediate action is clear: creating a more equitable digital landscape is essential for India's social and economic development.

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Protecting Transgender Youth: Understanding the Intersection of Gender Identity and Child Abuse

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Abstract

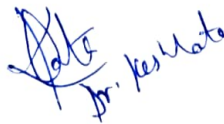
Transgender children encounter societal disapproval beyond the confines of educational institutions, as they are not embraced as esteemed constituents of the populace. The socio-economic circumstances of transgender individuals within our nation unequivocally illustrate that attaining education eludes them. Their primary apprehension resides in their very survival. In essence, transgender individuals at large, and transgender children specifically, are persistently disregarded by consecutive administrations and policy makers. This article examines the complex relationship between gender identity and child maltreatment, highlighting the difficulties faced by children who identify as gender nonconforming as well as the value of fostering inclusive, secure environments that uphold children's rights and dignity.

Keywords: Transgender, child abuse, social exclusion, sexual assault, domestic violence.

Introduction

An individual's sense of being male, female, a combination of the two, or neither is reflected in their gender identity, which is a very personal and important component of their self-concept. It is a facet of human variability that manifests very early in life, frequently long before a kid reaches puberty. For a child to be mentally and emotionally healthy, it is essential to recognize and respect their gender identity. Unfortunately, a child's identification can often leave them open to other types of maltreatment and discrimination because of this component of their makeup (Hillis, 2016). The suicidal tendency among transgender individuals is in an alarming rate due to the violence or abuse they are facing in the day to day life. In a study, it is revealed that 82% of transgender individuals have considered killing themselves and 40% have attempted suicide, with suicidality highest among transgender youth. In a study there were 6800 adolescents aged 15-17 years, including 1130 (16.5%) who indicated some degree of same-gender attraction, 265 (4.3%) who were unsure of their

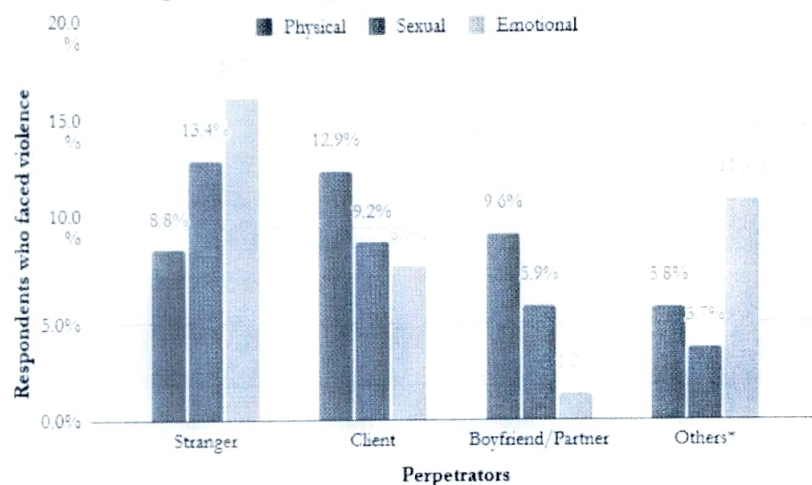

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attraction and 50 (0.6%) who reported a transgender identity. Compared with cisgender, heterosexual adolescents, transgender adolescents showed 5 times the risk of suicidal ideation and 7.6 times the risk of suicide attempt. Youth questioning their sexual orientation had twice the risk of having attempted suicide in their lifetime.

In India abuse of transgender persons begins at the early childhood. In a study conducted by Swasti Health Resource Centre, an NGO, it is revealed that the 4 out of 10 transgender persons were abused during their childhood itself. According to the data, the percent of abuse is 18% in 5-10 age group, 68% in 11-15 age group and 14% in 16-17 age group.

Violence Against Transgender Indians, By Perpetrator



Source: Swasti Health Resource Centre

Some common acts of violence and stress faced by transgender children are:

Social exclusion

Transgender children often face significant social exclusion and discrimination, which can have profound and lasting effects on their mental, emotional, and physical well-being. Here are some key aspects of the social exclusion experienced by transgender children:

1. **Bullying and Harassment:** Transgender children are at a higher risk of experiencing bullying and harassment at school or in their communities. They may be subjected to verbal, physical, or online abuse, which can lead to feelings of isolation and fear.
2. **Peer Rejection:** Many transgender children struggle to find acceptance among their peers. They may face rejection, ostracism, or exclusion from social activities, which can lead to feelings of loneliness and alienation.
3. **Family Rejection:** Some transgender children experience rejection from their own families when they come out as transgender. This can result in homelessness or the need to seek alternative living arrangements, making them vulnerable to further social exclusion.
4. **Lack of Inclusive Spaces:** Transgender children often lack safe and inclusive spaces where they can express their gender identity freely. This can lead to social isolation and a sense of not belonging.
5. **Discrimination in Healthcare and Education:** Transgender children may encounter discrimination from healthcare providers or educators who are unaware of or insensitive to their unique needs. This can result in limited access to necessary medical care and a challenging educational experience.
6. **Mental Health Challenges:** Social exclusion and discrimination can have a significant impact on the mental health of transgender children. They may experience higher rates of depression, anxiety, and suicidal ideation compared to their cisgender peers.
7. **Legal and Policy Challenges:** In some regions, legal and policy frameworks do not adequately protect the rights of transgender children. This can lead to further social exclusion and discrimination in areas such as name and gender marker changes on identification documents.
8. **Access to Support:** Transgender children often lack access to support networks, such as LGBTQ+ youth groups or mental health services, which can help mitigate the effects of social exclusion.

Sexual assault



All children should be very concerned about sexual assault, and unfortunately, transgender children are not exempt from the dangers of such abuse. They could experience particular difficulties and vulnerabilities because of their gender identification. The following are some crucial considerations with regard to sexual assault and transgender children:

1. **Greater Vulnerability:** Due to the prejudice and social marginalization that transgender children frequently experience, they may be more vulnerable to sexual abuse. Because of their histories of bullying, rejection, or homelessness, they may be more susceptible to abuse from those who prey on those they believe to be marginalized or who are less likely to disclose the abuse.
2. **Perpetrators who particularly target transgender people** do so because they think they will be less likely to have their claims believed or supported if they do so.
3. **Lack of Support:** Transgender children may encounter barriers to reporting sexual assault, such as fear of being outed or concerns about how authorities will treat them. They may worry about not being believed or facing victim-blaming.
4. **Barriers to Healthcare:** Access to appropriate healthcare and support services following a sexual assault can be more challenging for transgender children, especially if healthcare providers are not knowledgeable about transgender-specific needs.
5. **Mental Health Impact:** Sexual assault can have severe and lasting mental health effects on transgender children, potentially exacerbating existing feelings of anxiety, depression, or post-traumatic stress.
6. **Legal Protections:** Laws and policies related to the rights and protections of transgender individuals can vary by region. In some places, transgender children may not have legal protections that specifically address their unique needs in the context of sexual assault.

Sexual exploitation and abuse

Sexual exploitation is a serious and deeply concerning issue that affects vulnerable populations, including transgender children and adolescents. Transgender children can be particularly susceptible to various forms of sexual exploitation due to the discrimination and social challenges they often face. Here are some important points to consider regarding sexual exploitation and transgender children:

1. **Vulnerability:** Transgender children may be more vulnerable to sexual exploitation due to the discrimination and social exclusion they experience. They may face higher rates of homelessness, which can expose them to exploitation on the streets.
2. **Survival Sex:** Some transgender children engage in "survival sex" as a means of meeting their basic needs, such as finding shelter or food. They may exchange sexual acts for necessities due to limited resources or a lack of safe housing options.
3. **Grooming and Manipulation:** Perpetrators of sexual exploitation may specifically target transgender children, recognizing their vulnerability. They may use grooming tactics to build trust and manipulate these children into exploitative situations.
4. **Online Exploitation:** The internet can be a platform for sexual exploitation of transgender children. Online predators may use social media or other online platforms to target and exploit vulnerable individuals.
5. **Lack of Awareness:** Many transgender children may not be fully aware of their rights or the resources available to them, making them less likely to report exploitation or seek help.
6. **Stigma and Shame:** Transgender children may experience feelings of shame, stigma, or self-blame related to their gender identity, which can further deter them from reporting exploitation or seeking assistance.

Domestic violence

Domestic violence can affect individuals of all genders and ages, including transgender children. Transgender children who experience domestic violence may face unique challenges and vulnerabilities related to their gender identity. Here are some important points to consider regarding domestic violence and transgender children:

1. **Types of Domestic Violence:** Domestic violence can encompass various forms of abuse, including physical, emotional, sexual, and financial abuse. Transgender children may experience any of these forms within their families or households.
2. **Isolation:** Perpetrators of domestic violence often use isolation as a tactic to control their victims. Transgender children may be further isolated due to discrimination, making it harder for them to seek help or support.



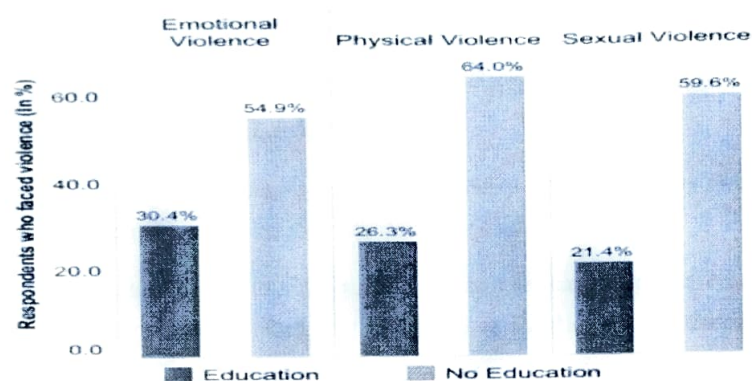
3. **Transphobia:** Domestic violence in the context of transgender children can involve transphobic abuse, such as derogatory comments, misgendering, or threats related to their gender identity.
4. **Barriers to Reporting:** Transgender children may face barriers to reporting domestic violence, such as fear of being outed or concerns about not being believed or supported by authorities.
5. **Impact on Mental Health:** Domestic violence can have severe and lasting mental health effects on transgender children, potentially exacerbating existing feelings of anxiety, depression, or post-traumatic stress.
6. **Lack of Support:** Transgender children who experience domestic violence may lack access to supportive networks or services that understand their unique needs (Hillis, S. et.al., 2016)

Denial of services

The denial of services to transgender children is a form of discrimination that can have serious and harmful consequences for their well-being and development. This discrimination can occur in various contexts, including healthcare, education, housing, and social services. Here are some key points to consider regarding the denial of services to transgender children:

1. **Healthcare Services:** Transgender children may encounter barriers to accessing appropriate healthcare services. Some healthcare providers may refuse to provide gender-affirming care or treatments, such as puberty blockers or hormone therapy, to transgender children. This denial of care can have profound physical and psychological effects on their health.
2. **Mental Health Services:** Transgender children often face higher rates of mental health challenges due to discrimination and social exclusion. The denial of mental health services or therapy that is knowledgeable about transgender issues can exacerbate these challenges.
3. **Educational Services:** In educational settings, transgender children may experience denial of services in the form of bullying, harassment, or discrimination from both peers and educators. They may also face challenges in accessing gender-affirming facilities like restrooms and changing rooms (Chaturvedi, 2017).

Violence Against Transgender Indians By Education



Source: Swasti Health Resource Centre

4. **Housing and Shelter Services:** Some transgender children may experience denial of housing or shelter services due to discrimination or lack of safe and inclusive housing options. This can result in homelessness and further vulnerability.
5. **Social Services:** Transgender children may be denied access to social services, such as youth programs or support groups, that are not inclusive and welcoming of their gender identity.
6. **Legal Protections:** In some regions, there may be insufficient legal protections to prevent the denial of services based on gender identity, leaving transgender children without recourse.

Harassment/sexual harassment

Harassment against transgender children is a significant concern that can have profound and detrimental effects on their mental, emotional, and physical well-being. Transgender children may face various forms of harassment due to their gender identity. Here are some key aspects to consider regarding harassment and transgender children:

1. **Bullying in Schools:** Transgender children are at a higher risk of experiencing bullying and harassment in school settings. They may face verbal abuse, physical attacks, exclusion from social activities, or cyber bullying.



2. **Name-Calling and Misgendering:** Harassment often includes derogatory name-calling and intentional misgendering, where individuals use incorrect pronouns or gendered terms to demean and invalidate a transgender child's identity.
3. **Peer Rejection:** Many transgender children struggle with peer rejection, which can lead to feelings of isolation, loneliness, and low self-esteem.
4. **Family Rejection:** Some transgender children experience rejection from their own families, which can exacerbate their vulnerability to harassment outside the home.
5. **Online Harassment:** The internet can be a platform for harassment and cyberbullying against transgender children. They may be targeted on social media platforms or through online communities.
6. **Discrimination in Sports and Extracurricular Activities:** Transgender children may face harassment, discrimination, or exclusion when participating in sports or extracurricular activities that do not have inclusive policies (Kingsbury, et. al. 2022).

Research Gap

Every child possesses an inherent entitlement to reside with integrity and obtain impartial treatment. Individuals of young age who identify as transgender have perpetually encountered ostracism, confronted prejudice within the confines of India, and have been deprived of a life characterized by integrity. The term "Third Gender" presents notable predicaments. It induces within them a perception of inferiority in comparison to the remaining two genders. Despite the Supreme Court's provision of legal acknowledgment, the practical circumstances have not undergone transformation as it has proven ineffective in mitigating their marginalization.

The complex relationship between gender identity, child maltreatment and the difficulties faced by transgender children is a major problem faced by the society which needs to be tackled and solved before it leads to more issues in the future.

Objectives:

1. To study the problems faced by the transgender children in the society.
2. To spread awareness and highlight the major issues that the transgender children go through in the society.



Research Methodology:

The utilization of methodology facilitates the selection of the most suitable strategies for any investigation. It not only supports the development of research inquiries, but also assists in identifying the most effective approach for conducting any study. Methodology serves as a resource and guide for researchers in addressing research-related issues.

This paper primarily focuses on derivative data. Secondary data is acquired from various sources including books, newspapers, published materials, census reports, reports from the International Labour Organization and the World Health Organization, etc.

Findings

It will take a collaborative effort from families, communities, educational institutions, healthcare providers, and policymakers to address the social exclusion that transgender children experience. These young people can be helped to grow and realize their full potential by fostering open and welcoming environments, educating others about transgender concerns, and giving them access to mental health support.

In the end, preventing sexual assault against transgender children necessitates an all-encompassing strategy that addresses both the particular vulnerabilities they experience and the larger societal problems of stigma, victim-blaming, and prejudice.

Transgender children's sexual assault must be addressed with compassion and understanding. To assist transgender kids who have been sexually assaulted:

1. Believe and Support: If a transgender child discloses a sexual assault, it is crucial to believe and support them. Listen to their feelings and concerns without judgment.
2. Seek Professional Help: Encourage the child to seek medical attention and counseling from professionals who are knowledgeable about transgender issues and trauma.
3. Report to Authorities: If the child wishes to pursue legal action, support them in reporting the assault to the appropriate authorities.
4. Create Safe Spaces: Advocate for and create safe and inclusive spaces where transgender children can find support and protection.



5. Raise Awareness: Work to raise awareness about the vulnerabilities of transgender children to sexual assault and advocate for policies that protect their rights and safety.

It is essential to approach the issue of sexual exploitation among transgender children with sensitivity, compassion, and a commitment to providing them with the support and protection they need to live safe and fulfilling lives. Addressing sexual exploitation among transgender children requires a multi-pronged approach:

1. Education and Awareness: Raise awareness about the specific vulnerabilities of transgender children to sexual exploitation among communities, law enforcement, and service providers.
2. Support Services: Ensure that there are accessible and culturally competent support services available for transgender children who have experienced exploitation, including shelter, counselling, and legal assistance.
3. Prevention Programs: Develop and implement prevention programs that address the unique needs of transgender children and promote their safety.
4. Legal Protections: Advocate for and enforce legal protections that address the exploitation and abuse of transgender children.
5. Empowerment: Empower transgender children with knowledge about their rights and available resources. Encourage them to seek help when needed.
6. Safe Housing: Work to increase the availability of safe and inclusive housing options for transgender children to reduce their risk of exploitation on the streets.

It is crucial to approach the issue of domestic violence among transgender children with sensitivity, empathy, and a commitment to providing them with the support and protection they need to live safe and fulfilling lives. Addressing domestic violence among transgender children requires a comprehensive and empathetic approach:

1. Counselling and Support Services: Provide access to mental health counselling and support services that are knowledgeable about transgender issues and trauma.
2. Legal Protections: Advocate for and enforce legal protections that address domestic violence in the context of transgender children and their families.



3. Education and Training: Offer education and training to service providers, law enforcement, and healthcare professionals on the unique needs and vulnerabilities of transgender individuals experiencing domestic violence.
4. Empowerment: Empower transgender children with knowledge about their rights and available resources. Encourage them to seek help when needed.
5. Crisis Helplines: Establish crisis helplines or hotlines specifically tailored to the needs of transgender children facing domestic violence.
6. Community Support: Create safe and inclusive community spaces and networks where transgender children can find support and protection.

Ensuring that transgender children have equal access to services and support is crucial for their well-being and for fostering a more inclusive and equitable society. Discrimination and denial of services can have serious and long-lasting negative effects, so it is essential to address these issues promptly and effectively. Addressing the denial of services to transgender children requires a concerted effort to combat discrimination and promote inclusivity:

1. Legal Protections: Advocate for and enforce legal protections that explicitly prohibit discrimination based on gender identity in various service sectors, including healthcare, education, and housing.
2. Education and Training: Provide education and training to service providers, educators, and healthcare professionals to increase awareness and understanding of transgender issues and the importance of providing inclusive services.
3. Supportive Policies: Develop and implement policies that support the rights of transgender children to access gender-affirming care and inclusive educational environments.
4. Support Networks: Create supportive networks and organizations that offer services specifically tailored to the needs of transgender children, including mental health support, legal advocacy, and shelter options.
5. Community Awareness: Promote community awareness and acceptance of transgender individuals to reduce discrimination and bias in service provision.



6. Empowerment: Empower transgender children and their families with information about their rights and available resources to help them navigate and challenge denials of services (Austin, 2022).

It is essential to take a proactive stance against harassment targeting transgender children, as it can have severe and lasting consequences on their well-being. Creating safe and inclusive environments, raising awareness, and promoting acceptance are critical steps toward ensuring that transgender children can thrive and be themselves without fear of harassment or discrimination. Addressing harassment against transgender children requires a multi-faceted approach:

1. Safe School Environments: Schools should implement anti-bullying policies that explicitly include protections for transgender children. Educators should receive training on gender diversity and inclusion.
2. Peer Education: Promote peer education and awareness programs to foster understanding and acceptance among students and reduce harassment.
3. Reporting Mechanisms: Ensure that there are clear and accessible reporting mechanisms for harassment incidents, and take swift action to address them.
4. Legal Protections: Advocate for and enforce legal protections that explicitly prohibit discrimination and harassment based on gender identity.
5. Supportive Families: Provide resources and support to families of transgender children to encourage acceptance and reduce family rejection.
6. Mental Health Services: Offer mental health services and counseling to transgender children who have experienced harassment to help them cope with the emotional toll of harassment.
7. Community Support: Create safe and inclusive community spaces and networks where transgender children can find support, mentoring, and a sense of belonging.
8. Online Safety: Educate transgender children about online safety and provide guidance on how to protect them from cyber bullying (United Nations Children's Fund, 2017).

Conclusion

Transgender children need ongoing advocacy and assistance within the educational framework in order to effectively confront societal prejudices surrounding their self-identification. The implementation of inclusive educational policies and curricula focused on gender inclusivity holds the potential to instigate a fundamental shift in prevailing societal outlooks. As Lakshmi Narayan Tripathi, a transgender activist once said, "I don't want anything else, just treat me with dignity and normalise our existence in the society. I don't want your sympathy. I want your love and respect." And this longing for dignity and love can only end with gender-sensitive social spaces and a gender-inclusive education system.

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