

**THE ROLE OF SOCIAL-ENTREPRENEURSHIP IN THE
EMPOWERMENT OF THE TRANSGENDER COMMUNITY:
A STUDY OF SELECT TRANSGENDER SOCIAL
ENTREPRENEURS IN INDIA**

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**in
COMMERCE**

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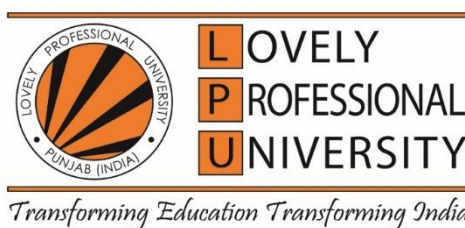
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**LOVELY PROFESSIONAL UNIVERSITY, PUNJAB
2025**

DECLARATION

I, hereby declare that the presented work in the thesis entitled “**The role of social-entrepreneurship in the empowerment of the transgender community: a study of select transgender social entrepreneurs in India**” in fulfillment of my degree of **Doctor of Philosophy (Ph. D.)** is outcome of research work carried out by me under the supervision of Dr. Pretty Bhalla, working as Professor, in the Mittal School of Business 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 “**The role of social-entrepreneurship in the empowerment of the transgender community: a study of select transgender social entrepreneurs in India**” submitted in fulfillment of the requirement for the award of degree of **Doctor of Philosophy (Ph.D.)** in Commerce, is a research work carried out by Komal Diwakar Registration No. 12105604, is bonafide record of 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.



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Abstract

This study examines the nature and extent of social entrepreneurship and transgender employment in India with a focus on particular contexts and cases of the selected transgender social entrepreneurship ventures. Social entrepreneurship, where financial and social profitability go hand in hand, is a promising concept for the establishment of many, while it can positively impact marginalized groups, those discriminated against by society. Transgender people continue to be one of the most oppressed minorities in India, lacking basic rights, experiencing discrimination, prejudice, and exclusion from economic as well as social opportunities. Although there have been enhancements in legal status due to legislative reforms, such as the 2019 Transgender Persons (Protection of Rights) Act, trans people remain restricted in terms of job opportunities and self-sufficiency. The major aim of the present research is to elucidate the means of social entrepreneurship among the transgender population in India and its role in bettering the economic and social circumstances and general quality of life of transgender individuals. Indeed, this study also seeks to establish the difficulties that the transgender social entrepreneurs encounter and the ways of managing these difficulties.

The study is exploratory and descriptive in nature and uses both qualitative and quantitative techniques in data collection and analysis in order to give a detailed analysis of the phenomenon. The part of the research with a focus on the qualitative aspect is about carrying out a number of interviews with the intent to explore the topic & objective and to gain rich and meaningful insights into the lives, the motivation and the challenges of the transgender social entrepreneurs as well as the potential social impact of their endeavors. The quantitative side supplements this with the demographic, social, and economic factors of 31 transgender entrepreneurs and 100 transgender employees to give a larger view on how social entrepreneurship is creating empowerment among transgender community. Some of the findings of the study regarding the demographic, social, and economic characteristics of the transgender respondents, found in this study, include the following; Regionally, where most of Transgender entrepreneurs have been found, Delhi takes the lion share while others such as Chandigarh, Haryana, and West Bengal have transgressed the quota. Entrepreneurs are mostly between 30-40 years of age and are mostly fall in the General caste category. In terms of schooling, approximately 40% of the country's transgender entrepreneurs are graduates; nevertheless, practical documentation is difficult to obtain,

limiting their chances to receive official documentation and access financial assistance from the government.

Currently, transgender social entrepreneurs work in all sectors; however, they are common in the food, fashion, and farming sectors. These enterprises include mostly small to medium enterprises that are most of the time are owned as sole traders or partnership ventures. The problem of unemployment and the way these enterprises solve it is one of the common features of these businesses: most of them are focused on employing transgender people, giving them a chance to become financially independent. They also include social causes or goals that are usually institutionalized to address issues of equity, diversity, equality, & Inclusion at workplaces, community welfare, awareness among others. However, transgender social entrepreneurs experience key challenges that prerequisite to unveil, namely discrimination, financial marginalization, deficiencies in acquiring capital and technology, and access to raw materials. The results reveal that social entrepreneurship intervention positively impacts Transgenders' economic opportunities independence and social and personal respect amongst the Transgender community in India. The research also found that 93.5 % of enterprises run by trans people produce profits, which can sustain the financial growth and development of the trans population in the long run. Finally, these enterprises offer stable revenues and ensure the proper quality of life, as well as guarantee respect and recognition of transgenders in society. Analyzing it from the social inclusion point of view, it reveals that there is a marked enhancement of transpeople's rights to housing, education, health care, and financial services through involvement in enterprises. Transgender entrepreneurs & employees state that they have got better access to necessities- secure water supply and sanitation- and enhanced relations with the public authorities and the public in general. Also, entrepreneurship has helped the transgenders to have a better-lives, more people in politics and the society. Social entrepreneurship has also made a marked contribution in awakening the self-awareness and self-acceptance among the transgender, and also in conferring decision-making authority to them thus leading to their empowerment.

This study set out to contribute to the understanding of how social entrepreneurship is empowering the transgender community in India and how it is ultimately paving the way towards social inclusion. A total of five objectives were finalized for conducting the study. The first objective of the study was to explore the social entrepreneurship

practices prevailing in India. For this, a total of 17 social entrepreneurship practices were identified under 3 constructs, namely- Framing, convening, and multivocality. through SLR, PRISMA analysis, and exploratory analysis, which were conducted with 10 different case studies of selected social entrepreneurship ventures in India. By looking closely at their work through the lenses of "Framing, Convening, and Multivocality," we can see that the future of social entrepreneurship lies in these methods that combine generating revenue with doing good for society (Suchman 1995; Kimberly 2006). They put a lot of emphasis on strategy planning and making sure that business operations are in line with social missions (e.g., Amul, SELCO) (Badgett et al., 2021; Khalid & Vijayasingham, 2022). At the same time, they keep profitability and sustainability at the center (e.g., FabIndia, Mitticool). Through responsible management, these businesses (like Goonj and Aravind Eye Care) make sure that everyone is held accountable and that everything is clear and transparent (Essers et al., 2023; Vohra et al., 2015). Leaders and people with a passion for making the world a better place are encouraged (see Kineer Services and Amul) (Zachariah & Nandini, 2023; Vohra et al., 2015). Productivity (e.g., Aravind), teamwork, skill-building, and informal communication (e.g., Goonj, Mitticool) are the main topics of convening practices (Bornstein & Davis, 2010; Levin, 1999; Vohra et al., 2015; Bell et al., 2011; Hafiz et al., 2022). Lastly, multivocality makes sure that there is diversity, that everyone has a say in decisions, and that people can network (e.g., Lijjat, SELCO) by using "less-formal structures" and "cooperative environments (Essers et al., 2023; Williamson et al., 2024; Vohra et al., 2015; Bruce & Packard, 2016)." Collectively, these practices give power to underrepresented groups, encourage new ideas, and make organizations stronger.

The second objective of this study was to access the application of social entrepreneurship practices among the transgender community in India. Results demonstrate strong operational practices in social entrepreneurship. Their practices align with goals of societal impact, community empowerment, and sustainability. Under Framing construct, (100%) Focus is on strategic planning, profitability, transparency, leadership, social value creation and sustainability (90.3%), accountability (90.3%). Under Convening construct, (100%) emphasis is on productivity, capability building, fostering a learning culture, teamwork, and Developing Informal Communication Process (93.5%). Under Multivocality construct,

(100%) Importance is on promoting networking, diversity, adopting less formal organizational structures, Ensuring a co-operative Participatory environment, and inclusive decision-making (90.3%). To conclude, Transgender-led social enterprises in India showcase excellence in adopting and operationalizing key SE practices. Their approach contributes significantly to long-term success, innovation, and societal betterment. Transgender-led social enterprises contribute to building social capital, addressing transphobia, and reducing discrimination.

The third objective of this study was to explore the role of social entrepreneurship in empowering the transgender community in India. High scores in all the dimensions of the measurement of empowerment indicated that self-acceptance obtained 100 % and self-awareness 99%, showed that these ventures empowered transgender not only economically but also personal identity ventures. The study revealed that 99% of transgender respondents displayed a high level of self-identification and strength, with 100% accepting their identity without biases. This underscores social entrepreneurship's role in fostering self-acceptance and identity development within marginalized groups. The study found that 99% of respondents felt capable of making independent decisions, enhancing their confidence and involvement in community affairs. Findings concludes that social enterprises contribute to building skillsets, supportive networks, and societal integration, improving the overall well-being and participation of transgender individuals in society.

The fourth objective of this study was to find out the role of social entrepreneurship in enhancing the social inclusion of the transgender community in India. Findings concludes that social entrepreneurship is pivotal in advancing the social inclusion of transgender individuals by addressing critical aspects of economic empowerment, access to services, and institutional cooperation. The 100% of transgender entrepreneurs reported positive changes in their housing situations, 100% societal cooperation reported by transgender entrepreneurs and the 88% of transgender employees leading dignified lives demonstrate the profound impact of social entrepreneurship on the overall well-being of the transgender community. By promoting financial independence, education, and healthcare access, social entrepreneurship aligns with several SDGs and contributes significantly to the realization of the 2030 Agenda.

The fifth objective of this study was to identify the challenges faced by the transgender social entrepreneurs and strategies adopted by them vis-a vis the challenges. The findings unveiled that the business opportunities of transgender individuals in India are financially, legally, socially and culturally constrained. The study highlights significant difficulties such as transphobia (experienced by 96.8% of respondents), bureaucratic hurdles, and exclusionary financial systems that limit access to resources, networks, and legal recognition. Stress has been placed on the necessity of identifying various specific opportunities that exist for future growth, such as increasing funding, education, as well as various community support programs aimed at helping those in the Trans community interested in businesses (Thinakaran, 2019; Chakkunny & Raj T, 2020). If these issues are addressed in an integrated manner, then society will be able to create the necessary opportunities of business for Transgenders that will help them to be beneficial to the economy as well as the social setting (Mahmud, 2024; Diwakar et al., 2024). Discrimination not only restricts economic opportunities and access to business networks but also erodes self-confidence, hindering entrepreneurial growth and inclusion in the formal economy (Divan et al., 2016; Waite, 2021). As its solutions, advocacy initiatives are crucial to combat prejudice, foster societal acceptance, and empower transgender entrepreneurs. Social entrepreneurship acts as a channel for inclusion, restoring self-esteem, and enabling meaningful societal participation (Nicholls, 2010; Ebrahim & Rangan, 2010). Overall, This study highlights the transformative potential of social entrepreneurship in empowering the transgender community in India, bridging economic, social, and systemic gaps. It underscores how transgender social entrepreneurs create sustainable income opportunities, inclusive workplaces, and challenge societal norms, thereby restoring dignity and fostering societal acceptance. Despite facing barriers like financial exclusion, legal challenges, and discrimination, their resilience demonstrates the need for targeted policy interventions, private sector support, and advocacy to dismantle prejudices. By facilitating such ventures, India can build a more progressive and inclusive society, recognizing and harnessing the capabilities of marginalized individuals as productive citizens.

As for the limitation, the study also reveals that there are several issues that affect the transgender entrepreneur, such as discrimination, the formal system, and credit exclusion. It is common for business owners to face the issue of underfunding as the

majority of the banking organizations fairly demand legal documentation & collateral that those existing as trans, especially with non-binary people of color, cannot afford. Competition persistently presents a challenge, there is limited marketing infrastructure to accommodate the business, and lastly, access to raw material and technology is also not easy for transgender individuals who own businesses. Furthermore, discrimination and transphobia are still present, which affects not only the entrepreneur but also their workers and clients. To surmount these challenges, the transgender social entrepreneurs have employed the following solutions: getting a managerial and entrepreneurial education, looking for mentors from NGOs and other private institutions, and employing risk management techniques. The study also recommends that developing strong support systems, improving the knowledge of the financial management, and promoting policies can improve the situation of the transgender entrepreneurs even further. Other approaches which can be useful include raising the awareness of the general population to transgender people, partnership with inclusive businesses, and advocacy for creating employment equity for transgender people.

From the findings of the research, it is indicated that there is a need to embrace a favorable entrepreneurship environment of improvement so as to support the transgenders in an endeavor to attain a sustainable means of income as well as promote the rights of socially inclusiveness in the society. In the final analysis, therefore, it can be concluded that adopting the best policies that focus on helping the transgender social enterprising, training and equipping them in order to ensure they overcome the challenges they encounter daily policymakers, NGOs, as well as the private institutions have a central role to play in ensuring that the transgender community has its breakthrough. Besides, the further qualitative and quantitative research concerning the demographic characteristics and entrepreneurial experiences of the Transgenders with detailed focus on regional differentiation in India and comparison to the minority entrepreneurs in different fields is needed. Therefore, this present research suffices to provide an understanding that social entrepreneurship can be applied to enhance the welfare of the transgender community in India. Transgender social entrepreneurs need to venture into business, it assists them change their own lives, but at the same time assist change in society by enhancing equal opportunities for everyone. The results of this study show how the systematic oppression of the transgender population can be overcome and offer practical information for how further progress can be made. Thus,

the transgender social entrepreneurship helps to explore how economic empowerments enhance social value creation based on the contextualized needs of the marginalized people in India. The work adds to the body of knowledge on social entrepreneurship and transgender community, and provides policy and strategy pointers for those wishing to advance fair and inclusive economic growth. Therefore, it should be understood that, with India further developing as a diverse and dynamic economy, the functions of social entrepreneurship in enhancing social equity and providing those on the periphery of society with opportunities will be increasingly important.

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“Before the throne of the Almighty, man will be judged not by his acts but by his intentions. For God alone reads our hearts”

-Mahatma Gandhi

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LIST OF ABBREVIATIONS

Abbreviation	Definition
ANI	Asian News International
BCE	Before Common Era
CBOs	Community-Based Organizations
CE	Common Era
CSR	Corporate Social Responsibility
CTS	Craftsman Training Scheme
DBT	Direct Benefit Transfer
DDU-GKY	Deen Dayal Upadhyaya Grameen Kaushalya Yojana
DINK	Dual Income No Kids
EMES	Emergence of Social Enterprise in Europe
ETSEMT	Empowerment creation by Trans Social Entrepreneurship Measurement Tool
FSCS	Food Safety Compliance System
FSSAI	Food Safety and Standards Authority of India
FTM	Female to Male
GDP	Gross Domestic Product
GEM	Global Entrepreneurship Monitor
HIV- AIDS	Human Immunodeficiency Virus- acquired immunodeficiency syndrome
ICMR	Indian Council of Medical Research
ISEs	Indigenous Social Enterprises
JSS	Jan Shikshan Sansthan Scheme
KDS	Kerala Development Society
LGBTI	Lesbian, Gay, Bisexual, Transgender, and Intersex
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual, and others
MNREGA	Mahatma Gandhi Rural Employment Guarantee Act
MSDE	Ministry for Skill Development and Entrepreneurship
MSME	Micro-Small and Medium Enterprises
MTF	Male to Female
NACO	National AIDS Control Organization
NACO	National AIDS Control Organization
NALSA	National Legal Services Authority
NAPS	National Apprenticeship Promotion Scheme
NBCFDC	National Backward Classes Finance and Development
NCT	National Council for Transgender Persons
NGO	Non-Governmental Organization
NHRC	National Human Rights Commission
NSS	National Sample Survey
NSSH	National Scheduled Caste and Scheduled Tribe Hub
OBC	Other Backward Classes
OECD	Organisation for Economic Co-operation and Development
OPC	One person company
PDS	Public Distribution System

PE	Psychological Empowerment
PM-DAKSH	Pradhan Mantri Dakshta Aur Kushalta Sampann Hitgrahi Yojana
PM-JAY	Pradhan Mantri Jan Arogya Yojana
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PRISMA	Preferred Reporting Items for Systematic Reviews and Meta-Analyses
PUCL	Peoples Union for Civil Liberties
RISE	Reimagining Inclusion for Social Equity
RRI	Reproductive Rights Initiative
RTE	Right to Education Act
SDGs	Sustainable Development Goals
SDMP	strategic decision-making process
SE	Social Entrepreneurship
SELCO	Solar Electric Light Company
SEWA	Self-Employed Women's Association
SHGs	self-help groups
SLR	Systematic Literature Review
SMEs	Small and Medium Enterprises
SMILE	Support for Marginalized Individuals for Livelihood and Enterprise
SOGIESC	Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
SRS	Sex reassignment surgery
STDs	Sexually Transmitted Diseases
TG	Transgender
TSE	Trans-Social Entrepreneurship
TSEAT	Trans Social Entrepreneurship Assessment Tool
UGC	University Grant Commission
UN	United Nations
UNDP	United Nations Development Programme
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNHRC	United Nations Human Rights Council
WHO	World Health Organization

CHAPTER 1

INTRODUCTION

1.1 Introduction

The appearance of the word 'entrepreneur' was first and foremost appeared in Cantillon's text. The term "entrepreneur" dates to the 17th and 18th centuries in French economics. It means "someone who performs a task" in French. Entrepreneurship is the process of producing something new and valuable while putting in the necessary effort, taking on the associated financial, psychological, and social risks, and reserving the benefits of financial and personal success and autonomy (Hisrich & Peters, 2002). It also improves the poverty line of a nation by generating self-employment and economic independence with human capital management. Basically, there are four pillars for economic growth namely- human capital, social capital, institutional and entrepreneurship. The achievement of economic growth results in reducing unemployment, poverty & inequality problems (Prasetyo & Kistanti, 2020).

There are four different kinds of entrepreneurship start-ups, small firms, social entrepreneurship and large organizations (Kiradoo, 2018). Social Entrepreneurship (SE) is a kind of entrepreneurship, performed with a social vision to contribute to social value. It can be seen as a tool for solving social problems in a sustainable way which addresses the joint needs of solving social problems and revenue creation. Social entrepreneurship is a very young concept in this practical world and is still considered in its infancy steps in the academic field (Johnson, 2002). Social entrepreneurs are keen to uncover more resources and methodically channel them to the community for optimal resource usage and conversion (Yaduvanshi & Narendran, 2017). Based on the understanding developed from the literature review on social entrepreneurship, we can say that it focuses on the concept of 'working within the community' for the upliftment and development of weaker communities rather than promoting the culture of 'working for the community'.

In 2014, transgenders were given the status of "Third Gender" in India, but they are discriminated against in our society due to their gender non-confirmation issues and cross-dressing practices which ultimately results in their social exclusion. As per the National Human Rights Commission Report, 2018 India, 96% of transgenders are denied jobs and any kind of employment opportunities which results in their poor socio-economic status due to unemployment and illiteracy. Despite being legally recognized as the third gender in 2014 by the honorable Supreme Court of India, the transgender community in India faces huge discrimination in every sphere, mainly in terms of employment which ultimately results in their poverty. They are denied employment just because of their gender non-conformity issues. Lack of employment is the main problem for this community and those who got employment have to face severe discrimination at their workplace from their co-workers and employers. In 2017, Kerala's Kochi Metro Rail Ltd. Employed 23 transgenders at work but 8 of them quit their jobs within a month due to refusal by several landlords to give accommodation to them (Aron, 2020). This incident is evident enough about the seriousness of discrimination which transgender face at the cost of their hard-earned jobs. In 2019, a transgender individual from Gorakhpur was selected for the railway technician associate position, but it remains unclear whether he was definitively hired. In 2020, the Noida Metro Rail Station dedicated one of its stations to the transgender community renamed it "Pride Station" and employed six transgender persons via contractors. Karnataka became the first state to allocate 1% reservation of public sector employment to transgender persons in 2021 (*Transgender and Unemployment in India*, 2022). Still, Transgender employees face abusive co-workers, unprepared employers and cultural challenges at their workplace (Raynor, 2022). The denial and disrespect of Transgender negatively affect their self-esteem. Transgenders are treated as a curse by society which is very sad but a true reality of our Indian society. Because of their ill conditions, they are regarded as vectors of HIV-AIDS, as their main job is regarded as badhais, paid sex, begging and drug abuse. It was found in a study that around 23% transgenders are compelled to engage themselves in sex work out of discrimination and exclusion, due to which they are at (49 times) almost 50 times more at risk of living with HIV and other STDs compared to the general population which is a clear sign of their health deteriorating plight (NHRC, 2018). Also, due to an increase in awareness of socio-

legal aspects of the transgender community, it is expected that more young transgenders will come out of their closets soon. So, the need for their support and upliftment is a necessity and responsibility of our society. Hence, the main question mark on Indian society- “How transgenders will be able to earn with dignity and spend with freedom” need to be answered. These issues highlighted the need to pay attention to employment creation practices within this community, in the wake of this we can now see many great examples of successful trans-entrepreneurs in different fields who are creating employment opportunities for themselves and their community members. A 'Trans-Entrepreneur' is a transgender person who starts, possesses, runs, or actively participates in an enterprise or business, usually for financial independence and in some instances, to make a difference within and outside the transgender community. The objectives of trans-entrepreneurs go beyond earning a living, they often set up businesses to transform social attitudes, enhance inclusion, and empower other marginalized persons, especially those with diverse gender identities (Diwakar et al., 2025; Diwakar et al., 2024). It is evident from the literature review that social entrepreneurship traps a huge potential for the betterment of marginalized communities all around the world, so its introduction to the transgender community is the need of the hour. Their income will help them stay on their feet. In India, transgenders are struggling for their respect and inclusion. Despite many barriers, transgender social entrepreneurship culture is bringing new hopes in the lives of the transgender population which will guide, motivate and help the budding and aspiring trans entrepreneurs as well. Bill Drayton, Ashoka CEO & Founder said "Social entrepreneurs are not content just to give a fish or teach how to fish. They will not rest until they have revolutionized the fishing industry." In this direction, this study tries to highlight the role of transgender social entrepreneurship in creating jobs, innovation, growth as well as development among the transgender community. It is helping to enhance the gender equality, empowerment and social inclusion of the transgender community in our mainstream society. Through this exploratory study, the entrepreneurial ventures fully operated and managed by transgenders can be brought to the limelight and referred to be Trans social entrepreneurial ventures and transgender entrepreneurs can be regarded as trans-social entrepreneurs. This research study will serve as a base study for future studies

regarding the role of social entrepreneurship in transforming the empowerment revolution among transgender community members that can be explored further.

1.1.1 Social Entrepreneurship

The idea of business social responsibility has originated from the concept of social entrepreneurship. Literature shows that social enterprise has evolved into different aspects. The growth of social entrepreneurship is connected to the rise of the "social economy" in France in the 1970s, which was marked by cooperative groups that helped each other, to Joseph Banks' groundbreaking study "The Sociology of Social Movements" (1972), which at first coined the term "social entrepreneur," and to Young's (1983) writings on creative non-profit entrepreneurs that were influenced by Schumpeter's ideas. Braunerhjelm and Hamilton (2012) found three main factors that have affected the growth of social entrepreneurship worldwide. These are a decrease in the government's provision of goods and social services, unequal income distribution, and more competition in the field of non-profit organizations for donations and grants.

Social Entrepreneurship (SE) is a burgeoning field of inquiry (Kannampuzha & Hockerts, 2019) and a nascent phenomenon for addressing intricate social exigencies. As asserted by Parker (2018), Social entrepreneurship is a pivotal source for engendering or establishing employment and jobs. "Not only can social enterprises offer greater work opportunities, but they can also function as advocates and catalysts for employing individuals beyond the conventional aspects." According to Maksimov et al. (2017), social entrepreneurship is an efficacious approach to alleviating poverty and fostering economic advancement in low-income and economically devastated regions of the world. Social entrepreneurship has been recognized as a potentially beneficial strategy for revitalizing disadvantaged communities by improving the skills of the unemployed and facilitating their return to work, generating additional jobs. In SE, opportunities can be derived from emergent needs or long-standing inefficiencies (Austin et al., 2006)- that is, the awareness of unmet societal needs leads to opportunity recognition and the formation of social ventures to help fill the gaps (Yitshaki & Kropp, 2016). For social enterprises, there are many opportunities to address disadvantage, poverty, and social exclusion, and many have been created to deliver

health care, employment, housing, social care, education, arts, culture, environmental, and recycling services.

The word "social entrepreneurship" has only been used formally in the last few decades, but the practice has been around for a long time and has changed with the times (Choi & Majumdar, 2014). Social entrepreneurship has spread worldwide (Nicholls & Cho, 2006) and has become an active field of study and activity in the last twenty to thirty years (Hulgård, 2010; Nandan & Scott, 2013; Choi & Majumdar, 2014). Florence Nightingale was one of the first to do groundbreaking work in modern nursing, and Vinoba Bhave did great things in India's Land Gift Movement. As a field of practice, social entrepreneurship began with Bill Drayton's Ashoka. This organization gave grants to creators with ideas for solving social problems, and it started in the 1980s. It became well-known in academia after Drucker introduced the idea of "social innovation" as a way for managers to improve efficiency by making society wealthier in 1990 (Hossain & Shamsuddoha, 2019). Since Muhammad Yunus, the founder of Grameen Bank, got the Nobel Peace Prize in 2006 (Nagler, 2007), people have become more interested in social entrepreneurship. That interest is only going to grow.

1.1.2 Social Entrepreneur

Since the middle of the 1990s, American foundations and organizations like Ashoka (Defourny & Nyssens, 2008) along with Dees (1998) have put much stress on the term "social entrepreneur." They say that social entrepreneurs are a type of "entrepreneur," a person, group, network, organization, or alliance of organizations that want to see long-lasting, significant changes in how governments, non-profits, and businesses deal with significant social problems through ideas that do not follow the usual patterns (Light, 2006; cited in Nandan & Scott, 2013). Based on The Schwab Foundation (2008) and Welsh and Krueger (2012), a social entrepreneur is a different type of social leader, the one who finds and uses workable solutions, comes up with new ideas, focuses on creating social value, does not wait to get the resources, is entirely accountable, is not limited by ideology or discipline, improves and customizes approaches, and possesses a well-thought-out plan. Many writers have said that social entrepreneurs are essential to social entrepreneurship (Bornstein, 2004; Dees, 1998; Leadbeater, 1997; Light, 2008; Roper & Cheney, 2005).

According to James et al. (2012), social entrepreneurs differ from others because they are brave, responsible, resourceful, ambitious, persistent, and unreasonable. Bornstein said in 2004 that "social entrepreneurs are to social change what business entrepreneurs are to the economy." Also, a social entrepreneur is "the person who starts a social enterprise and the innovator who thinks up and drives through social innovations and processes of social change" (Swedberg, 2009; Ziegler, 2010 quoted in Choi & Majumdar, 2014). Drayton (2002) also created strict criteria for judging social entrepreneurs, such as their creativity, their ability to be an entrepreneur, the idea's social impact, and their moral values. The availability of resources does not limit them, according to Sharir & Lerner, 2006 (as cited in Nandan & Scott, 2013), social entrepreneurs bring about and maintain social value without being limited by the means they have at the moment. They possess unique characteristics and pay special attention to words that describe their "innate qualities" (like leadership, ambition, persistence, etc.), "attributes of action" (like being results-oriented, pragmatic, risk-taking, etc.), or "normative judgments on the character" (like ethical fibre, visionary, passionate, etc.) (Nicholls, 2010). Sivathanu and Bhise (2013) say that ambitious, mission-driven, strategic, resourceful, and results-oriented social entrepreneurs are the best for setting up and running a successful business. The main aim of social entrepreneurs is to provide a solution to the problems existing in the society. They are risk-takers who dig deep into society's most important problems and try to find solutions. They do not leave these problems up to the government or businesses, instead, they strive to transform systems and get people to take new actions (Usami & Rawal, 2018).

According to Lan et al. (2014), "Social Entrepreneurs are distinct from others in that they have experienced a sense of empowerment early in their lives, which aids in actualizing their potential. Social entrepreneurship has a distinct capability within the economic ecosystem (Chandra, 2017). They are considered Change agents who are creative, resourceful, look for opportunities, and create value (Dees et al., 2001; quoted in Nandan & Scott, 2013). People who are social entrepreneurs make opportunities for people who are struggling. They relied on a few culturally appropriate tools because they felt a strong sense of community duty (Anderson, Younis, Hashim, & Air, 2019). To make money, improve people's lives, and make society fairer, social entrepreneurs develop new ways to deal with a wide range of social problems (Yaduvanshi & Narendran, 2017). Also in 2015,

Bulsara et al. People who become social entrepreneurs are determined, believe in equality, and are willing to share their success. They work on the principle of selflessness and serve as role models, mainly focusing on social problems and meeting needs that businesses or the government still need to meet. It also includes ways to make laws better, cut down on red tape, support workers' rights, and improve social security (Plotnieks, 2014). "It is not about me; it is about us" is always at the heart of social entrepreneurs, as stated by Jeong, Bailey, Lee, and McLean (2020).

1.1.3 Social Enterprise

According to the Schwab Foundation, a social enterprise is "an organization that brings about large-scale, systemic, and long-lasting change in society using an innovative idea, an entirely novel strategy, a more precise execution of preexisting technologies or approaches, or a mix of these" (Hossain, 2019). Defourny and Nyssens (2008) say that "social enterprises are non-profit private organizations that provide products or services that are directly related to their clear objective to benefit the community." They usually lean on a collective dynamic with different types of partners in their governing bodies. They value their independence very highly and take on the economic risks of their work. Not only do social businesses include companies that do not have to worry about distribution at all, but they also include cooperatives in numerous nations (Defourny & Nyssens, 2008). No matter what kind of organization they are, they can usually be told apart from non-profits by a set of characteristics, like those found through the EMES (Emergence of Social Enterprise in Europe) network (OECD and European Commission, 2013), which separates criteria that are more focused on economics from those that are more focused on social issues (Defourny & Nyssens, 2008). These criteria include a continuous activity that makes goods and sells services; a high level of autonomy; a substantial degree of economic risk, an appropriate amount of paid work, an endeavour started by an association of stakeholders, a decision-making process that is not contingent upon capital ownership, as well as a participatory nature that includes people who will be affected by the activity, a modest profit distribution, and a clear goal to help the community.

Smallbone et al. (2001, as cited in Nicholls, 2006) said that social enterprises' main goals are to provide goods and services that the market or public sector is unable or unwilling to

provide, promote social inclusion, create jobs, and improve skills. Poverty reduction via empowerment, health care, education and training, environmental protection and sustainable development, community revitalization, welfare projects, and lobbying and campaigning are some of the main activities that social entrepreneurs facilitate (Bornstein, 2004). According to Buchko (2018), the three main reasons people start social businesses are to meet a need in the community that was not being met before, to be independent, and to show other ways to do business and fulfil a purpose. The holy bond of profit maximization while creating value for society can be referred to as the "marriage between market and social," which makes a social enterprise unique, even though its legal form can affect how it builds a market orientation while producing social value (Sengupta & Sahay, 2017). These factors, along with regional perspectives, significantly impact the phenomenon of Social Entrepreneurship (Kerlin 2010; Sengupta & Shay 2017). In India, a social enterprise is "an enterprise that tries to achieve sustainable development and scalability in its social purpose (which in turn is their main goal) using a combination of social benefit development, market orientation, and entrepreneurs' traits, to produce an equitable impact, regardless of the legal identity of a social enterprise" (Sengupta & Sahay 2018).

Social motivation plays a significant role in social entrepreneurship (Sengupta & Sahay, 2017).

Usually, social businesses use an entrepreneurial approach to work toward a social goal. They may focus on limited profit (or not-for-profit) goals and use a democratic and participatory governance or management system to do so, a social enterprise is a business (for-profit or non-profit) that focuses on a local community or beneficiary group and combines innovation, entrepreneurship, and social purpose as a whole (Haugh, 2005, p. 347). It is created with a social mission to solve societal or environmental problems. It facilitates its operations and supply chain to maximize social impact and resource use (Chahine, 2016).

1.2 Schools of Thoughts: Social Entrepreneurship

Many top colleges and business schools worldwide now teach social entrepreneurship as part of their courses (Nicholls, 2006; Peredo & Mclean, 2006). People look up to Professor

Gregory Dees as a leader in teaching social entrepreneurship because he created the first course at the Harvard Business School in the United States of America. Below are the primary schools of thought of SE:

- ***Social Enterprise School:*** As defined by Dees and Anderson (2006), social enterprise schools view social entrepreneurship as the business activities that non-profits do to make money to support their social purpose. It puts more weight on the organization and focuses on the market than on new ideas or the social entrepreneurs themselves (Bacq & Janssen, 2011; Hoogendoorn et al., 2010, as quoted in Choi & Majumdar, 2014).
- ***Social Innovation School:*** According to Dees and Anderson (2006), the social innovation school sees social entrepreneurship as putting new, system-changing answers to social problems in place. In this, innovation (Hoogendoorn et al., 2010) and the concept of the social entrepreneur (Bacq & Janssen, 2011; Hoogendoorn et al., 2010) are seen as more significant than market orientation and the organization (Choi & Majumdar, 2014).
- ***Emergence of Social Enterprise in Europe (EMES):*** The European Union started EMES in 1996 to help researchers learn more about social businesses and the non-profit sector. The EMES method says that social businesses are started by associations of citizens who want to make things and provide services that help their communities. This way of thinking focuses on how social enterprises in the third sector provide goods and services for the public. It does not see innovation or making money as essential to social entrepreneurship, and it usually includes associations, co-ops, mutual organizations, and foundations (Braunerhjelm & Hamilton, 2012).
- ***UK Approach:*** The ideas in this school of thought come from the social entrepreneurship movement that started in the UK when the Labour Party took power in the late 1990s. This movement tried to get the private, public, and third sectors to work together more. Unlike the EMES approach, this one does not say that a social enterprise's provision of goods and services has to be related to its

mission. In the UK, social enterprises are limited in how they can share their profits and can be started by people in general, groups of citizens, or legal bodies (Braunerhjelm & Hamilton, 2012).

1.3 Models of Social Entrepreneurship

A social business model is a structure, design, or framework a social business follows to bring about positive change while maintaining healthy financial returns. To help shed light on this spectrum, Wolfgang Grassi (2012) identified nine types of social business models (Fig 1.1). He began his analysis with three factors guiding any social business- the mission, the type of integration, and the target population. He then explored how these three factors intersected with the three traditional business categories (for-profit, not-for-profit, and hybrids) to generate the nine specific types of social business models that any social enterprise could adopt. Following are the details of the same (*9 Business Model Examples for Social Enterprises*, 2024):

1.3.1 The Entrepreneur Support Model- This social enterprise (SE) model sells business support services directly to the entrepreneurs in its target population. In other words, this type of SE helps entrepreneurs get their businesses off the ground. Support can come from consulting services, training, microfinancing, or technical support. For example, ‘Villgro’ provides incubation, mentoring, and funding to early-stage social enterprises.

1.3.2. The Market Intermediary Model- This type of SE generally helps its clients by marketing or selling their clients' products or services. For example, an organization that helps struggling small farmers by marketing and selling their crops for them would belong to this category. For example, the 'Industry Foundation' helps artisans and farmers by providing market access for their products.

1.3.3. The Employment Model- This type of SE provides its clients with job opportunities and job training. Revenue generated by those jobs pays for the SE's expenses and flows back into the services provided for those in need. Many youth and disability organizations adopt this model. For example, 'Kineer Services provides dignified employment opportunities and job training to transgender individuals.

1.3.4. The Fee-for-Service Model- The SE charges the customer directly for its socially beneficial services. Many hospitals, schools, museums, and membership organizations use the fee-for-service model to a greater or lesser degree. For example, ‘Aravind Eye Care’ offers a tiered pricing model in which wealthier patients subsidize the cost for low-income patients for eye care services.

1.3.5. The Low-income Client Model- SEs in this category generally offer social services directly (as in the fee-for-service model) while focusing on low-income clients. Hospitals and healthcare programs that offer their services to low-income patients often adopt this model. For example, ‘Life Spring’ Hospitals provides affordable maternal and child healthcare services to low-income families.

1.3.6. The Cooperative Model- A cooperative is generally a fee-based membership organization that provides member services to a group that shares a common need or goal. The cooperative is owned and operated by its members, who both run it and receive the benefits of its success. Two of the most well-known types of cooperatives include credit unions and employee-owned businesses ("Co-Ops"). For example, ‘Amul’ is a dairy cooperative owned by millions of milk producers in Gujarat.

1.3.7. The Market Linkage Model—SEs that serve as brokers for their clients often adopt this model. These SEs focus on building relationships and connecting their clients with markets for their products and services. Many trade associations adopt the market linkage model. For example, ‘SEWA’ (Self-Employed Women’s Association) helps women in the informal sector by linking them to markets for their goods and services.

1.3.8. The Service Subsidization Model- This type of SE funds social programs by selling products or services in the marketplace. As almost any SE can adopt service subsidization, it is one of the most common SE models. In contrast to organizational support SEs (see below), service subsidization SEs integrate their internal business with external social programs. For example, ‘SELCO India’ sells solar energy products and uses the revenue to fund social programs aimed at improving energy access for underserved communities.

1.3.9. The Organizational Support Model- Like a service subsidization organization, this type of SE sells products or services to fund social programs. However, the social programs they fund are part of a separate parent organization. In other words, an organizational support SE raises funds for a parent non-profit that, in turn, runs the social programs the SE wishes to support. For example, ‘Fabindia’ sells handcrafted products and uses the profits to support the activities of the Fabindia School, which provides education to rural children.

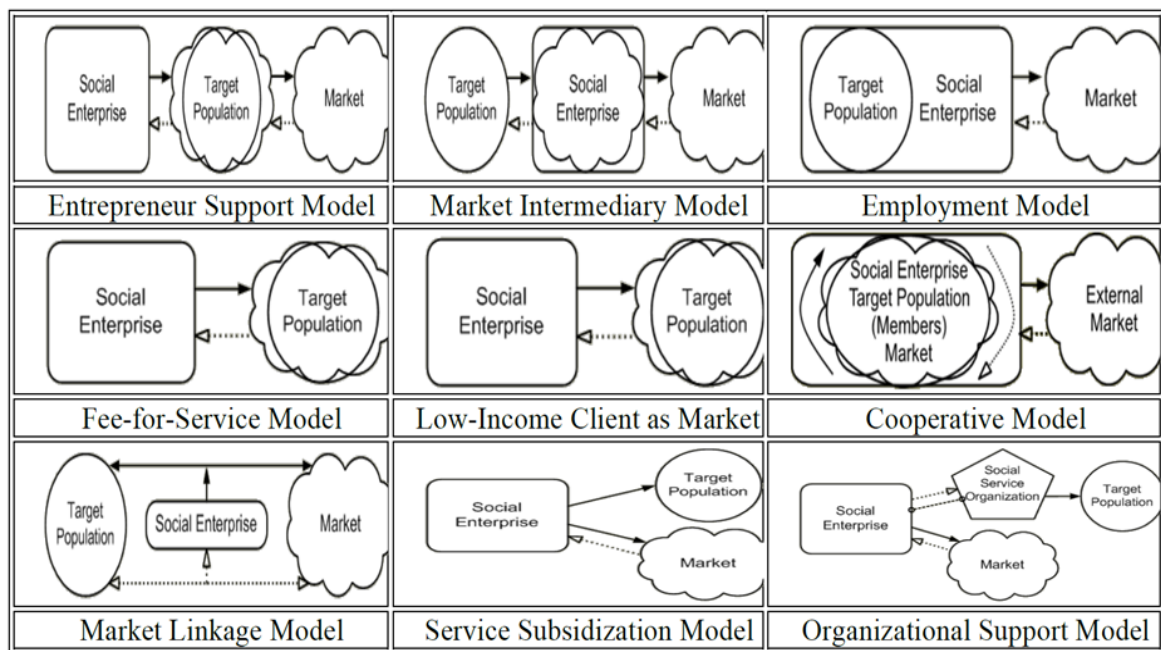


Fig 1.1: Business models of social enterprise, *Source:* Wolfgang Grassi (2012)

1.4. Ecosystem & Kinds of prominent Social Entrepreneurship in the world

1.4.1. Catalyzing Social Entrepreneurship Ecosystem in the World

Cooperative movements have significantly contributed to the evolution of social entrepreneurship globally. These movements, grounded in principles of cooperation, mutual assistance, and democratic governance, exemplify the power of collective action and shared aspirations in promoting socio-economic development, equity, and empowerment (Münkner, 2004). The cooperative movement has been instrumental in addressing critical social problems and has provided valuable lessons for financial

intermediation (Birchall & Ketilson, 2009). A notable example of a cooperative that paved the way for modern-day social enterprises is the Rochdale Society of Equitable Pioneers, established in 1844 as a cooperative grocery store (Birchall, 1997). This and other cooperatives, mutual aid societies, and philanthropic ventures have significantly contributed to the evolution of social entrepreneurship (Defourny & Nyssens, 2010).

Following are the prominent organizations in the world (Table 1.1) that are promoting the culture of social entrepreneurship:

Table 1.1 Organisation Supporting Social Entrepreneurship at the Global Level	
S.no.	Organisation Supporting Social Entrepreneurship at the Global Level
1	GHR Foundation: Gerald and Henrietta Rauenhorst founded it in Minnesota, USA, around 1968. It improves lives by working toward a just, peaceful, and inclusive world. Inspired by their Catholic faith and the power of the global common good, they partner with changemakers worldwide to pioneer solutions that cross boundaries and transform lives. Impact: The GHR Foundation promotes equity, dignity, and care worldwide as it accompanies partners' groundbreaking pursuits to prevent Alzheimer's Disease and related dementias, cultivate a vibrant, inclusive global Catholic Church in service to those most marginalized, and provide access to financial empowerment and educational excellence in the Foundation's hometown.
2	Ashoka: Founded by Bill Drayton in Virginia, USA, in 1980, Ashoka identifies and invests in leading social entrepreneurs—individuals with innovative and practical ideas for solving social problems. Impact: Ashoka Fellows are social entrepreneurs who directly impact the lives of millions of people across the globe. By continuing to develop its expansive network of Fellows — providing financial, knowledge, and logistical support to more than 3,600 change leaders in 90+ countries — Ashoka works to share the wisdom of leading social entrepreneurs with a global audience.
3	Schwab Foundation for Social Entrepreneurship: Founded by Klaus Schwab and his wife Hilde in Geneva, Switzerland, in 1998. It is a Swiss not-for-profit organization providing regional, national, and global platforms to promote social entrepreneurship. Impact: The Foundation selects 20–25 social entrepreneurs annually through a global "Social Entrepreneur of the Year" competition. Through its Forum of Young Global Leaders, the Foundation identifies rising social entrepreneurs under 40 and encourages the activists it recognizes to work together as a team.
4	Skoll Foundation: Jeff Skoll was founded in California, USA 1999. The Foundation catalyzes transformational social change by investing in, connecting, and championing social entrepreneurs and other social innovators who together advance bold and equitable solutions to the world's most pressing problems Impact: The Foundation selects 20–25 social entrepreneurs annually through a global "Social Entrepreneur of the Year" competition. The Foundation identifies rising social entrepreneurs under the age of 40 through its Forum of Young Global Leaders and encourages the activists it recognizes to work together as a team
5	Catalyst 2030: Co-founded in 2019 by a diverse group of social entrepreneurs, many as members of ecosystem partners: Ashoka, Echoing Green, the Schwab Foundation of the World Economic Forum, and the Skoll Foundation and launched at the World Economic Forum in Davos in January 2020. It is a fast-growing global movement of people and organizations committed to achieving the UN Sustainable Development Goals (SDGs) by 2030. It is a social entrepreneur and innovator-led movement responding to a global call to action for people and the planet. Impact: Since 2020, Catalyst 2030 has witnessed a rising tide of committed people and organizations coming together to collaborate in deep and meaningful ways. When they collaborate to confront the world's most pressing problems, they have a greater chance of achieving the 17 Global Goals outlined in the SDGs.
6	Global Alliance for Social Entrepreneurship: Founded in April 2020 in Geneva, Switzerland, by the Schwab Foundation for Social Entrepreneurship, together with Ashoka, Catalyst 2030, Echoing Green, GHR Foundation, Skoll Foundation, and Yunus Social Business, it is the largest multi-stakeholder coalition in support of the social innovation sector. Its mission is to support social innovators and inspire the transition towards the stakeholder economy. Impact: Over the past two decades, the work of the Schwab Foundation's community of 470+ social innovators has directly improved 800 million lives.

Source: Author's creation

1.4.2 Kinds of prominent Social Entrepreneurship in the world

Following are the different kinds of prominent Social Enterprises in the world (Table 1.2)
(Information is gathered from secondary sources):

Table 1.2 Kinds of prominent Social Enterprises in the world				
S.no.	SE NAME	Founder	Year & State	Aim
1	Grameen Bank	Muhammad Yunus	1983; Bangladesh	To provide microcredit to the impoverished without requiring collateral, with the vision of self-support for the poorest people.
2	Seventh Generation	Alan Newman	1988; USA	To offer products designed to be positive for health and the environment without compromising performance.
3	Better World Books	Christopher Fuchs, Xavier Helgesen, and Jeff Kurtzman	2002; USA	Collect and sell books online to fund literacy initiatives worldwide while balancing social, economic, and environmental values.
4	Kiva Microfunds	Matt Flannery and Jessica Jackley	2005; US	Kiva's mission is "to expand financial access to help underserved communities thrive." They distribute funds that they receive to microfinance institutions, social impact businesses, schools, or non-profit organizations and do not generally directly provide funds to specific individuals
5	Mad Fish Digital	Ben Herman, Corrie Herman, and Zuhair Hamza	2005; USA	To provide marketing results and high-touch service, changing how clients think about working with digital marketing agencies.
6	SafePoint Trust	Marc Koska, OBE	2006; UK	To educate people worldwide and ensure that medical injections are given safely, advocating for using Auto-Disable (AD) syringes.
7	TOMS Shoes	Blake Mycoskie	2006; US	TOMS was founded with a mission based on the 'One for One' model—giving away one pair of shoes for every pair sold. The company supports larger health, education, and community development programs through strategic partnerships
8	Charity: water	Scott Harrison	2006; USA	To end the global water crisis by providing sustainable water solutions.
9	Inyenyeri	Eric Reynolds	2010; Africa	Inyenyeri's mission is to replace Africa's dirty and expensive cooking fuels with clean, efficient, affordable fuel and stove combinations. They aim to provide a solution to the cooking fuel problem that kills millions and harms the environment
10	Sanergy	David Auerbach and Lindsay Stradley	2010; Kenya	Sanergy's mission is to provide clean, cost-effective ways to process organic waste. They provide locally built, cost-effective dry toilets and offer a clean and affordable alternative to sewers. The sanitation waste from slums and all other forms of organic waste from kitchens, agricultural pack houses, and markets is safely removed, transported to Synergy's factory where black soldier consumes fly larvae and converted to safe agricultural inputs sold to local farmers
11	BANGS Shoes	Hannah Davis	2010; US	To support community development projects worldwide and promote ethical and sustainable business practices.

12	Malala Fund	Malala Yousafzai, Ziauddin Yousafzai and Shiza Shahid	2013; Pakistan	To promote access to high-quality education for children worldwide, especially girls, and to empower women through entrepreneurship.
13	Anchal Project	Colleen Clines and Maggie Clines	2014; US	To address the exploitation of women through design, employment, creativity, and eco-friendly products.
14	AtlasGo	Magali Mathieu, Olivier Kaeser, Tommy Roch Querton	2016; US	To enhance employee engagement and well-being through well-being programs and challenges. The platform fosters physical and mental health, social impact, and sustainability within various business sectors.
15	Rachel Brathen	Island Yoga Aruba, Yoga Girl® brand, oneOeight.com, and 109 World (non-profit)	Aruba	To promote yoga, mindfulness, and well-being through teaching, writing, and social media.
16	Paintbox Catering & Bistro	Allison Gibson	Canada	To provide training and career opportunities to Regent Park residents to fight poverty, promote environmental sustainability, and support a sustainable food economy.
17	Hara House	Jazzmine Raine	India	Our goal is to operate a zero-waste guesthouse and change the way locals and travellers consume, focusing on sustainable tourism, specifically in the Bikaner region.
18	Menstrupedia	Aditi Gupta	India	Menstrupedia aims to shatter myths and taboos surrounding menstruation ¹ . It was launched as a comic book aimed at educating and creating awareness about menstruation.
19	Justin	Katah's family from Kenya	Kenya	To create new opportunities for employment, pay higher wages, and reinvest in tea-farming communities.
20	Help	Dan Green (CEO) and Alex Husted	US	To keep clothing out of the trash, provide honourable work, and earn growing profits as a certified B Corp and Public Benefit Corporation.

Source: Author's creation

1.5 Ecosystem & Kinds of Prominent Social Entrepreneurship in India

Social entrepreneurship is a process that combines economic and social goals. It has a long history. Even though the word "social entrepreneurship" is new, the idea behind it is not. They were always there, even if we did not call them that. In India, social entrepreneurship endeavors have been around since the 1950s. There is a long history of initiatives in India called "Social Entrepreneurial Ventures" (Shukla, 2020). In India, cooperative and community-owned businesses like Amul and Fabindia have existed since the 1950s (British Council, 2016). Other old social businesses in India include Lijjat (or Shri Mahila Griha Udyog Lijjat Papad), which began in 1959, Sulabh International Social Service Organization, which was founded in 1970, and SEWA (Self Employed Women's Association), which was founded in 1971 (Shukla, 2020). These success stories are evident that when community social workers look at small businesses through the lens of their job, they find new ways to help the communities they have always seen as part of their job (Delgado, 2011). An exciting new field called "social entrepreneurship" was described by Germak and Singh (2010). They say that social workers can help in this field because there is a huge need for creative solutions to today's complicated social issues. "Three main features" of Indian social ventures, according to Shukla (2020), are- first, the focus on fixing widespread "unequal access" to essential societal resources and amenities; Second, a wide range of ventures in terms of their legal forms, the size of the community and market they serve, and their level of social impact and approach to solving social problems and Third, innovations that focus on creating new social processes, mechanisms, and structures that ensure equitable access to societal resources, such as finding new ways to make the existing products, technologies, services, etc., available to those who don't have them. One who works as the founder, co-founder, chief executive officer (CEO), or chairman of a social enterprise or non-profit in India is called a social entrepreneur. These organizations raise money through services, such as events and activities for the community, and sometimes through selling goods (Singh, 2012; Singh & Sharma, 2019). In India, there are five main types of social entrepreneurs- those who bring about local change, provide public goods, look for positive opportunities, change society, and build ecosystems (Shukla, 2020). The most critical events in the history of social entrepreneurship in India, according to Shukla (2020), were first, In 1980, Bill Drayton started Asoka- Innovators for the Public,

which started the field of social entrepreneurship by recognizing, supporting, and giving a platform to people who were dedicated to solving critical social problems, Second, Between 2001 and 2005, a few pioneering initiatives started to appear, such as incubation facilities for entrepreneurs dealing with social problems (e.g. Dasra and Villgro), social venture funds (e.g. Aavishkaar and Lok Capital), courses on social entrepreneurship, public recognition of social entrepreneurs, etc., and Third, Professor Muhammad Yunus, founder of Grameen Bank in Bangladesh, won the Nobel Peace Prize in 2006. This led to a massive rise in activities and initiatives related to social entrepreneurship in India, which has a large and growing microfinance sector. There is growth in the Indian social enterprise field. India's social business scene is proliferating. It has grown a lot in the last ten years and is anticipated to continue (British Council, 2016). The main social business possibilities in India are the country's large population, low costs, active social business ecosystem, and problems with poverty (Swissnex India, 2015). India's thriving social enterprise ecosystem includes people who are open to market-driven approaches, foreign investors who see jugaad-driven entrepreneurship as the way of the future in India, India's new rich who are looking for new ways to give back to the community, the many locally social impact funds that have helped the ecosystem grow over the last ten years, and the Indian government, which has funded many social projects (Swissnex India, 2015).

1.5.1 Catalyzing Social Entrepreneurship Ecosystem in India

Even though India does not have a specific legal form for social enterprises, they exist in several forms, such as section 8 companies, public limited companies, limited liability companies, partnerships, and sole proprietorships (British Council, 2016). Private limited companies and societies/trusts still comprise a large part of the sector. There are different types of social businesses in India, such as social for-profit businesses, non-profit mixed businesses, businesses that help others through donations, and businesses that do good things for society (Swissnex India, 2015). The Indian government made corporate social responsibility a must, and now companies want to do more to help society in a way that is good for society and the economy (Singla et al., 2018). There are a lot of laws in India's central government that affect social enterprises and businesses. The Ministry of Skills Development and Entrepreneurship's "National Policy for Skill Development and

Entrepreneurship, 2015" has a section on social enterprises. This section aims to promote social entrepreneurship and innovation at the grassroots level (MSDE, 2015). Many things led to the rise of social business in India, but the main reason is that the government has been unable to quietly change things for people with low incomes in India (Singh, 2012). India has seen the rise of social enterprises as a key way to fight poverty, unemployment, and inequity in society through innovative business practices (MSDE, 2015). In India, social entrepreneurship comprises four concepts: creating social value, focusing on the market, being a social entrepreneur, and having a balanced effect (Sengupta & Sahay, 2018). It includes everything from handicrafts and cottage industries to goods made in villages and on farms (Singla et al., 2018). It also creates creative answers to various social problems like healthcare, education, agriculture, manufacturing, renewable energy, and skill development (Swissnex India, 2015). Cross-subsidization, pay-per-use, no-frills offerings, para-skilling, shared channels, aggregated market linkage, supply-demand matching, micro-investing/loaning, and skilling for inclusion are some of the social enterprise models that have helped bring poor people into the markets (Shukla, 2020). There needs to be an ideal ecosystem for social enterprises in India, even though they are becoming more popular. This is because of issues like confusion about what a social enterprise is, the registration process, and the inability to get money or other help from the government. Some gaps must be filled by giving social entrepreneurs more skills and resources, training facilities, and access to skilled professionals (British Council, 2015). The government of Kerala is providing a roadmap for facilitating social entrepreneurial activities as it runs a lot of essential programs that encourage social enterprises, including "Sandesh One," "Kudumbashree," and "She Taxi" (Arun & Unnipulan, 2015). Hence, we expect other state governments to follow in these footsteps for a better tomorrow.

Following are the prominent organizations in India (Table 1.3) that are promoting the culture of social entrepreneurship:

Table 1.3 Organisation Supporting Social Entrepreneurship in India	
S.no.	Organisation supporting Social Entrepreneurship in India
1	Ashoka: Founded by Bill Drayton in 1980, it started operations in India in 1981. Its mission is to identify and support the world's leading social entrepreneurs with ideas for far-reaching social change. Impact: It has been at the forefront of the “Everyone a Changemaker” movement for four decades. They have identified and supported numerous social entrepreneurs, helping them scale their impact across India. They have also launched programs like Youth Venture, Changemaker Schools, and Health and Nutrition to support young changemakers.
2	Dasra: Founded by Neera Nundy and Deval Sanghavi in 1999 in Maharashtra, Dasra's mission is to ensure that a billion lives can thrive with dignity and equity. It aims to catalyze the strategic philanthropy movement in India. Impact: Over 25 years, Dasra has become a partner of choice for orchestrating collaborative action. The impact, across identified goals, speaks for the success of Dasra's approach¹. They have deepened their impact in focused fields through scalable solutions that impact 170M lives and advise 50 policies. They have led a strategic philanthropy movement with powerful partnerships influencing \$330M funds and supporting 700 non-profits.
3	Villgro: Villgro Innovations Foundation was founded by Paul Basil in 2001 in Tamil Nadu. It helps inventors and innovators working with under-served communities to get capital and unlock market access. It works in 4 sectors – Healthcare, Agriculture, Climate Action, and Gender Inclusion. They have deep technical expertise and experience across these sectors. Impact: They have deployed INR 720 M across 137 startups in low-income states. They have launched various sectors like Powering Livelihoods, Market Partnerships, Gender Inclusion, and Innovative Financing. They have also set up Menterra - a social impact fund.
4	NSRCEL: The N S Raghavan Centre for Entrepreneurial Learning (NSRCEL) is an initiative of IIM Bangalore, initiated in 2002 in Karnataka. Its mission is to aid creators and fund startups in their journey. They aim to build an open-access, collaborative innovation ecosystem. Impact: NSRCEL has incubated over 2813 ventures that exceed \$7.37 Billion in combined value. They have been an invaluable partner for nearly two decades, supporting early-stage inventions to develop into self-sustaining enterprises and delivering value to underserved markets throughout India.
5	CIIE: The Centre for Innovation Incubation and Entrepreneurship (CIIE) was set up as a research institution with a grant pool from the Government of Gujarat, the Department of Science and Technology (India), and IIM Ahmedabad in 2002 in Gujarat. Its mission is to study, educate, incubate, accelerate, and invest in early-stage startups, aspiring entrepreneurs, and investors. Impact: It has mentored over 7000 founders, accelerated over 1500 startups, provided catalytic capital to over 700 companies, and inspired over a million people with its 400+ publications. They have been a pioneer on multiple fronts, including India's first accelerator - iAccelerator; India's most considerable idea scouting competition - The Power of Ideas; India's first climate fund - INFUSE Ventures; India's biggest platform for inclusive fintechs - Bharat Inclusion Initiative, India's first entrepreneurship bestseller - Stay Hungry Stay Foolish, and many more.
6	Intellectap: Founded by Vineet Rai and Pawan Mehra in 2002 in Mumbai, Maharashtra, Intellectap's mission is to build enabling ecosystems and channel capital to create and nurture a sustainable and equitable society. They work with businesses, governments, and investors to shape how markets work for the underserved. Impact: Intellectap has had over 800+ advisory engagements, impacted 70+ countries, facilitated \$2 Billion in capital, and worked with 1000+ individual and institutional funders. They are the advisory arm of The Aavishkaar Group, which works to build businesses that can benefit the underserved segments across Asia and Africa.
7	Aavishkar Capital: Vineet Rai initiated it in 2002 in Maharashtra. Its mission is to embolden entrepreneurs to pursue large problems worth solving. Aavishkar Capital invests in early-growth stage enterprises in India and other emerging markets, with a focus on impact and sustainability.

	Impact: It has supported entrepreneurs who have created jobs, livelihoods, and social change across various sectors and geographies. Their entrepreneurs have impacted 136 million lives and managed to change 100 million lives. They have disbursed 4.2 billion in total capital and have 1.3 billion assets under management.
8	UnLtd India: Pooja Warier and Richard Alderson founded UnLtd India in 2007 in Maharashtra. UnLtd India's mission is to support social entrepreneurs in their early stages by providing an enabling ecosystem. It supports NGOs and social enterprises across sectors. Impact: It has supported numerous social entrepreneurs, helping them scale their impact across India. It has been instrumental in bringing more structure to entrepreneurs' thinking and providing clarity in terms of the problem they are trying to solve.
9	Venture Centers: It was an initiative of a group of innovative experts at CSIR's National Chemical Laboratory in 2007 in Maharashtra. Its mission is to help entrepreneurs and startups launch and build world-class technologies that impact millions of lives. They aim to build an open-access, collaborative innovation ecosystem. Impact: Venture Center has been helping entrepreneurs and startups since its inception. As of 2023, they have supported 100+ startups every year. They have been an invaluable partner for nearly two decades, supporting early-stage inventions to develop into self-sustaining enterprises and delivering value to underserved markets throughout India.
10	Yourstory.com: Founded by Shradha Sharma in 2008 in Maharashtra, it provides a platform for entrepreneurs, innovators, and changemakers to share their stories and insights with the world. They aim to be the voice of anyone and everyone striving to be changemakers and disruptors. Impact: It has helped create a formidable category, fostering a collaborative environment for India's burgeoning startup ecosystem with multiple stakeholders. They have listened to and stood by every voice, regardless of their standing, because their stories must be told.
11	Sankalp Forum: It is an initiative of Intellectap, a part of the Aavishkaar Group, established in 2009. Its mission is to create a thriving ecosystem for impact-led businesses in its mission to achieve the UN Sustainable Development Goals by 2030. Impact: Sankalp Forum has celebrated outstanding social entrepreneurs and showcased innovative and successful businesses globally. Over the last 15 years, they have reviewed thousands of applications and showcased handpicked resilient businesses. They have facilitated millions of USD capital for entrepreneurs.
12	Saathi: Kristin Kagetsu, Tarun Bothra, and Grace Kane founded Saathi in Gujarat in 2015. Saathi's mission is to create fully eco-friendly, compostable sanitary napkins using locally sourced banana fibre. The founders were inspired by the idea of improving women's access to sanitary pads in India. Impact: It has been helping entrepreneurs and startups since its inception¹. As of 2023, it has supported 100+ startups every year. It has been an invaluable partner for nearly two decades, supporting early-stage inventions to develop into self-sustaining enterprises and delivering value to underserved markets throughout India.

Source: Author's creation

1.5.2 Kinds of Prominent Social Entrepreneurship in India

In India, various social enterprises are creating social value. To find the different types of social enterprises in India, an Excel sheet with 150 social enterprises was prepared through secondary sources, including research papers, books, magazines, reports, the Internet, etc. Later, the data was filtered and synthesized repeatedly to obtain the gist of the information. The selection filters applied included: demonstrated social innovation, significant and measurable social impact, and cross-sectoral representation, ensuring inclusion from healthcare, sanitation and hygiene, the environment, and public information sufficient for conducting comprehensive qualitative analysis. As a result, the following table shows the 70 prominent types of social enterprises operating in India (Table 1.4). All the basic details, such as the name of the social enterprise, founder, year of origin, and aim, are mentioned, which are identified through the information gathered. The data shows that Indian social entrepreneurship ventures are successfully serving society.

Table 1.4 Types of Social Entrepreneurship in India				
S.no.	Social Enterprise's Name	Founder	Year & State	Aim
1.	Kalamandir	A.N. Subba Rao	1919; Karnataka	To make the art students self-sustainable through training, it has evolved as an all-encompassing cultural centre that facilitates young minds' understanding of the aesthetics of various fine arts forms, including art, culture, literature, and theatre.
2.	Amul (Anand et al. Limited)	Tribhuvandas Patel	1946; Gujarat	To eliminate intermediaries' exploitation of dairy farmers and empower these farmers by establishing a direct linkage between them and the consumers.
3.	Lijjat	Jaswantiben Jamnadas Popat and six other semi-literate women	1959; Maharashtra	They are empowering women by providing them employment opportunities in making papad and empowering them with a noble goal of providing financial independence and ownership opportunities to women.
4.	FabIndia	John Bissell	1960; New Delhi	It is an Indian chain store that retails garments, home decor, furnishings, fabrics, and products handmade by craftspeople across rural India. It aims to provide a platform for products made from traditional techniques, skills, and hand-based processes and links over 55,000 craft-based rural producers to modern urban markets.
5.	Sulabh International Social Service Organisation	Bindeshwar Pathak	1970; Bihar	The aim was to restore human rights and dignity to scavengers by freeing them from the inhuman practice of manually cleaning and carrying human excreta. The project also aimed to improve sanitation, promote hygiene, and provide public sanitation facilities.
6.	Comprehensive Rural Health Project, Jamkhed (CRHP)	Dr. Raj and Mabelle Arole	1970; Maharashtra	To provide community-based primary healthcare to the rural communities. It offers comprehensive public healthcare across 2,000 villages through a network of health clinics, mobile health teams, self-help groups, farmers' clubs, adolescent clubs, etc. The project relies on a large cadre of Village Health Workers (VHWs), primarily illiterate or semi-literate women selected from the local communities. Besides being the health educators and mobilizers in the community, the VHWs are trained to provide primary medical care (e.g., prenatal care, safe deliveries, infant care, family planning, and treatment of minor illnesses). This enables the communities to care for about 80% of their health-related problems and reduces their dependence on centralized healthcare services.
7.	SEWA (Self-Employed Women's Association)	Ela Bhatt	1971; Gujarat	To ensure full employment and self-reliance for its members, primarily low-income, independently employed female workers. It aimed to provide these women with better employment opportunities, higher wages, and access to various services.

8.	Aravind Eye Care System	Dr. Govindappa Venkataswamy	1976; Tamil Nadu	The company's goal is to 'eliminate needless blindness'. It provides high-volume, high-quality, and affordable eye care, regardless of its patients' economic status.
9.	EVS-1970, Parisar Asha	Gloria de Souza	1982; Maharashtra	To provide a joyful, holistic, child-centric, and quality education through the environment for the environment. The founder developed the Environmental Studies program. The Indian government adopted it into its public education system, making it a curriculum requirement for grades 1–3 students.
10.	Pipal Tree	Santosh Parulekar	1984; Karnataka	The founder realized a huge gap in rural employment for youth and started the construction training company Pipal Tree. He contracted with large firms to secure jobs for his graduates, creating a symbiosis of the personal, the social, and the ecological that led to sustainable development practices.
11.	SELCO Solar Pvt. Ltd.	Harish Hande	1995; Karnataka	To deliver last-mile sustainable energy solutions that improve quality of life and socio-economic development for people experiencing poverty.
12.	Nidan	Arbind Singh	1996; Bihar	To facilitate non-violent and peaceful collective action to eliminate exploitation and provide opportunities for maximum growth for the poor and deprived. It builds organizations and profitable businesses for informal sector workers, including rag pickers, street vendors, domestic helpers, agriculture workers, and farmers.
13.	Mann Deshi Foundation	Chetna Vijay Sinha	1996; Maharashtra	The foundation aims to economically empower rural women in India by providing them entrepreneurial skills, training, support, and access. It also runs the Mann Deshi Mahila Sahakari Bank, India's first bank by and for rural women.
14.	Conserve India	Anita and Shalabh Ahuja	1998; Delhi	It is a non-profit organization that works towards environmental conservation while simultaneously creating socially uplifting conditions by empowering underprivileged individuals with employable opportunities. They have developed a unique process to upcycle plastic bags into sheets of plastic that could be reinvented as fashion accessories.
15.	Jayaashree Industries	Padman Arunachalam Muruganantham	1998; Tamil Nadu	It aims to provide affordable sanitary pads to underprivileged women in rural India. Jayaashree Industries has revolutionized menstrual health for rural women in developing countries by inventing a simple machine they can use to make cheap sanitary pads. The company has distributed 1,300 machines to 26 states in India.
16.	Goonj	Anshu Gupta	1999; New Delhi	The aim was to address the basic but unaddressed need for clothing and use underutilized urban material to trigger development with dignity across the country. It also aimed to create a sustainable economic model for eliminating poverty and related issues.
17.	3S India	Rajeev Kher	1999; Maharashtra	3S India is India's first professionally scaled portable sanitation and waste management company. It aims to solve India's biggest problem of open

				defecation and improve hygiene and sanitation as an integral part of nation-building and, most recently, the 'Swachh Bharat Abhiyan.'
18.	Industry		2000	It works on the regenerative economic transformation of India's most vulnerable women by unleashing their abilities to build and scale self-owned collective enterprises and leverage economies of scale.
19.	Narayana Hrudayalaya	Dr. Devi Prasad Shetty	2000; Karnataka	Narayana Hrudayalaya aims to provide affordable healthcare to the people. It operates a network of multi-speciality and super-speciality hospitals with heart centres spread across various locations in India and an international subsidiary in the Cayman Islands.
20.	VisionSpring	Jordan Kassalow	2001	VisionSpring was founded to reach and provide affordable, quality glasses to the 1 billion worldwide needing them ³ . In the years since its establishment, it has come far, making significant strides in providing quality eyewear to those in need.
21.	Mitticool	Mansukhbhai Prajapati	2001; Gujarat	It creates eco-friendly clay products, with its flagship innovation being the Mitticool fridge—a sustainable cooling product.
22.	Aakar Innovations		20011	It enables women to produce and distribute affordable, high-quality, ~100% compostable sanitary napkins within their communities in rural and under-resourced communities. Branded as Anandi pads, its model relies on its 'mini-factory,' which can be used by semi-literate women with little training and uses locally available agricultural and plant waste as the raw material.
23.	Spiti Ecosphere	MUSE (an NGO)	2002; Himachal Pradesh	To create sustainable livelihoods linked to nature and culture conservation, it has streamlined the process for extracting and sourcing rare Himalayan herbs, including SeaBuckthorn, popularly known as the "Wonder Berry."
24.	Super 30	Anand Kumar	2002; Bihar	It was founded to select 30 talented students from economically impoverished sections who needed help affording IIT coaching. These 30 students were then prepared to pass the IIT-JEE examinations ⁶ . By 2018, 422 out of 510 students had made it to the IITs.
25.	Ekgaon Technologies Pvt Ltd	Vijay Pratap Singh Aditya	2002; Gujarat	It uses sustainable, equitable, and ethical practices to work with various bio-diverse, community-based organic/natural food products. Over the last 15 years, it has created the 'One Village One World Network' across 10,000 villages in India.
26.	ToyBank	Shweta Chari and Vikram Nerurkar	2004; Maharashtra	To provide toys to underprivileged children, thereby ensuring their right to play. The venture collects donated toys and games and partners with about 70 organizations (e.g., NGOs, slum and rural schools, shelter homes, hospitals, and pediatric care centres) to set up play centres equipped with educational toys and games for children. It has installed over 5,800+ libraries, benefiting over 1.3 million rural students.
27.	Chotukool	Gopalan Sunderraman	2005; Maharashtra	To tackle the food storage problem in India, a country in which around one-third of all food spoils and an estimated 80 per cent of households do not have

				access to or use a refrigerator. It is a 45-litre plastic container that can cool food to around 8 to 10 degrees on a 12-volt battery.
28.	LifeSpring Hospitals Pvt Ltd	M. Ayyappan PhD and Anant Kumar	2005; Hyderabad	It is a chain of 17 hospitals and extension centres in and around Hyderabad) provides affordable maternal and pediatric healthcare to low-income communities by focusing on bare-bone but high-quality service. To keep the costs low, the hospitals, which are simple 20–25 bed facilities on leased property, do not provide air-conditioned private rooms or canteen facilities.
29.	Vaatsalya Hospitals	Ashwin Naik and Veerendra Hiremath	2005; India	It is a chain of affordable healthcare facilities in semi-urban and rural areas. It focuses on bringing back local doctors with rural or semi-urban backgrounds to serve their communities.
30.	Daily Dump	Kiran Bir Kasturi	2006; Karnataka	It is a brand, a service, and a set of products that helps people manage their household waste and convert it to helpful compost. It aims to create green citizens by offering various service plans and composting solutions. The company's portfolio of products includes terracotta composters, leaf and flower composters, remix powders, and sieves.
31.	Matr Boomie	Ruchi and Manish Gupta	2006; India	To alleviate extreme poverty in India by empowering local artisans through fair trade practices. It has partnered with over 2,000 artisans, focusing on creating financial independence, especially for women, and bridging cultural gaps through its products.
32.	RangSutra	Sumita Ghose	2006; Rajasthan	To create sustainable livelihoods for highly skilled rural artisans by providing them with market linkages. Their artisan shareholders are producers and decision-makers who participate actively in the supply chain.
33.	Sammaan Foundation	Irfan Alam	2007; Bihar	The objective of poverty alleviation of rickshaw pullers started mobilizing them and providing value-added services such as water, newspapers, etc., on the rickshaws. Advertising was placed on rickshaws for additional income for the rickshaw pullers. This model was soon adopted across several states in India, as the socio-economic Empowerment of the rickshaw pullers was carried out in several initiatives ranging from financial inclusion to health services.
34.	Waterlife Pvt. Ltd	Sudesh Menon	2008	Ltd provides affordable and sustainable clean drinking water to underserved and challenging areas. It uses a combination of green technologies to deliver clean water to remote, low-income, rural, and urban communities in India.
35.	Knid Green Pvt Ltd	Kaushlendra Kumar	2008; Bihar	Kaushalya Foundation sources from about 20,000 small vegetable growers in Bihar and sells them through its for-profit arm, Knid Green Pvt Ltd, to urban vendors and institutional customers under the Samriddhi brand.
36.	Rang De	Smita Ramakrishna and Ramakrishna NK	2008; Karnataka	RangDe is India's first micro-investment platform. The internet-based peer-to-peer micro-lending website empowers individuals to lend to rural entrepreneurs nationwide. RangDe has created livelihood opportunities to

				ensure the economic Empowerment of hitherto marginalized borrowers in India.
37.	RuralShores	V.V. Ranganathan, C.N. Ram, Srinivasan Govindan, Sudhakar Ram, Murali Vullaganti	2008; Karnataka	To provide the underprivileged rural youth with employability solutions and sustainable employment opportunities. It selects, trains, and employs rural youth who are usually class 12th passers and would otherwise have had to migrate for jobs; about half of its employees are women.
38.	Miracle Courier	Dhruv Lakra	2009; Maharashtra	It generates employment opportunities for low-income deaf men and women and works to empower and help them achieve financial independence.
39.	Milk Mantra	Srikumar Misra	2009; Odisha	To address the plight of small milk producers in the Western Odisha region. Despite the high milk production in the area, the producers remained poor; a large proportion of milk produced in the villages remained unsold and went to waste or was bought from the milk producers at exploitative prices. It aimed to address this issue by establishing collection centres in villages to source the milk from the producers at a fair price and regular payment and then process and package it to reach the urban markets.
40.	V-Shesh	Rajasekharan Pazhaniappan & Shashank Awasthi	2009; Tamil Nadu	To prepare job seekers for opportunities and organizations that offer disability inclusion. V-she has created livelihood opportunities to ensure economic Empowerment of hitherto marginalized job seekers in India.
41.	Chilika Seaweed Cultivation	Dr. Dinabandhu Sahoo	2009; Odisha	The project, also known as the 'Chilika Model,' aims to uplift the socio-economic status of disadvantaged communities by creating employment around the lagoon ¹ . The model is based on the concept of generating wealth from waste.
42.	Lluvia Bakery	Durga Menon	2010; Karnataka	It trains single mothers from economically backward families in a new skill—baking. This makes them figuratively and literally breadwinners for their families.
43.	Protsahan India Foundation	Sonal Kapoor	(2010). New Delhi	It empowers and mainstreams street children and young adolescent girls through creative education and entrepreneurial skills training so that they can break the extreme cycle of poverty and abuse. It uses its '5 pillars of creativity model' (design, art, digital stories, photography, technology, and cinema) to revolutionize the education delivery mechanism for children at the bottom of the social pyramid.
44.	Milaap	A team of young entrepreneurs	2010; India	It is an online crowdfunding platform that enables anyone across India to raise funds quickly for healthcare, education, sports, disaster relief, and other personal causes.
45.	Hasiru Dala	Anslem Rosario and Nalini Shekar	2010; Karnataka	Hasiru Dala, which means Green Force, is a social impact organisation that works with waste pickers and other waste workers to ensure a life with dignity

				through interventions co-created with waste pickers in the areas of identity rights, access to family education, healthcare, housing and pension, skill development, market, and employment access, and multi-tier policy advocacy.
46.	Gramshree		2011; Gujarat	To impact the lives of tribal families through integrated livelihood intervention and promoting market-led solutions to promote rural entrepreneurs and collective rural enterprise
47.	Naireeta Services	Biplab Ketan Paul	(2011). Gujarat	It has developed an innovative and sustainable agricultural technology called Bhungroo ¹ . It involves a groundwater recharge system that captures and stores rainwater during the monsoon season.
48.	I Say Organic	Ashmeet Kapoor	2011; Haryana	It believes in allowing people to eat safe food (grown without toxic chemicals and pesticides) while recognizing and supporting farmers who grow this food.
49.	GoCoop Solutions Pvt Ltd	Siva Devireddy	(2011). Karnataka	GoCoop works with about 285 handloom weaver cooperatives and 40 clusters, comprising about 70,000 producers across ten states of India, to provide them access to urban and international markets for their products. It owns and operates an online marketplace, gocoop.com, which enables handloom weavers to sell directly to buyers, including boutiques, designers, home entrepreneurs, and large corporate players.
50.	Frontier Markets	Ajaita Shah	2011; Rajasthan	Frontier Markets is a social commerce platform with a mission to create 'Saraal Jeevan' or an 'Easy Life' for rural households by providing them with local access to high-quality, climate-friendly, and gender-inclusive products and services, including clean energy services, to last-mile villages by investing in rural women entrepreneurs as their connectors to rural communities.
51.	Youth4Jobs	Meera Shenoy	2012	It identifies, trains, and places educated and less educated youth in rural and urban areas with locomotor, visual, hearing, and speech disabilities. The venture has designed customized programs for people with disabilities (PwDs) based on their nature, degree of disability, and education level.
52.	DeHaan	Shashank Kumar, Shyam Sundar, Amrendra Singh, Adarsh Srivastava, and Abhishek Dokania	(2012). Bihar	It is an Agritech company that offers end-to-end agricultural services to Indian farmers. These services include distributing seeds, pesticides, fertilizers, farm machinery, cattle feed, all agriculture-allied products, farm advisory, financial services, and market linkages to sell farm produce.
53.	BitGiving;	Ishita Anand	(2013). Delhi	BitGiving is an online crowdfunding platform that helps raise funds for entrepreneurial ideas, creative projects, social issues, and organizations.
54.	GreenSole	Shriyans Bhandari & Ramesh Dhami	(2013). Maharashtra	it recycles old shoes and converts them into usable, high-quality products. Green Sole has rescued 928 girls and successfully mainstreamed them into

				formal schools, and reaches 72,000 girls annually through their programs in India.
55.	Janta Meals		(2013). Haryana	To provide hygienic and nutritious meals affordable to migrant daily workers (e.g., construction workers, auto drivers, rickshaw pullers, vendors, security guards, and daily wage workers). These measures enable the venture to provide wholesome but standardized meals (dal, vegetable, and roti/rice) for just 20.
56.	Mirchi & Mime	Prashant Issar and Anuj Shah	2015; Maharashtra	To create a socially responsible yet sustainable restaurant chain that employs people with disabilities as servers, supervisors, and chefs by replacing verbal interaction between the staff and the customers with visual communication and sign language.
57.	Saral Designs	Suhani Mohan and Kartik Mehta	2015; Maharashtra	has developed a range of Swacch machines that can produce multiple hygiene products, including sanitary pads, pantliners, maternity pads, 3ply masks, period pain patches, underpads, etc., with varying production capacities – manual, semi-automatic, and high-speed machines ³
58.	Help Us Green	Karan Rastogi	2015; Uttar Pradesh	preserves the Ganges by flower cycling the waste from places of worship and converting it into patented lifestyle products with the help of rural women, enabling a circular economy. It collects over 2.5 tonnes of floral waste daily and flower cycles it into lifestyle products like aromatic sticks, organic fertilizers, and festive goods.
59.	Phool.co		2015; Uttar Pradesh	to repurpose waste coming from places of worship. They have invested themselves heavily into their R&D to invent methods to convert temple waste into biodegradable packaging and bio-leathers
60.	Kisan Network	Aditya Agarwalla and Sanjay K Agarwalla	(2016). Haryana	To connect marginal farmers directly to businesses. It manages the supply chain from farm to buyer, thus enabling a fully integrated PAN India Agri produce supply chain.
61.	PeriFerry	Neelam Jain	(2017). Tamil Nadu	It creates employment and upskilling opportunities for the transgender community. It has helped place over 170 transgender people and sensitized over 19,000 corporate employees to date.
62.	Kinneer Services Pvt. Ltd	Dr Laxmi Nayan Tripathi and Dr Manish Jain	2018; Uttar Pradesh	It is a packed bottled water company that exclusively hires transgender people to provide them with an opportunity to live proudly.
63.	Rickshaw Bank;	Dr. Pradip Kumar Sarmah	Assam	To change rickshaw pullers' lives by providing them access to their rickshaws.
64.	Enable India	Shanti Raghavan and Dipesh Sutariya	Karnataka	It aims to provide equal opportunities and an inclusive and supportive environment for equal opportunities ⁴ . It helps to include employees with benchmark disabilities.

65.	PotHoleRaja	Prathap B	Karnataka	To save lives and raise social awareness about road safety among all citizens for a better India, it has created livelihood opportunities and ensured the economic Empowerment of hitherto marginalized communities in India.
66.	Pink Cab	Public Administration	Karnataka and Jammu & Kashmir	To drive women towards safety and Empowerment and to improve their lives through job creation, safe transportation, and financial security.
67.	Greenwood	Bisman Deu	Punjab	To address environmental issues caused by the burning of rice waste. The product is a low-cost material made from rice waste, which can be used to build housing for the underprivileged. It also aims to reduce pollution caused by rice burning in North India.
68.	Fazilka Model; Zamindara Farm Solutions	Vikram Ahuja	Punjab	"Affordable mechanization through a pay-for-use model." The model uses agriculture implements and machinery (e.g., tractors, harrows, spikes, chisel ploughs, cultivators, rotators, and rollers) lying idle with individuals and provides them to small and marginal farmers on a pay-for-use basis by connecting the owners and users on a virtual platform.
69.	Barefoot College	Bunker Roy	Rajasthan	To cultivate global equity by increasing economic mobility. It connects rural communities to solar, water, education, professions, and advocacy to help communities and individuals take control of their lives and the well-being of their communities.
70.	Bookshare	-	-	It has made reading more accessible for people with dyslexia, blindness, cerebral palsy, and other reading barriers. They can customize their experience to suit their learning style and find virtually any book they need for school, work, or the joy of reading.

Source: Author's creation

1.6 Transgender Community in India

In old Hindu texts, transgender figures are written about. In particular, the Hindu book Kama Sutra, which talks about sexual behaviour, talks about transgender people. Transgender people also play essential parts in well-known ancient Hindu epics like the Ramayana and the Mahabharata. During the Mughal era, transgender people held important jobs as members of the royal government and as the king's political advisors (Michelraj, 2015). However, with the British power's arrival in India, their situation worsened. Because they could not have biological children, British law took away all of their belongings, including their money, land, jobs, and even their human rights. When Britain ruled India as a colony, the Criminal Tribes Act of 1871 called transgender people "criminals addicted to committing serious crimes." Even though this act was carried out when India became independent in 1948, these events made them feel left out and excluded from society (Gayathri & Karthikeyan, 2016). Even though India has been free from British rule for more than 75 years, most Indians still follow the strict social rules that were in place during the British colonial era. The American Psychological Association (2018) says that a transgender person is someone whose gender identity or gender role is different from the sex they were given at birth. "Trans" is often used to refer to transgender people, including those with both binary and non-binary identities (American Psychological Association, 2018). Transgender people face social isolation and stigma because of their unique gender identity. As a result, they have fewer friends and family than other people (Jose & Vinod, 2014; Wirtz et al., 2020; Rood et al., 2016; Hendricks & Testa, 2012; Bockting et al., 2013).

Transgender people in India are called Hijra, Kinnar, Aravani, Kothi, Jogappas/Jogtas, Shiv-Shakthis, and Jogti-hijras (UNDP, 2010). When people are born male, most of them reject their "masculine" identity over time and choose to see themselves as women, "not men," "in-between man and woman," or "neither man nor woman." Although transgender people are similar to Hijras in the West, Hijras have a long history and strong social ties that are made official through a ceremony called "reet," which means joining the Hijra group. Hijras can make money by doing traditional jobs like "Badhai" (clapping their hands and asking for alms), blessing babies, or dancing at events.

Hijras/Transgender in India: HIV, Human Rights, and Social Exclusion (2023) says that some of them do sex work because they cannot find any other job. Others may be self-employed or employed by non-governmental organizations. TG also includes people who want to or have had Sex reassignment surgery (SRS) to change their actual sex to match their gender identity and become male or female. People who are transgender are what we call them. On top of that, there are people called transvestites who like to dress as someone else. "Transgender" has become a broad word used today to describe a lot of different identities and experiences, such as transsexual people who are strongly identified with the gender opposite to their biological sex (for example- male or female). This includes transsexual people before, after, and during surgery.

An international assembly of specialists convening in Yogyakarta in 2006 established 29 guidelines that apply international human rights legislation to safeguard gender identity and sexual orientation. The Yogyakarta teachings delineate the subsequent sexual orientation: Individuals of any gender can form close, psychological, emotional, sexual, and intimate ties with people of a different sex (Yogyakarta, 2007). Yogyakarta defines gender identity as the profound inner sense of gender that each individual possesses, which may or may not correspond to the sex assigned at birth, the individual's perception of their body (which should include, if chosen freely, any alteration in one's physical characteristics or bodily functions by medical professionals, surgeons, and others), and additional gender expressions, such as attire, speech, and body language (Yogyakarta, 2007).

In the 2014 case of NALSA vs. Union of India, the Indian Supreme Court granted 'Third gender identity' to transgender people. This ruling defined transgender. According to what they have said, "The word transgender is typically used to refer to people whose gender identity, gender expression, or behaviour does not correspond with their biological sex. In addition, hijras and Eunuchs who describe themselves as "third gender and they do not identify as either male or female" in this writ petition may be accepted within the definition of transgender. The Transgender Persons (Protection of Rights) Act 2019, signed into law by the president on December 5, 2019, defines transgender. The term "transgender person" refers to "a person whose gender does not match the gender assigned to that person at birth, including transgender people (whether or not they have undergone hormone therapy, laser

therapy, or other forms of therapy), genderqueer people, people with intersex variations, and people with sociocultural identities like Kinner, 'hijra,' jog, and so on)."

A definition taken from the UNDP and used in the NALSA vs. Union of India ruling in 2014 states that hijras are biological males who, over time, reject their masculine identity and identify as either woman, not men, in between man and woman, or neither man nor woman. Hijras are like transgender/transsexual (male to female) people in the West. Still, they have a rich cultural history and deep social bonds formalised by the rite of 'reet', which is becoming a member of the hijra society. Terms used to refer to hijras vary depending on the locale. Kinnar (Delhi) and Aravanis (Tamil Nadu), for instance. Hijras can get money by doing traditional tasks like dancing in ceremonies, blessing newborns, or badhai (clapping hands and requesting alms). Due to a lack of other employment options, a certain percentage of hijras work as prostitutes or as independent contractors for non-governmental organizations (*National et al. of India*, 2014).

According to the 2011 census, 4.8 lakh trans people are living in India. According to the National Human Rights Commission (NHRC) of India's 2018 poll, which focused on the rights of the transgender community, 96% of transgender people experience job rejection and limited employment opportunities, even if they meet the required qualifications. Moreover, 99% of transgender individuals have experienced many instances of social rejection, including rejection from their own families. Regarding education, 50 to 60 per cent of trans people have never had the chance to go to school. Many of those who fail to get an education end up abusing drugs, sex work, or begging as a result of discrimination against them. Most transgender people also have trouble getting access to basic amenities, including food, safe drinking water, medical facilities, public restrooms, and lodging. Indeed, transgender individuals are a highly marginalized group that faces discrimination in every sphere of society, including the political, social, economic, and educational (Gayatri & Karthikeyan, 2016; Khan et al., 2009; Pandya & Redcay, 2021; Chellammal & Lekshmi, 2020). According to some, transgender people have fewer social connections than regular people because of societal prejudice and exclusion (Jose & Vinod, 2014). Several reports indicate that prostitution or sex work, begging on trains, performing in bars, and getting blessings from people are the primary sources of income for transgender people

(National AIDS Control Organization [NACO], 2015; Issues Faced by Transgender Persons in Odisha – Reproductive Rights Initiative (RRI), 2023). The directive principle of state policy and the fundamental rights entrenched in the Indian constitution have afforded its citizens certain constitutional and fundamental rights; nevertheless, transgender persons are unable to exercise these rights. There are several documented instances of transgender people being beaten, harassed, threatened, and even harassed in public settings- sometimes even by police officers (Ganju & Saggurti, 2017). According to another study, transgender kids have higher rates of poor health outcomes, such as depression and suicidal thoughts, because they are frequently exposed to high levels of violence, victimization, and lack of social support (Newcomb et al., 2020). An Ontario study found that social inclusion could dramatically lower transgender people's suicidal thoughts and attempts (Bauer et al., 2015).

More people in the Indian subcontinent know the name "TG" these days, and even though they do not mean the same thing, they are often used together (Towle et al., 2006). "TG" was often used as a protective term for people who disagree with binary sexuality and gender roles (Chakrapani, 2010). Besides not having enough resources and dealing with everyday problems, these people also have to deal with issues like illiteracy, malnutrition, corruption, unemployment, turmoil in politics, social violence, and more. India has had a hard time coping with poverty so far, and stopping gender discrimination has also been a top priority for the government. On the other hand, the TG Community's situation of being shunned and dealing with different problems in the community has been ignored in terms of progress (Josim, 2012). It was known that the TG community worked hard to keep their better image in society because of their evident social and traditional character, but that status is now changing. Though historically they had the power to sanctify and imprecate, today's culture makes fun of gender-variant people for being different, which leaves this group defenseless and means they are not part of the regular social order. Besides that, their reality and people are currently ignored by the law, and they are shut out of economic, political, and social opportunities because they are female or cross-dressers. However, TG children can deal with inappropriate sex-gender behaviours and attitudes for a short time. However, as soon as they hit puberty, these behaviours are seen as abnormal by society and then by their own families. As a result, their families often look down upon TG and do

not get the same food, clothes, resources, moral support, and other opportunities as their siblings in the same social class (Khan et al., 2009).

1.6.1 Hijra

The hijra people in India are a restricted group with a long and holy history. They got the word "hijra" from an Urdu word that means "powerless ones" (Lal, 1999; Basu, 2012; Mukherjee, 2023). In Indian culture, the word "hijra" refers to people who see themselves as "neither man nor woman," "kinnar" (a Sanskrit word), or "third gender" (Nanda, 1999; Mukherjee, 2023; Kalra, 2011). They are also called eunuchs, transvestites, hermaphrodites, androgynes, transsexuals, and gynemimetics. In Indian culture, they are called intersexed, emasculated, impotent, TG, castrated, effeminate, or sexually abnormal or defective (Lal, 1999). People who are hijra are either genetically male or intersex. They join the hijra community at some point and may or may not live with the hijra community their whole lives.

The Hijra community, also known as India's third gender, has been a part of the Indian subcontinent for over 4,000 years. They are mentioned in ancient texts like the Kama Sutra, a Hindu text on human sexual behaviour written between 400 BCE and 200 CE. Hijra characters also hold significant roles in critical Hindu texts, including the Mahabharata and the Ramayana (*A Brief History of Hijra Indias Third Gender*, 2024). One of the forms of Shiva, a principal Hindu deity, involves him merging with his wife, Parvati, to become the androgynous 'Ardhanari', who holds special significance to many in the Hijra community. During the Mughal era in India (16th to 19th century), Hijras held essential positions in court and various facets of administration. They were also considered religious authorities and were sought out for blessings, particularly during religious ceremonies (Brill & Kenney, 2016). However, when the Indian subcontinent came under colonial rule during the 19th century, British authorities sought to eradicate and criminalize the Hijra community through various laws. These laws were later repealed after India attained independence. Despite their historical significance and religious roles, the Hijra community often faces abuse and discrimination. For a more in-depth understanding, you may refer to the Hijra jamaat, another word for the hijra people. The hijra jamaat is an adequately set up top-down power-control hierarchical community organization popular in

western and northern Indian states and sometimes in eastern states. The structure and leadership of the Hijra people were very well described by Kalra (2012). According to Nanda (1999) and Reddy (2006), the hijra group has several gharanas, or clans or houses, each with its name. A clear leader in each gharana, called a Naik or Nayak, speaks for everyone and is the most critical person in the gharana. Many cells are, in turn, supervised by a guru (Nanda 1999, 2000; Mukherjee, 2023; Reddy, 2006; Kalra, 2011).

The Nayak is the leader of the gharana and the main person in charge of making decisions and plans for the hijra group. This tree is enormous, and under the same house, there is a network of chelas and nati-chelas, which are granddaughters. This local or traditional panchayat system is not the same as the hijra jamaat because the hijra jamaat has its own strict rules, and anyone who breaks those rules could be kicked out of the jamaat or have to pay a fine. As part of the hijra jamaat group, the guru is responsible for her chela. Chelas make money and give all or part to the guru that corresponds with them. The guru can keep the whole amount (Nanda, 1999; Mukherjee, 2023). In return, the guru ensures that Chela has food, clothes, and a place to live. Young hijras get moral and emotional support from their group. Hijras have matrilineal relationships, such as sisters, aunts, nieces, grandmothers, granddaughters, etc., because they see themselves as women (Nanda, 1999; Lal, 1999; Kalra, 2011).

1.6.2 Difference between a Transgender and Hijra

Transgender (TG) and Hijra are two distinct identities:

Transgender (TG):

- Transgender is a broad term that encompasses individuals whose gender identity differs from the sex they were assigned at birth (American Psychological Association, 2015).
- It is a term used globally and includes a wide range of identities within the gender spectrum, including, but not limited to, trans men, trans women, and non-binary individuals (American Psychological Association, 2015).

- Transgender individuals may choose to undergo gender reassignment procedures, but it is not a requirement for identifying as transgender (American Psychological Association, 2015).

Hijra:

- The Hijra community is specific to the Indian subcontinent and has a history dating back thousands of years (Nanda, 1999).
- Hijras are often born male but adopt feminine presentations (Nanda, 1999). Some Hijras are born intersex (Nanda, 1999).
- Many Hijras consider themselves a third gender—neither male nor female (Nanda, 1999).
- Some Hijras undergo a castration ceremony, removing their male genitalia as an offering to the Hindu goddess Bahuchara Mata (Nanda, 1999).
- The Hijra identity is complex, and recently, some have identified as transgender and sought gender reassignment procedures (Nanda, 1999).

The term 'Transgender' is associated with gender identity, and the term 'Hijra' is related to a culture in which the Hindu goddess Bahuchara Mata is worshipped and blessed peoples on auspicious occasions, seeking alms is carried out as a profession by its members.

"Every Transgender is not Hijra."

This is the main reason for the plight of transgender in India, which is that they are associated with hijra culture; as a result, they face severe exclusion, prejudices, unnecessary judgment, discrimination, etc. It is important to note that these identities are not mutually exclusive. Some Hijras may identify as transgender, and some transgender individuals in India may identify as Hijras (Nanda, 1999).

1.7 Introduction & Evolution of Transgender Entrepreneurship in India

Sijabat (2015) states that social entrepreneurship has enabled people to access financial resources, granted them more power, and facilitated their integration into communities, all of which have contributed to solving social problems and creating employment opportunities. Furthermore, social entrepreneurs have made essential contributions to the growth of the global economy, the preservation of culture, and the improvement of social

justice (Kirton & Maclaren, 2018). Social enterprises should be supported and encouraged so that they can grow and create social value through things like job creation, new ways of doing small businesses, better chances for people to be included in society, and making money for the development work of civic groups (Terziev et al., 2016c). According to Bencheva et al. (2016), the government can help vulnerable groups get jobs and be a part of society by making it easier for them to join the social economy by creating successful social businesses. By making it easier for social enterprises to start up in rural places, people from all walks of life can be included in society by meeting their different needs. In his 2016 study, Shahid examines how India has implemented policies that support social entrepreneurship. These include the Ministry for Skill Development and Entrepreneurship (MSDE, 2015) and the Planning Commission's creation of the Ministry of Skill Development and Entrepreneurship in 2013. Also, the SMILE (Support for Marginalized Individuals for Livelihood and Enterprise) scheme was created in 2022 to encourage transgender people to start their businesses by helping them learn new skills and find work under the PM-DAKSH program in India Support for Marginalized Individuals for Livelihood and Enterprise (SMILE, 2022). Focusing on "services within a community, rather than for the community" (Kidd & McKenzie, 2014), the social entrepreneurship concept fits well with social welfare and is equally applicable to marginalized communities like the transgender community. Social entrepreneurship is getting much attention around the world right now because it has such a significant effect on social value creation. It creates jobs, raises awareness, and leads to innovation, profits, overall growth, and development, all of which help marginalized and deprived communities deal with their problems. Its introduction and acceptance within the transgender community is therefore critical, as it supports the idea of freedom. Even though the idea of social enterprise is relatively new, few marginalized people worldwide are using it or adopting it. However, some promising methods of social entrepreneurship have helped marginalized groups gain power. For example, in India's transgender community, applying and adopting social entrepreneurship is expected to lead to economic growth, development, social inclusion, and empowerment. Transgender people are starting and running a wide range of different enterprises, including queer beauty parlours, fast food restaurants, catering companies, clothing boutiques, and more (NHRC, 2018; Suraiya & Rose, 2019). Additionally, these

people are trying to improve their society and help it grow (NHRC, 2018; Suraiya & Rose, 2019). Also, Fig 1.2 shows the diagrammatic presentation of the details of all the Transgender entrepreneurs and their respective enterprises year-wise. Following are the traces of the evolution of transgender entrepreneurs in India:

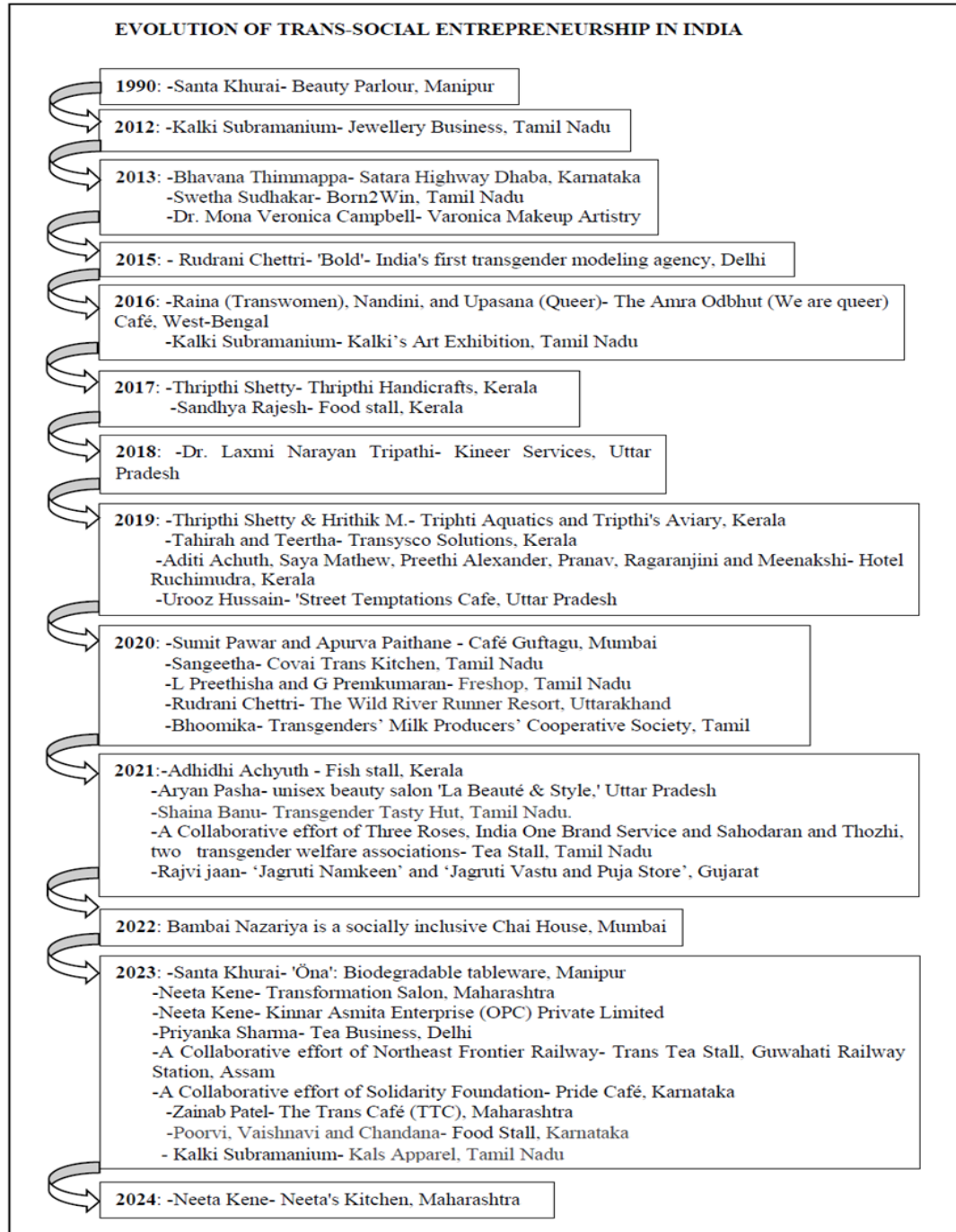


Fig 1.2 Evolution of Trans-Social Entrepreneurship in India Source: Author's creation

- In the 1990s, Santa Khurai opened Manipur's first transgender-owned beauty salon to sustain herself. The salon's success encouraged other transgender people to start their salons and provide others with chances at employment. She also led a Nupi Maanbi dancing group known as the "Seven Sisters" in the 1990s. In 2023, 'Öna - Biodegradable dinnerware, a Nupi Maanbi Initiative contributing to environment justice' was also introduced in Manipur, utilizing Khangla, a locally accessible plant leaf. This project aims to educate entrepreneurs about trans sustainability by re-establishing a connection with the natural world. (*Manipur's foremost transgender activist, Santa Khurai, looks back at the movement she helped shape*, 2024).
- Journalist, writer, actress, and activist Kalki Subramaniam founded the Sahodari Foundation in Tamil Nadu and became the first transgender business owner in India's jewellery industry in 2012. Using a crowdsourcing website, Kalki sold 12 pieces of art in 2016 to collect Rs. 2 lakh for her first art exhibition. She then gave half of the proceeds to support the education of four transgender women. Subramaniam founded the Transhearts art project in 2017, and since then, she has provided workshops to instruct over 300 transgender individuals in creating expressive artwork that supports their livelihood. She debuted her "Kals Apparel" range of creative artistic clothing at Bangalore Fashion Week in August 2023 (Kalki Subramaniam, 2024; Meet Kalki: India's First Transgender Entrepreneur, 2024).
- In 2013, Bhavana Thimmappa took over the ownership and management of "Satara Highway Dhaba," located on National Highway 4, 200 kilometres from Bangalore, Karnataka. Families and truckers are served by an all-transgender staff of waiters and cooks (*Transsexual's Highway Dhaba a Big Hit*, 2024).
- In February 2013, Born2Win Social Welfare Trust was founded in Chennai, Tamil Nadu, with Swetha Sudhakar as its Founder, Director, and CEO. The organization supports and empowers transgender individuals. Born2Win produces and markets goods like yearly calendars and organizes fundraising activities like fashion shows and exhibitions. (*This Transgender Woman Not Only Fought Gender Bias Herself but Is Helping Others Break Free*, 2024)

- Dr Mona Varonica Campbell founded the well-known cosmetics company Veronica Cosmetics Artistry in Hyderabad in 2013. She is India's first plus-size transgender model (*India's First Plus-Size Transgender Model, Mona Veronica Campbell, Is A Force to Reckon With.*, 2024); (Road to Acceptance, n.d.).
- "Bold": India's foremost transgender modelling agency was established in 2015 by Rudrani Chettri, the creator of Mitra Trust and the force behind Delhi's Garima-Greh. In 2016, India Purchased Its First Transgender Modeling Agency. Additionally, she owns "The Wild River Runner Resort," a hotel that will open in 2020 in Rishikesh, Uttarakhand. (The Wild River Runner, YouTube, 2024).
- The Amra Odbhut (We are Queer) Café was founded in Kolkata in 2016 as a pop-up café and community centre. It is run by Raina (a transwomen), Nandini, and Upasana (a queer person). Trans craftspeople from the areas of West Bengal sell their wares at the café for prices that are reasonable while generating maximum profits that are unimaginable in any traditional profit-driven business (*Amra et al.: A Community Space Realizing Kolkata's Queer Utopia*, 2017).
- Thripathi Shetty founded Thripathi Handicrafts in 2017. Thripathi Shetty, a Kerala native, launched her business making jewellery and other handcrafted goods to promote crafts worldwide. She is the first transgender business owner in Kerala and the first person in India to obtain an artisan ID card from the Ministry of Textiles. She is an accessory for the Ministry of Textiles' "Samarth" project (Thripathihandicrafts, 2024). With her spouse, Hrithik, the first transgender newsreader in India, she runs an ornamental fisheries business under the auspices of a government project named "Tripti Aquatics" and "Tripti's Aviary." The Kerala government honoured her on Women's Day 2019 as one of the best female entrepreneurs (Thripathi Shetty: A Story of Transformation and Empowerment; Rural Beads, 2023).
- In 2017, Sandhya Rajesh opened a food stand at the Thiruvananthapuram Corporation, Kerala, street book fair. The transgender community has a cafe at Manaveeyam Veedhi, the city's cultural corridor, where they serve hot tea, snacks, dosas, and omelettes at night. Their goal is to turn this into a source of income for themselves. (*In a First, a Food Stall by Transgenders in Kerala*, 2024).

- In 2018, Dr. Laxmi Nayan Tripathi founded Kineer Services, a bottled water company in Noida, Uttar Pradesh, that exclusively hires transgender people to give them an opportunity to live proudly. Thanks to its Trans-formation project, over 450 transgender members have gained new skills and been placed in jobs (Packaged Drinking Water—Kineer Services, 2023).
- In September 2018, Sanjeeva Vandse, a 45-year-old transgender person living with HIV, founded "Asare Fast Food," a fast-food restaurant owned and operated by four other transgender people in Manipal, Karnataka. Additionally, Sanjeeva established the Asare Trust, which supports those living with HIV/AIDS and those with physical disabilities (Karnataka: Transgender Activist Opens Fast Food Joint in Manipal, 2024).
- Transysco Solutions, established in 2019 by Tahirah and Teertha, is the first IT startup in Kerala, India, run by transgender people with 20 transgender employees. It is an international software development and full-service firm that offers businesses worldwide IT solutions, career counselling, professional training, and support for creativity. (Transysco Solutions, n.d.; *Kerala transwomen's IT startup receives 200 job applications*, 2019).
- In Kochi, Kerala, in 2019, Hotel Ruchimudra became the first hotel in India to be owned and operated by six transgender entrepreneurs: Aditi Achuth, Saya Mathew, Preethi Alexander, Pranav, Ragaranjini, and Meenakshi. (*Make Way To This Hotel In Kerala Which Is Owned By Transgenders* - Wirally, 2024)
- Urooz Hussain opened "Street Temptations," a café in Noida, in 2019. "I was subjected to harassment at my workplaces, so I decided to start my cafe that treats everyone equally," she said in a statement to ANI. I hope that people in my community will be motivated by this. (*This cafe in Noida by a transwoman treats everyone equally*, 2024).
- Café Guftagu, which means "dialogue," was established in Mumbai in 2020 to give community members a job and serve as a haven while raising awareness of LGBT concerns. Apurva Paithane and Sumit Pawar founded it. (The Story of Mumbai's First Transperson-run Cafe in Andheri West, 2024; *Queer Cafés in India That Are Safe Spaces for the Community*, 2024).

- In 2020, "Covai Trans Kitchen," a 32-seat restaurant in Coimbatore, Tamil Nadu, was opened by Sangeetha, the President of the Coimbatore District Transgenders Association. Ten transgender individuals run the restaurant exclusively. Transgender persons manage this restaurant, which helps them make a decent life. Fifty transgender people attended a 20-day course offered by Bishop Appasamy College's hotel management department (*Transgender community opens 'Covai Trans Kitchen' in Coimbatore*, 2024, March 15)
- In March 2020, L Preethisha and G Premkumaran, a transgender couple, opened "Freshop," a tea and snack mobile set-up store in Virugambakkam, Chennai. They contend that the lack of equality and trans-inclusive workspaces is the reason we decided to launch our own business (*Leap positive-tea from this Chennai transgender couple*, 2021).
- Bhoomika is in charge of the first transgender-owned dairy farm in India. In 2020, the Transgenders' Milk Producers' Cooperative Society, supported by the state, will provide 30 trans women with a shared business, a personal house, and a cow. The 1.5-acre farm, which is situated in Manthithoppu village, approximately 100 kilometres south of Madurai city, Tamil Nadu, sells 180 litres of milk per day (*Life Of Dignity: India's First State-Backed Dairy Farm Provides Livelihood to Transgenders*, 2024).
- Adhidhi Achyuth is the first transgender person in the Indian fishing industry to launch a business venture when she opened a fish stand at Vennala in Kochi in 2021. In 2023, India Honored the First Transgender Seafood Entrepreneur (India celebrates its first transgender seafood entrepreneur, 2023).
- In 2021, the first transgender male bodybuilder in India, lawyer Aryan Pasha, opened a unisex beauty business called "La Beauté & Style" in Ghaziabad, near the border with Delhi. It is the only salon owned and operated by transgender individuals, according to (India's First Salon Owned & Run by Transgender Men Is Revamping Looks and Reforming Lives, 2024).
- In March 2021, Shaina Banu discovered her calling when she launched the "Transgender Tasty Hut," an entrepreneurial endeavour in Chennai, Tamil Nadu. She previously owned a pushcart in 2019 but had to close it for personal reasons.

She appreciates the Madras School of Social Work administration for setting up a canteen close to the second gate so that professors and college students could enjoy her meals. (*Transgender Tasty Hut: Social media saves Chennai transwoman Shaina Banu from third gender stigma*, 2022).

- A tea stall in Chennai's Royapettah has opened and will only be staffed by five locals. Three Roses, India One Brand Service, and Sahodaran and Thozhi, two transgender welfare associations, collaborated to establish the tea stall in 2021 (*A leap forward: Tea stall run by transgender people opens in Chennai's Royapettah*, 2024).
- In 2021, Rajvi Jaan, the first transgender entrepreneur in Gujarat, acquired the "Jagruti Namkeen" and "Jagruti Vastu and Puja Store," employing thirty women (*Once Unable to Find a Job, Gujarat's First Trans Businesswoman Now Employs Many*, 2024)
- In 2022, Diego Miranda started Bambai Nazariya, a socially conscious Chai house in Mumbai that employs transgender staff for all positions, including chef and services. According to their motto, "Nazariya badlo, nazara badlega," it is expected to bring about social change (*Bambai Nazariya: A Place of Pride*, 2022).
- Neeta Kene is the director of Kinnar Asmita Enterprise (OPC) Private Limited, which was founded in 2023 and produces soap, agarbatti/incense sticks, candles, and other products. Over ten transgender people are employed by the company (*Kinnar Asmita Enterprise (OPC) Private Limited - Yahoo India Search Results*, 2024). The 'Transformation Salon,' which opened in 2023 and is run by transgender people, is a claim made by Mumbai (Mumbai's first trans salon injects pride in the community, 2023). According to Neeta Kene, Chairperson of Kinnar Asmita, a community-based group that founded and will run TransFormation, "This initiative is a strong message to the society that transgender persons can effectively mainstream themselves with the right kind of skilling and support." For us, this is an endeavour about advancement, dignity, self-worth, and livelihoods. We are excited to launch this project, but for it to be a huge commercial and social success, we need the mainstream's help. (First Transgender-Run Salon Opens in Thane District, 2024). Additionally, on

February 5, 2024, a brand-new catering company named "Neeta's Kitchen" opened its doors in Kalyan, Maharashtra. It is owned and run by members of the transgender community (*Kinnar Asmita | Empowered, Skilled & Future Ready*, 2024).

- Priyanka Sharma founded her Delhi-based tea company in 2023 with the Mitr Trust and the Connecting Dreams Foundation funding. She is selling ten to fifteen blended teas right now. She uses her stall to sell these tea packs at gatherings. Additionally, she sells her teas at neighbourhood supermarkets (*A Day in The Life of Priyanka Sharma, A Trans Woman Building Her Dream Life from Scratch One Day at A Time*. (2024).
- In 2023, the Northeast Frontier Railway, in partnership with the All-Assam Transgender Association, opened the first transgender-owned tea store at the Guwahati Railway Station in Assam, known as the "Trans Tea Stall" (First-of-its-kind trans tea stall set up at Guwahati railway station, 2023).
- Shubha Chacko, the executive director of the Solidarity Foundation, created the Pride Café, which will open in Bengaluru in 2023. Solidarity Foundation hopes to expand its activities into other areas of the city, and seven to eight employees are currently on board (*Pride Café launched in Bengaluru*, 2024).
- In 2023, Zainab Patel founded The Trans Café (TTC), an empowering space owned, operated, and overseen by Mumbai's transgender population. She has created career chances for LGBTQIA+ individuals and transgender people, and at the moment, she employs eight members of the community. In keeping with her self-empowered objective, she hopes to expand this to 15 cafés around India and hire over 100 individuals (The Story Behind Mumbai's First Transperson-run Cafe in Andheri West, 2024).
- In Udupi, Karnataka, three transgender individuals—Poorvi, Vaishnavi, and Chandana—opened a food stand at night in 2023. With help from Sameekha Kunder, the first transgender individual to earn an MBA in Karnataka, the three created a food stall selling food and snack items from 1 am to 7 am. The demand for late-night food in Udupi is enormous because many local restaurants close early, leaving visitors to find other places to eat. This is why they received such a

gratifying response. (Karnataka's First MBA Transgender Invests in a Late-Night Food Stall at Udupi, 2024).

- Karnataka's Preethi drives an electric rickshaw in Bengaluru. She used to beg at traffic signals, but in 2023, she had the chance to learn to drive and pursue it as a side job thanks to the assistance of an NGO named "Shishu Mandir" and their job initiative. Preeti now counsels her community friends to refrain from begging and instead ask them to carry out charitable deeds (*From begging to business: Indian transgender woman's life turned around by electric rikshaw*, n.d.).

Table no. 1.5 shows the tabular details of all the Transgender entrepreneurs, as discussed above, from the year starting with 1990, till at present 2024. Fig 1.2 shows the diagrammatic presentation of the details of all the Transgender entrepreneurs and their respective enterprises year-wise. In 1990, Santa Khurai pioneered trans-entrepreneurship by starting a beauty parlour 1990 but remained an unsung hero of Transgender community. In 2012, Kalki Subramaniam was recognized as India's first Transgender Entrepreneur by starting a Jewellery business in Tamil Nadu. Her journey has become a milestone, and since then, the world has witnessed a great zeal for transgender entrepreneurship culture. The year 2023 has unfurled the most Trans-Social Entrepreneurs, and their Enterprises emerged with a total count of 10, followed by the years 2020 and 2021, each with a count of 5. Also, the year 2019 stood at the count of a total of 4 and the year 2013 with the count of a total of 3. These instances and others serve as undeniable exemplifications of triumphant trans-social entrepreneurship. As per their testimonies, they express a sense of security and acceptance within their community, as there exists an absence of discrimination and equal treatment prevails among community members (Davis, 2009).

Table 1.5 Details of Trans-Social Entrepreneurship from 1990-2024					
S.no.	Establishment Year	State	Transgender Entrepreneur	Total No. of venture(s)	Venture
1.	1990	Manipur	Santa Khurai	1	Beauty Parlour
2.	2012	Tamil Nadu	Kalki Subramaniam	1	Jewellery Business
3.	2013	Karnataka	Bhavana Thimmappa	1	Satara Highway Dhaba

4.	2013	Tamil Nadu	Swetha Sudhakar	1	Born2Win
5.	2013	Telangana	Dr. Mona Varonica Campbell	1	Varonica Makeup Artistry
6.	2015	Delhi	Rudrani Chettri	1	'Bold'- India's first transgender modelling agency
7.	2016	West-Bengal	Raina (Transwomen), Nandini, and Upasana (Queer)	1	The Amra Odbhut (We are queer) Café
8.	2016	Tamil Nadu	Kalki Subramaniam	1	Kalki's Art Exhibition
9.	2017	Kerala	Thripathi Shetty	1	Thripathi Handicrafts
10.	2017	Kerala	Sandhya Rajesh	1	Food stall
11.	2018	Uttar Pradesh	Dr. Laxmi Nayan Tripathi	1	Kineer Services
12.	2018	Karnataka	Sanjeeva Vandse	1	Asare Fast Food
13.	2019	Kerala	Thripathi Shetty & Hritik M.	2	Tripti Aquatics and Tripti's Aviary
14.	2019	Kerala	Tahirah and Teertha	1	Transysco Solutions
15.	2019	Kerala	Adhidhi Achyuth, Saya Mathew, Preethi Alexander, Pranav, Ragaranjini and Meenakshi	1	Hotel Ruchimudra
16.	2019	Uttar Pradesh	Urooz Hussain	1	Street Temptations Café
17.	2020	Maharashtra	Sumit Pawar and Apurva Paithane	1	Café Guftagu
18.	2020	Tamil Nadu	Sangeetha	1	Covai Trans Kitchen
19.	2020	Tamil Nadu	L Preethisha and G Premkumaran	1	Fresh
20.	2020	Uttarakhand	Rudrani Chettri	1	The Wild River Runner Resort
21.	2020	Tamil Nadu	Bhoomika	1	Transgender people' Milk Producers' Cooperative Society
22.	2021	Kerala	Adhidhi Achyuth	1	Fish stall
23.	2021	Uttar Pradesh	Aryan Pasha	1	unisex beauty salon 'La Beauté & Style'
24.	2021	Tamil Nadu	Shaina Banu	1	Transgender Tasty Hut
25.	2021	Tamil Nadu	A Collaborative effort of Three Roses, India One Brand Service and Sahodaran and Thozhi, two transgender welfare associations	1	Tea Stall
26.	2021	Gujarat	Rajvi jaan	2	Jagruti Namkeen and Jagruti Vastu and Puja Store

27.	2022	Maharashtra	Deigo Miranda and Glenice D	1	Bambai Nazariya, a Chai house
28.	2023	Manipur	Santa Khurai	1	'Öna': Biodegradable tableware
29.	2023	Maharashtra	Neeta Kene	1	Kinnar Asmita Enterprise (OPC) Private Limited
30.	2023	Maharashtra	Neeta Kene	1	Transformation Salon
31.	2023	Delhi	Priyanka Sharma	1	Tea leaf Business
32.	2023	Assam	A Collaborative Effort of Northeast Frontier Railway	1	Trans Tea Stall, Guwahati Railway Station
33.	2023	Karnataka	A Collaborative effort of Solidarity Foundation	1	Pride Café
34.	2023	Maharashtra	Zainab Patel	1	The Trans Café (TTC)
35.	2023	Karnataka	Poorvi, Vaishnavi and Chandana	1	Food Stall
36.	2023	Tamil Nadu	Kalki Subramaniam	1	Kals Apparel
37.	2023	Karnataka	Preethi	1	Electric-Rickshaw Driver
38.	2024	Maharashtra	Neeta Kene	1	Neeta's Kitchen

Source: Author's creation

Fig no. 1.3 highlights the states in which Trans-Social Entrepreneurship (TSE) exists, including the total number and name of respective entrepreneurial ventures belonging to each state. The data of 40 transgender entrepreneurs reveals their entrepreneurial ventures in 12 different states of India. Also, there must be various numbers of unheard Trans-Social Entrepreneurs at local levels whose journeys today have yet to be heard and covered by media, the internet and other secondary sources. However, they are gracefully playing a pivotal role in the upliftment of Transgender community.

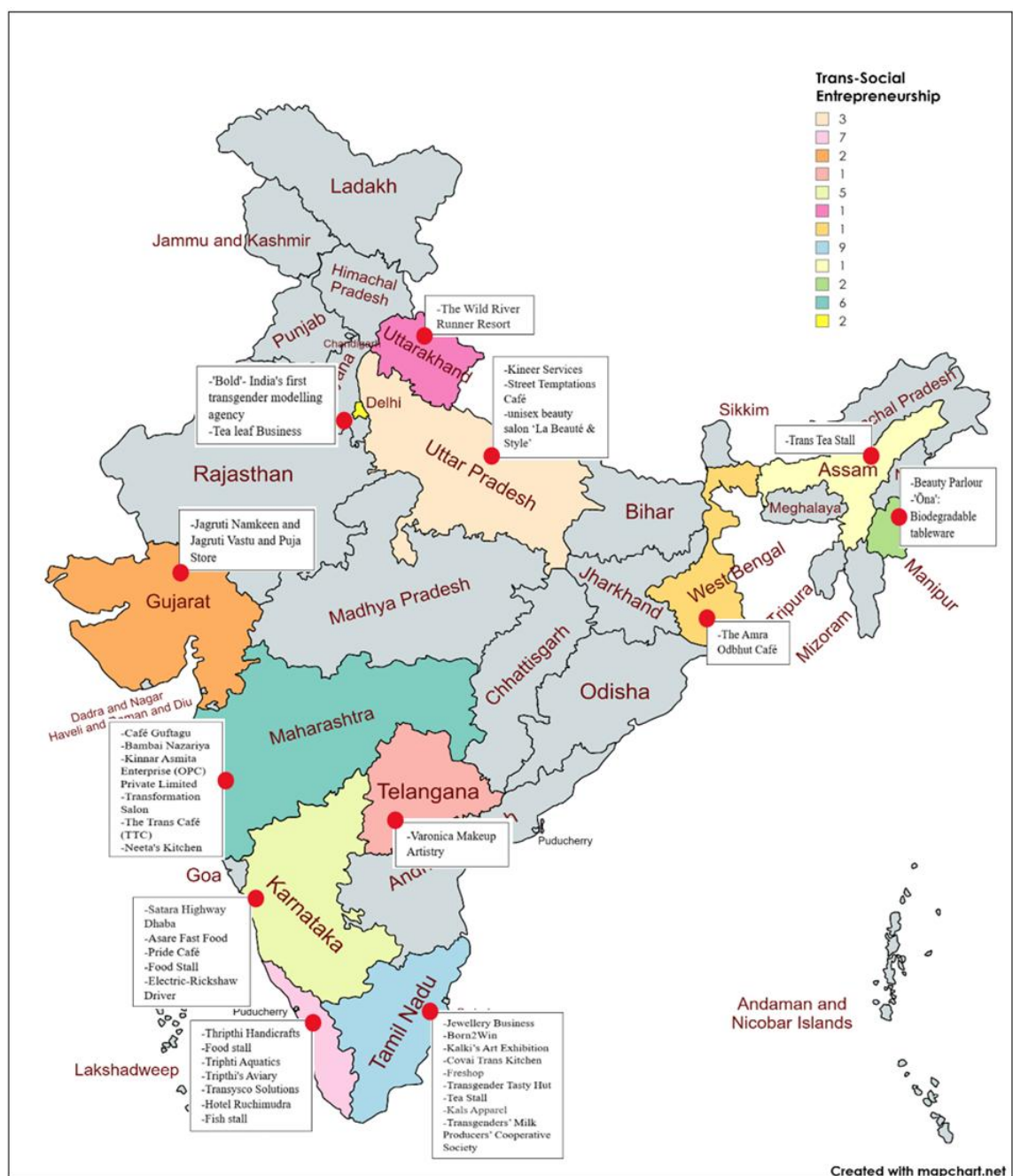


Fig 1.3 Transgender Entrepreneurship in India, Source: Author's creation

1.7.1 Catalyzing Social Entrepreneurship Ecosystem in India for Transgender Entrepreneurship

Following is the evidence of a supportive ecosystem (Fig 1.4) for nurturing the culture of transgender entrepreneurship in India:

- Since 2005, Anam Prem, a group of volunteers in Mumbai, has also been working to bring the community into the mainstream. Under the project, Anandi Anand Gade (Joy for All) held a Trans and Hijra Empowerment Mela in 2016 and 2017. About 1,800 people went to the mela in Borivali in 2016. Three to four transgender people run each of the 25 booths, selling food, jewellery, beauty services, etc. People who were transgender came from all over India (*A Kolkata Venture is Challenging Transphobia Through Handicrafts*, 2017).
- Sathrangi, an Indian business run by transgender women, focuses on arts to help them find work. The project has much support because transwomen lead it and includes women from groups that are not usually included, like those who live in red-light areas, have been victims of human trafficking, or are farmers in the Sunderbans. SathRangi is a transgender brand that sells clothes, home art, and stationery. They have minimal Bengal silk and gamchha scarves, cotton handkerchiefs, jute bags, and other items (*A Kolkata Venture is Challenging Transphobia Through Handicrafts*, 2017).
- As part of its business student group, Enactus Ramjas, Delhi's Ramjas College created Project TransCreations in 2011 to help the transgender community. It began with only seven members making jewellery. However, now they employ about fifty transgender people and help them make money—each between Rs. 7,000 and Rs. 8,000 monthly—through jewellery making. The group has also expanded into more socially inclusive businesses, like cab and e-rickshaw driving, hiring ten transgender drivers across Delhi NCR in the summer of 2016 and opening VIBGYOR, a beauty salon run by transgender people (*Ramjas College students help transgender people open beauty parlour for all*, 2024).
- The Connecting Dreams Foundation wants to make a difference in the world by encouraging young people to be entrepreneurs and get involved. It has given people the tools and freedom to start businesses in cities and rural areas. The Connecting Dreams Foundation and Mitr Trust have signed an agreement to start "Transformation," a Career Progression Fellowship with help from HSBC that helps transgender people become owners and grow their businesses (*Home. connecting-dreams*, n.d.).

- Pride Circle is India's top diversity and inclusion consulting company. Their goal is to promote social equality by using affirmative action for the LGBT+ community in India. Works with more than 300 companies in India to help them build safe, welcoming, and inclusive workplaces through executive leadership development, comprehensive diversity and inclusion training, sensitivity raising, consultation, industry roundtables, research and publications, job placements, and professional networking. Pride Circle is at the forefront of the LGBT+ inclusion revolution in India. They have a growing list of national and foreign partner companies, government agencies, and non-profits that work with them (LGBT+ Entrepreneurship and Supplier Diversity in India Ecosystem and the Way Forward, n.d.).
- Pride Circle's main event every year, RISE (Reimagining Inclusion for Social Equity), is a first-of-its-kind project that works to give the LGBT+ community equal chances and more workplace inclusion (RISE-2021, 2024). In 2019, it held Asia's first and largest LGBT+ conference, job fair, and marketplace, where more than 20 LGBT+-owned micro and small companies were showcased (Home. Pride Circle, 2024).
- What began in 2019 as a one-day bazaar at the RISE Marketplace in Bangalore 2019 and Delhi 2020 has grown into an e-commerce platform called RAINBOW BAZAAR. It is now India's only tiny, small, LGBT+-owned and led online marketplace. Rainbow Bazaar is making the online market available to all queer business owners and from queer business owners to Indian shoppers... One way to make money is to work for someone else. Another is to start your own business. RAINBOW BAZAAR connects all Indian shoppers with micro and small businesses run by LGBT+ people. When someone shops at RAINBOW BAZAAR, they are investing in Indian talent and supporting LGBT+ entrepreneurs who #MakeInIndia! (LGBT+ Entrepreneurship and Supplier Diversity in India Ecosystem and the Way Forward, n.d.).

There are also other e-commerce sites, such as QueerBazaar, Pridesio, BeUnic, etc., whose goals are the same: to help LGBTQ+ businesses show off and sell their goods and to raise

money. The LGBTQ community can sell their goods and services on these platforms (With et al. of Funds, E-commerce Platform for LGBTQ Community Set to Grow, 2024; Pridesio – Wear Your Pride!, 2024; Beunic Is a Queer-owned, Community-driven Platform for LGBTQ+ Creators and Entrepreneurs, 2024). Also, Satrangi Bazar is an event by The QKNit to support the small companies of LGBT+ people. QueerKala, an organization that works to empower women, is actively involved. Many good artists and businesspeople set up booths at Cafe Guftagu on Mira Road. (Satrangi Bazar, Hosted by Queerkala – Retropoplifestyle, 2024) This event will make people aware of equality and the need to treat everyone with love and respect.

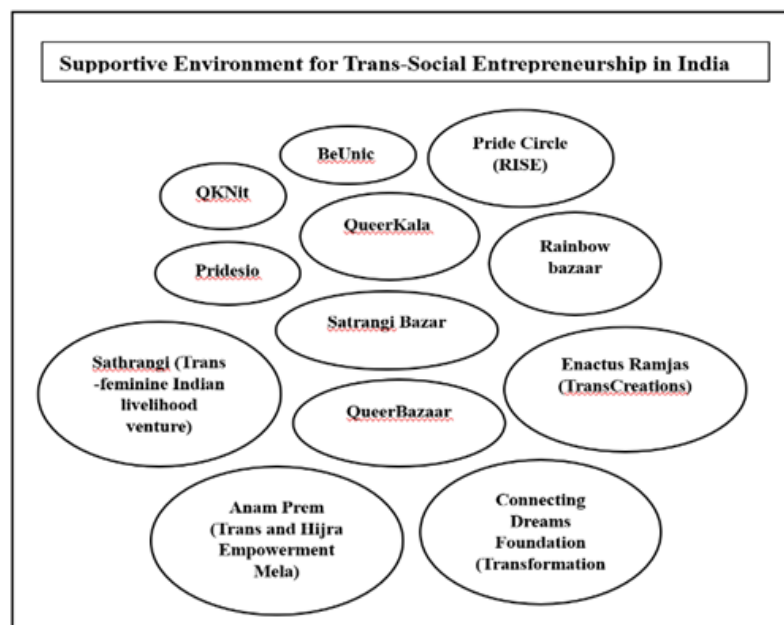


Fig 1.4 Catalyzing Social Entrepreneurship Ecosystem in India for Transgender Entrepreneurship *Source:* Author's creation

1.7.2 Current Status of Transgender Entrepreneurship

The marginalization of transgender people has a precise economic cost because more and more of them are being kept out of the workforce because they cannot find fair jobs. Discrimination and exclusion generally cost a lot because they close off markets, lower the talent pool, and slow economic growth (LGBTQ Inclusion in Offices Is Good for the Indian Economy, 2023). A 2016 World Bank study examining 39 countries found a direct link between GDP decline and marginalization. In India, 92% of the trans group is unable to do

any work, according to a 2018 NHRC report. The Micro-Small and Medium Enterprises (MSME) government said on December 2, 2019, that from April 2018 to November 2019, only five transgender people filed their businesses with the government. There are seven transgender directors listed in FY22. Six of them are between the ages of 31 and 45, and one is between the ages of 46 and 60. There are six of them; two are from Delhi, one each from Uttar Pradesh, Gujarat, Andhra Pradesh, Maharashtra, and Tamil Nadu (Transgender Directors of Indian Companies, 2023)—and they came in that order.

Dr. M.V. Lee Badgett did a case study in India in 2014 to look into the link between homophobia and how it affected the business of the country. The results showed that the bias affected GDP by between 0.1% and 1.7%. Homophobia also cuts people's working years short, which means they have less time to make money because they cannot move up in their careers or are harassed at work. Stigmatization not only makes people less productive at work, but it also has a significant harmful effect on their health. How Homophobia Is Costing India 1.7% of Its GDP, 2023, a study from 2012 found that homophobia costs India's health system an impressive \$712 million a year, which is money that cannot be made back. People in India who are sexual minorities are more likely to get HIV/AIDS than people in India in general. The cost of LGBT exclusion to the economy of India (2018) says that the frequency of MSM (men having sex with other men; transgender people who were born male but now have a female or feminine identity) is between 7% and 16.5%, while the frequency of transgender people having sex with other transgender people is as high as 55%. Data from the National Sample Survey Office release in India could be used to get a rough idea of how much money LGBT people lose because of the stigma.

National Sample Survey (NSS) data from 2011–2012 shows that an average Indian worker who works six days a week for 52 weeks would make Rs. 74,507 a year in wages or salaries. For self-employed people and their own account companies, that amount is Rs. 48,157. This points to an average income of Rs. 55,532. To get an idea of how much money an LGBT worker lost, multiply this average by the percentage of pay (The Cost of LGBT Exclusion to the Economy of India, 2018). The Ministry of Skill Development and Entrepreneurship and the Global Entrepreneurship Monitor (GEM) India Report (F.Y. 21–

22) both say that there were more business starts in India in 2021 (Bharti et al., 2014). The overall entrepreneurial activity rate in the United States went up from 5.3% in 2020 to 14.4% in 2021. This is the percentage of adults (18–64) who started or ran a new business. Also, the rate of people (18–64) who own and run an established business increased from 5.9% in 2020 to 8.5% in 2020. Boom of Entrepreneurship in India (2023) says that a business is formed if it has paid its owners salaries, wages, or any other kind of pay for more than 42 months.

Because they are not allowed to, LGBTQIA+ people have to work in the unorganized industry. Why Is Inclusion of the LGBTQIA+ Community in India's Economy Important? (2023) also says that people who do not have many job options are more likely to take jobs they do not like. To make money, most third-gender people in Northern India beg, do sex work, or dance at parties. Two-thirds of Chennai's community-based group made less than Rs. 130 daily. The Tamil Nadu Transgender Welfare Board was created in 2008 to help transgender people, also known as "aravanis," get ahead in life. The Cost of LGBT Exclusion to the Economy of India (2018) says that people who qualify can get help with health care, housing, income support, and a monthly pension of Rs. 1000. You can think of "pink" money as the buying power of the LGBT community and how it has grown from a small or ignored market to a growing part of the economy. Forbes India and Out Now Consulting, a marketing firm that specializes in this area, came up with the numbers that 30 million people in India identify as LGBT, which is 4% of the total population. These people have money, even though the amount seems small. Ian Johnson of Out Now says that these 30 million LGBT people make a total of Rs. 1.5 lakh crore every month. Many of these customers are "DINK," which means they have more extra money (Lure of the "pink Rupee": Why Indian Firms Are Investing in LGBT Events-business News, Firstpost, 2023). This is why it makes sense to be LGBT-friendly. As a whole, LGBT people being discriminated against and not being able to work causes inefficiencies that lower labour productivity and overall economic output because differences between men and women slow down economic growth (Berik et al., 2009).

1.7.3 Government Initiatives towards promoting Transgender entrepreneurship in India

Over the past few years, the Indian government has consistently and broadly worked toward creating a society that welcomes transgender people. The central government has made several welfare acts and rules to help transgender people get an identity, an education, a place to live, a way to make a living, new skills, and protection of their rights against the community. Some of these are listed here (Welfare of transgender persons in India: a slew of measures by the central government in last three years, 2022). Through the Skill India Mission, the Ministry of Skill Development and Entrepreneurship (MSDE) has been running the Pradhan Mantri Kaushal Vikas Yojana (PMKVY), which trained 481 transgender people until 2021; the Jan Shikshan Sansthan Scheme (JSS), which trained 518 transgender people from 2018 to 2021; the National Apprenticeship Promotion Scheme (NAPS), which trained 17 transgender people from 2018 to 2021 for short-term skill development training; and the Craftsman Training Scheme (CTS), which gave seven transgender people from 2014 to 2019 long-term training. These programs were open to young people from all walks of life in India, including transgender people (Transgender Persons in India and Government Welfare Measures, 2023). LGBT people who get help from the SMILE (Support for Marginalized Individuals for Livelihood and Enterprise) Scheme are getting skill development training from the Ministry of Social Justice and Empowerment through PM-DAKSH, a Ministry skill development scheme. Through the plan, transgender people can get short-term training programs, up-skilling/reskilling programs, entrepreneurship development programs, and long-term training programs. Through the National Backward Classes Finance and Development Corporation (NBCFDC), the Ministry of Social Justice and Empowerment has approved skill development training programs for transgender people in six states. These programs will train people for jobs like beauty therapists, make-up artists, customer service executives, etc. Over 87 lakh training programs have been approved so far (Welfare of transgender people in India: a slew of measures by the central government in last three years, 2022). According to the SMILE plan, Garima Grehs will be built to help transgender people who need them by giving them a place to live, food, medical care, and fun things to do.

Another thing is that it will help transgender people at the shelter home build their skills and abilities. The National Portal for Transgender Persons was made public by the Ministry of Social Justice and Empowerment on November 25, 2020. Anyone who identifies as transgender can get an identity certificate and I.D. card without having to go to the office that issues them. The Ministry of Social Justice and Empowerment gives out the Transgender certificate and identity cards recognized nationwide. People who want to use the welfare services offered by the SMILE plan must show the certificate. According to the National Portal for Transgender Persons Ministry of Social Justice and Empowerment - Government of India (2023), 14656 certificates and 14639 ID cards have been given. As of October 8, 2023, 32 states and union territories had participated in the portal. *LIVING FREE AND EQUAL*, UNDP (2016) says that Trans people may be able to use about 249 programs run by the national and state governments. These programs put much emphasis on skill development. However, at the national level, only the Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) lists transgender people as recipients (Godrej, 2018). To promote gender equality and equal opportunities for women and transgender entrepreneurs in the food business sector, the Food Safety and Standards Authority of India (FSSAI) recently added a new section called "Special Category" to the online Food Safety Compliance System (FoSCoS) portal. When we talk about including people in jobs, the Mahatma Gandhi Rural Employment Guarantee Act (MNREGA) makes transgender groups one of its primary beneficiaries. The National Rural Livelihood Mission and the National Urban Livelihood Mission both talk about how self-help groups (SHGs) can help transgender people get money. Transgender people's SHGs have been set up in Odisha under this. Transgender people can use these programs if the state welfare boards make an employment database for them, which the District Employment Officer regularly updates. If they get approved for jobs, they are given certificates of approval. To make it easier for transgender people to use financial institutions, all the steps and processes must be streamlined (A Framework for Transgender-inclusive India, 2023), and loans for self-employment and funds to start SHGs must be made available.

1.7.4 Nurturing entrepreneurs and creating a safe, discrimination-free, trans-inclusive working environment

In terms of durable alternative livelihood opportunities, entrepreneurship is likely to yield significantly better outcomes, especially in light of the absence of conventional jobs that are financially viable for transgender people. Through the National Scheduled Caste and Scheduled Tribe Hub (NSSH), the Ministry of Micro, Small, and Medium Enterprises presently strives to hold, mentor, and support transgender entrepreneurs as they increase their involvement in public procurement and other initiatives. The hub intends to do this through vendor development, information exchange, and capacity building in collaboration with transgender CBOs, NGOs, and SHGs (A Framework for Transgender-inclusive India, 2023).

Transgender individuals frequently and severely endure discrimination in employment, invasions of privacy, harassment, and even physical and sexual abuse at work (Godrej: Trans inclusion manifesto, 2018). Many individuals report changing jobs to avoid discrimination or the threat of it. Although more non-discrimination rights are granted by the Transgender Persons (Protection of Rights) Act of 2019, many transgender individuals are yet subject to laws and practices that discriminate against them in the workplace (Yadav, 2021). Public and private employment sectors must increase awareness of the Transgender Persons (Protection of Rights) Act, 2019 and Rules, 2020 (Ministry of Social Justice and Empowerment, 2020). The legal outcome and penalties for discrimination against transgender individuals in the workplace, particularly about hiring and promotion, must also be made known to the public. It is imperative to regularly re-sensitize critical stakeholders, such as educators, healthcare providers, law enforcement and correctional officers, and legal and judicial professionals, who are instrumental in fostering environments free from trans-prejudicial violence, in addition to raising awareness through curriculum modifications, as was previously mentioned. They are concerning the promotion of alternative career paths and improving employability. The desk study and community consultations revealed that discrimination based on gender expression or identity at work and a lack of career possibilities due to insufficient education and skills

are the primary problems faced by transgender individuals. These problems restrict transgender people's eligibility for bank loans and other financial aid.

Furthermore, transgender people often have no collateral requirements because their families forbid them from being property owners. Additional evidence for this finding comes from the 2015 Transgender Survey conducted in Kerala. In some circumstances, microfinance may be considered a possibility. A 1996 study conducted in Odisha found that microfinance can help reduce gender disparity and assist transgender populations. According to A Framework for Transgender-inclusive India (2023), transgender persons are prohibited from using microfinance institutions for a variety of reasons, such as a lack of identity verification, financial illiteracy, and misunderstanding about programs and application procedures. Based on available information, Table 1.6. shows the gist of yearly Government Schemes and Key Reports on Transgender Entrepreneurship in India, for better understanding.

Table 1.6 Year-wise Government Schemes and Key Reports on Transgender Entrepreneurship in India				
Year	Scheme/Report/Study	Implementing Body / Source	Focus Area	Remarks
2005	MGNREGA (Mahatma Gandhi National Rural Employment Guarantee Act)	Ministry of Rural Development	Rural Employment Guarantee	Transgender individuals included as primary beneficiaries
2008	Tamil Nadu Transgender Welfare Board	Govt. of Tamil Nadu	First State-level Support System	Provided ID cards, livelihood help, housing, healthcare
2011	National Rural Livelihood Mission (NRLM)	Ministry of Rural Development	SHG-based Livelihood Support	Promoted transgender SHGs in states like Odisha
2013	National Urban Livelihood Mission (NULM)	Ministry of Housing and Urban Affairs	Urban Employment & SHG Integration	Provided urban livelihood pathways for marginalized genders
2014	Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)	Ministry of Rural Development	Rural Skill Training	Transpersons listed as beneficiaries
2014	Case Study by Dr. M.V. Lee Badgett	World Bank / Independent	Homophobia & Economic Impact	Estimated GDP loss of 0.1–1.7% due to LGBT exclusion

2015	Pradhan Mantri Kaushal Vikas Yojana (PMKVY)	Ministry of Skill Development and Entrepreneurship (MSDE)	Skill Training & Employability	481 transgender persons trained till 2021
2016	National Apprenticeship Promotion Scheme (NAPS)	Ministry of Skill Development and Entrepreneurship (MSDE)	Industrial Training	17 transgender persons trained between 2018–2021
2016	UNDP Report: Living Free and Equal	United Nations Development Programme (UNDP)	Mapping Trans Access to Welfare	Found ~249 welfare schemes could include trans people
2016	National SC-ST Hub (NSSH)	Ministry of Micro, Small and Medium Enterprises (MSME)	Entrepreneurial Support	Now supporting transgender-led MSMEs
2018	NHRC Study: Transgender in India	National Human Rights Commission (NHRC)	Social & Economic Exclusion	Revealed 92% unemployment among transgender persons
2018	The Cost of LGBT Exclusion to the Indian Economy	World Bank / Lee Badgett / UNDP	Economic Exclusion, Health Costs	Estimated loss of \$712 million in healthcare costs due to stigma
2019	Transgender Persons (Protection of Rights) Act	Ministry of Social Justice & Empowerment	Legal Protection & Inclusion	Institutionalized non-discrimination in workplaces, education, healthcare
2020	National Portal for Transgender Persons	Ministry of Social Justice and Empowerment (MSJE)	Digital Identity & Certification	Over 14,000 trans-identity certificates issued
2021	Garima Greh Shelter Homes	MSJE (under the SMILE Scheme)	Shelter + Skill + Care Homes	Safe accommodation with livelihood training
2021	PM-DAKSH Skill Development Program	Ministry of Social Justice and Empowerment (MSJE)	Entrepreneurship & Reskilling	Focused vocational and entrepreneurship training in 6 states
2022	SMILE Scheme	Ministry of Social Justice & Empowerment	Marginalized Livelihood & Enterprise	Holistic support for trans persons including skill & self-employment training
2022	FoSCoS “Special Category” Provision	Food Safety and Standards Authority of India (FSSAI)	Food Business Compliance	Recognizes transgender entrepreneurs in the food industry
2022	Transgender Inclusivity: A Reality Check	National Human Rights Commission (NHRC)	Workplace Inclusion Audit	Found a significant lack of policy implementation & sensitization incorporates

2023	GEM India & MSME Data (FY 2021–22)	Ministry of Micro, Small and Medium Enterprises (MSME) / GEM India (Global Entrepreneurship Monitor)	Entrepreneurship Indicators	Only 5 transgender MSMEs registered in 2018–2019; 7 transgender directors in FY22
2023	Framework for Transgender-Inclusive India	UNDP/ Humsafar Trust, Independent Policy Experts	Policy Roadmap for Inclusive Growth	Advocates microfinance access, SHGs, and barrier-free entrepreneurship pathways

Source: Author's creation

1.7.5 Transgender Entrepreneurship: Global Overview

Transgender entrepreneurship is getting more and more attention around the world as a way to empower people and help them become independent, especially when formal job markets are biased against them. Here is some information about transgender entrepreneurship in different parts of the world:

- **North America:** In the United States and Canada, transgender individuals frequently engage in entrepreneurship as a response to job prejudice. Organizations such as the Canadian LGBT+ Chamber of Commerce provide mentorship and certification; nevertheless, financial availability continues to be restricted (McKinsey, 2021; CGLCC, 2022).
- **Europe:** The UK, Germany, and the Netherlands advocate for transgender inclusion under EU frameworks. Notwithstanding advancements, obstacles to visibility and funding availability still exist (ILGA-Europe, 2023).
- **Asia:** India- Initiatives such as the Humsafar Trust's TRANScend program assist transgender entrepreneurs through training and financial support.
Vietnam/Thailand/Nepal- legal invisibility and social stigma hinder formal entrepreneurship, notwithstanding the existence of small-scale companies (UNDP, 2018; USAID, 2022).
- **Latin America:** Argentina and Brazil possess developing cooperatives led by transgender individuals. Nonetheless, administrative obstacles and institutional prejudice continue to exist (Corrêa et al., 2021).

- **Africa:** Trans entrepreneurship is limited due to stigma and legal dangers, with exceptions in more progressive regions such as certain areas of South Africa (Human Rights Watch, 2020).
- **Oceania:** While both Australia and New Zealand have inclusive regulations, there is support scarcity for trans entrepreneurs in remote areas (Pride in Diversity, 2022).

Key Insights:

Entrepreneurship as a haven: Trans people frequently resort to entrepreneurship when conventional work opportunities are unavailable (McKinsey, 2021).

Empowering ecosystems: Initiatives such as TRANScend integrate mentorship, legal assistance, and startup funding to promote success.

Financial obstacles: Numerous transgender entrepreneurs face limited access to traditional financing, and specialized microfinance and crowdfunding efforts are increasingly gaining prominence (TEEI, 2023).

Psychological wealth is significant: In India, psychological preparedness and support networks considerably enhance trans-entrepreneurial preferences (Zulfiqar et al., 2021).

1.8 Social Inclusion of Transgender Community in India

The process of making it easier for disadvantaged people because of their identity to participate in society is called social inclusion. It is a key part of equitable development, which aims to get rid of structural inequalities and encourage the participation of underrepresented groups like women, Dalits, people with disabilities, religious minorities, and LGBTQ+ people (World Bank, 2013). Studies have shown that institutional barriers, stigma, and social norms often make exclusion worse by making it harder to get an education, a job, or healthcare, or participate in civic activities (Rawal, 2008; Kabeer, 2005). To achieve social inclusion, we need to take a multidimensional approach that not only fixes legal and economic problems, but also helps the excluded groups feel accepted, represented, and empowered. In this case, entrepreneurship has become a way to bring people together by giving marginalized groups more power in terms of money and social

status. Desai (2011) says that social entrepreneurship encourages new ideas by solving problems in the system and providing long-term solutions that fit the needs of the community. It gives those who are disadvantaged a chance to gain independence, leadership, and income while questioning existing social systems and encouraging collective action (Mair & Martí, 2006).

In India, entrepreneurship has become a popular way to bring together people who are often left out of society. Programs that help people learn new skills, get small loans, and access markets have helped vulnerable groups like rural women, tribal people, and Dalits find work and move up in society (Datta & Gailey, 2012). Inclusive entrepreneurship not only helps people get out of poverty, but it also changes how people see themselves, so they are seen as active contributors to economic growth instead of just passive recipients. However, the transgender community in India has been systematically left out for a long time because of strict gender norms, discrimination, and a lack of legal and institutional support. The *NALSA v. Union of India* (2014) decision and the Transgender Persons (Protection of Rights) Act, 2019 have made it possible for people to be included in society, but studies show that transgender people still face discrimination in education, healthcare, housing, and jobs (Pandey & Sivakami, 2022; Chakrapani et al., 2022). Caste and class intersections make it even harder for transgender people to fit in, especially for trans women from Dalit or Adivasi communities, who are still disproportionately affected.

More and more, transgender people in India are starting businesses as a way to be accepted, respected, and self-sufficient. Many transgender people have turned to entrepreneurship to regain their economic independence and social respect because they still face stigma in formal employment sectors. Studies show that transgender people who start businesses do so not only to make a living but also to make workplaces more welcoming for other transgender people. These businesses include beauty salons, tailoring shops, and community-based businesses (Hossain, 2020). In this case, social entrepreneurship is not just a way to make a living; it is also a strong way to show resistance and affirm one's identity. Diwakar et. al., (2025) research shows how trans-led businesses use empathy, resilience, and community-building strategies to tell stories that include everyone, bring people together to work on projects, and encourage many voices in business settings. These

kinds of programs support the SDG 2030 goals of making societies more equal, encouraging good jobs, and making sure everyone is included. Even though they are becoming more visible, transgender entrepreneurs in India still have problems like not being able to get funding, not being able to join government programs, and not being able to reach many customers. So, to help transgender entrepreneurs become more socially included, we need to make changes to the way the system works in areas like access to money, building their skills, recognizing their legal identity, and making institutions more aware of their needs. Not only is it fair for transgender people to start businesses, but it is also a step toward building a more inclusive nation.

1.9 Social Entrepreneurship Theories

I. The theory of opportunity-based entrepreneurship

Peter Drucker contends that instead of bringing about change (as the Schumpeterian or Austrian school claims), businesses should use the opportunities presented by shifting social norms, customer preferences, and technological advancements. According to him, an entrepreneur looks for change, reacts to it, and seizes the chance to seize it; according to Drucker, an entrepreneurial company needs to innovate or be change-oriented (Drucker, 1985). To accomplish their goals, entrepreneurs mobilize the resources of others. Administrators let their job description and available resources limit their goals and course of action (Nteere et al. 2012). Opportunity-Based Entrepreneurship Theory states that an entrepreneurial firm must be inventive, change-oriented, and profit-oriented; these qualities are what define a social enterprise firm. Additionally, since they can mobilize resources from others to further their social mission, social entrepreneurs are open to their current resources.

II. Schumpeterian Innovation Theory

According to Schumpeterian theory, creative entrepreneurs who upend and disarray the status quo are highly valued. According to Schumpeter (1934), entrepreneurial innovation causes old inventories, ideas, technologies, skills, and equipment to become obsolete, resulting in creative destruction storms. Entrepreneurial attempts to 1) offer new goods and services, 2) open up new markets, 3) develop new manufacturing techniques, 4) find new suppliers, and 5) establish a new organisation, according to Schumpeter, are where innovation can be discovered. Change originates with entrepreneurship, according to

Schumpeter. New markets and activities are generated by innovation. He suggested that business innovation leads to profitability. The Schumpeterian idea of innovation holds significant relevance to social entrepreneurship. A social entrepreneur ought to establish a social enterprise, devise novel means of production, demonstrate creativity, and catalyze social change by creating market disequilibrium.

III. Theory of Human Capital

In the early 1960s, Schultz (1961) claimed that the "knowledge, skills, and abilities of the people employed in an organisation" comprised human capital (HC). This proposal is where the word "human capital" originated. This concept of HC was revised by Schultz in 1981, who stated that "all human abilities are either innate or acquired." Human capital is made up of valued attributes that may be increased with the right investment (Schultz 1981). A decade later, HC was described as the "knowledge, information, ideas, skills, and health of individuals" by Becker (1993). "The human factor in the organisation; the combined intelligence, skills, and expertise that gives the organisation its distinctive character" is how Bontis et al. (1999) describe HC. The organization's human resources are individuals who can adapt, learn, innovate, and provide the creative push that, when appropriately motivated, can guarantee the organization's long-term survival. The most significant application of human capital theory to social entrepreneurship is that employees should be creative, inventive, and able to pick up new skills. With the right motivation, these traits can guarantee the social enterprise's long-term survival. Additionally, the idea assesses how knowledge and abilities that have grown over time in social enterprises contribute to the overall sustainability of the business.

IV. Theory of Social Networks or Social Capital

The sociological and political science fields are where the phrase "Social Capital" first arose, first appearing in Hanifan's (1916) study of community centres in rural schools. "Friends, colleagues, and more general contacts through whom you receive opportunities to use your financial and human capital" is how Burt (1992) described social capital. "The sum of the actual and potential resources embedded within, available through, and derived from the network of relationships possessed by an individual or social unit" is how Nahapiet and Ghoshal (1998) defined social capital. Granovetter (1983) used the latter term instead of the former to emphasize the similarities between social capital and social

network theory. A substantial amount of the opportunity structure for entrepreneurs comprises a broader social network structure (Clausen, 2006). According to Shane and Eckhardt & Shane (2003), "a person may be able to identify the existence of a particular entrepreneurial opportunity, but they may not have the social connections necessary to turn that opportunity into a business startup." Access to a more expansive social network could assist in solving this issue.

V. Theory of Resource-Based View (RBV)

The idea of Penrose, Schumpeter, and Ricardo (Scherer & Ross, 1990) for long-term competitive advantage through strategic resources was the foundation for developing the resource-based view (RBV). The resource-based approach focuses on the attributes of resources and strategies necessary for long-term performance, competitive advantage, and organisation survival (Barney, 1991). According to the resource-based paradigm, businesses that meet the criteria for VRIN (valuable, rare, inimitable, and non-substitutable resources) can attain high performance (Barney 1991). Resources are inputs into an organization's production process that comprise both tangible and intangible resources, either property- or knowledge-based, according to Miller and Shamsie (1996). While knowledge-based resources are related to intangible resources, property-based resources are tangible resources. The functioning of an organisation requires both of them. Thanks to the resource-based perspective, social ventures will be able to comprehend how their ideas and plans will increase their efficacy and efficiency. Through optimizing earnings through efficient resource allocation, social ventures can accomplish their social objectives, guarantee stakeholder satisfaction, and maintain sustainability.

1.10 Empowerment Theories

I. Psychological Empowerment Theory:

Conger and Kanungo's theory focuses on the motivational and cognitive mechanisms that enable people to feel in control of their work surroundings. It proposes that an individual's sense of empowerment is influenced by four factors: impact, competence, self-determination, and meaningfulness (Conger & Kanungo, 1988). According to this hypothesis, more empowered workers have a more optimistic outlook on their jobs (Conger & Kanungo, 1988). It's the conviction that one can contribute to the organisation and has

the knowledge and abilities to do the work properly (Spreitzer, 1995). It represents a mindset in which workers genuinely believe they can shape their work position and environment (Conger & Kanungo, 1988).

II. Zimmerman's theory of structural empowerment:

This theory highlights institutions and social structures' contribution to empowering people and communities. It implies that empowerment can be increased by having access to these organizations' opportunities, resources, and decision-making procedures. According to Kanter's idea of structural empowerment, an individual's attributes are less important than organizational structures (Kanter, 1977). According to this theory, leaders can strengthen their authority by empowering others and improving organizational performance (Kanter, 1977). Kanter identified six elements that must be met for empowerment: formal power, informal power, resources, Support, information, and opportunity for progress (Kanter, 1977).

III. Women's Empowerment Theory:

This theory, which has its roots in feminist philosophy, emphasizes gendered power dynamics and how structural injustices must be addressed to empower women fully. It highlights how crucial it is to oppose patriarchal conventions and advance the agency and autonomy of women. By recognizing and opposing oppression and power, this theory seeks to promote understanding and transformation (Hooks, 2000). It suggests that awareness, advocacy, and change can happen when oppression and power are recognized and challenged (Hooks, 2000). While empowerment theory examines the impact of race and class, it concentrates on gender (Collins, 2000).

IV. The Community Empowerment Theory:

This theory emphasizes giving communities the authority to care for their needs and enhance their standard of living. It strongly emphasizes community involvement, participatory methods, and the sharing of power within communities. Renegotiating power is the method this theory advocates to obtain greater control (Wallerstein, 1992). It acknowledges that for some people to gain power, others must share and give up part of their current authority (Wallerstein, 1992). According to Minkler and Wallerstein (2012),

it serves as a guide for initiatives aimed at enhancing the health and well-being of both people and populations. Community empowerment means giving people in a community more resources and skills they can use to make their lives better. Some important aspects of community empowerment, from the lenses of this research study are- "Self-awareness, as described by Van Velsor et al. (1993), involves agreeing with oneself and others, a process integral to the empowerment journey of a marginalized community." As underlined by Shibutani (1961), the ability to recognize oneself plays a crucial role in empowering the community, influencing individuals, groups, and broader cultural dynamics."; Self-acceptance means that a person is happy and satisfied with himself. It is important for mental health (Rogers, 1951; Scott, 1968).; Self-reliance, as defined by Astill and Miller (2018), is the practice of depending on one's abilities, decisions, and resources rather than seeking help from others. This concept holds significant importance in the empowerment journey of the marginalized community. Community empowerment is deeply intertwined with the concept of decision-making power. As Rahim (1989) articulates, power is an individual's capacity to influence another's actions, beliefs, goals, wants, and values.; competence plays a pivotal role in empowering the community. Competence extends beyond learned skills, including mental traits contributing to successful performance (White, 1959). These traits, knowledge, skills, and motivations form an individual's personality (Spencer & Spencer, 1993).; The concept of participation significantly influences community empowerment. As defined by Perenboom and Chorus (2003), participation involves being involved in life situations, which includes having some autonomy or being able to control one's own life.; Autonomy is the capacity of an individual to determine their actions through independent choice within a system of principles and laws to which they are dedicated. Autonomy is also seen as a skill. Holec (1985) defines "autonomization" as acquiring the skills needed for a self-directed learning program. By fostering autonomy, the marginalised community can gain the tools they need to take charge of their own lives, thereby achieving empowerment.

V. Theory of postcolonialism:

Postcolonialism theory critically examines the political, cultural, aesthetic, economic, linguistic, historical, and social impacts of (generally European) colonial rule (Elam, 2019).

It involves the study of colonialism and its effects. It critiques the impact of colonialism and seeks to deconstruct its premises. This theory, which has its roots in postcolonial philosophy, looks at how colonial legacies still impact power relations and efforts at empowerment in postcolonial states. It demands decolonizing strategies for empowerment that go against prevailing ideologies and institutions. Since issues of power and knowledge are fundamental to the ISEs' representation and understanding of "self" and "other" within a "subaltern position," postcolonialism is a crucial concept to comprehend the nature, role, and position of Indigenous people and the ISEs' (Indigenous Social Enterprises) behaviour as agents in the LA (Latin America) region, particularly in Colombia (Bhabha, 2012; Lye, 2017; Said, 2012; Spivak, 1988). To put it simply, the postcolonial theory emphasizes the marginalized status that Indigenous people hold in society (Lye, 1998; Lye, 2016). Although physical colonization was meant to end with regional independence, a cultural hegemony was inherited and persisted in the majority of liberated societies. The legacy of colonialism is typified by a binary relation between the colonizer (self) and the colonized (other). Postcolonialism is not an "armchair philosophy." It seeks to intervene and amplify marginalized viewpoints. It tries to change how people think and act to improve relations between different peoples and cultures (Elam et al., 2019).

1.11 Social-Inclusion Theories

I. Theory of Equality and Equity:

Numerous researchers and sociologists have examined the idea of equality in social inclusion. Understanding social integration, stratification, social mobility, and social equality and inequality regarding social inclusion and exclusion has greatly benefited from the work of Allman (2013), Platt (2019), Svallfors (2007) and Piachaud et al. (2009). Gender Equality and Social Inclusion (GESI) initiatives have also been created by organizations such as World Vision (Mapedza et al., 2022). According to Allman (2013), everyone should have equal access to resources, services, and social places. This is known as equality in social inclusion. It's about ensuring that every person may realize their full potential in life, irrespective of their background. This idea, which considers social equality and inequality, is directly related to social integration and stratification (Mapedza et al., 2022). Sociologists like Weber (Weber, 2017), who promoted social justice in the middle

of the nineteenth century, have also studied equity in social inclusion. Equity takes a step further by recognizing that, to produce equitable results, various people have varying requirements and situations (Weber, 2017). In particular, for historically marginalized or discriminatory people, it encourages equitable treatment and full participation (Thompson, 2020). To achieve equity, one must acknowledge systemic racism and discrimination and make a commitment to taking steps to eliminate obstacles, offer resources for Support, and make up for historical wrongs by making reparations. By fostering conditions that are supportive of every person, regardless of their gender, income, ethnicity, or any other characteristic, equity encourages inclusivity.

II. Capability Approach Theory:

As a crucial component of inclusion, the Capability Approach emphasizes people's capabilities—their capacity to attain worthwhile functions like health, education, and political engagement (Sen, 1999). This strategy, created by Amartya Sen and improved upon by Martha Nussbaum (Nussbaum, 2011), strongly emphasizes promoting equality and realizing each person's potential. It is viewed as a means of getting beyond the drawbacks of conventional equality evaluations, which solely evaluate resources and results (Sen, 1999). Promoting inclusion and dignity is one area in which the Capability Approach excels (Nussbaum, 2011).

III. Social Exclusion Theory:

According to Silver (1994), social, political, or economic reasons can lead to exclusion, which is seen as a multifaceted and intricate process. This theory emphasizes how crucial it is to deal with these issues to encourage inclusion. It recognizes social exclusion and inclusion's multifaceted and multilevel nature (Levitas, 2005). They can occur along social, economic, political, and historical axes and at the individual, family, group, community, or institutional levels (Silver, 1994). Social inclusion and exclusion have a complicated relationship that can be seen as a continuum rather than opposites (Levitas, 2005).

IV. Empowerment Theory:

According to Rappaport (1987), empowerment theory emphasizes the value of giving marginalized people and groups the ability to take charge of their own lives and participate

in decision-making processes. One important component of encouraging inclusion is empowerment (Zimmerman, 2000). It involves speaking up, taking charge, and standing up for rights and privileges (Rappaport, 1987). This theory emphasizes oppressed people and communities' demands and human rights (Zimmerman, 2000).

V. Participatory Development Theory:

Empowerment Theory emphasizes the value of giving marginalized people and groups the ability to take charge of their own lives and participate in decision-making processes (Rappaport, 1987). One important component of encouraging inclusion is empowerment (Zimmerman, 2000). It involves speaking up, taking charge, and standing up for rights and privileges (Rappaport, 1987). This theory seeks to emphasise the demands and human rights of oppressed people and communities (Zimmerman, 2000).

1.12. Need of Research

The need for research on transgender entrepreneurship, particularly within the context of social entrepreneurship, is multifaceted and stems from critical socio-economic and cultural realities. Major points outlined:

- **Persistent Social Exclusion:** Despite the legal recognition of transgender individuals as the "third gender" in India since 2014, societal attitudes towards them remain largely discriminatory. Transgender individuals face extreme marginalization due to their gender identity and non-conformity. The National Human Rights Commission's 2018 report indicates that 96% of transgenders in India are denied employment opportunities. This exclusion pushes them into poverty and forces many into begging, sex work, or drug abuse to survive. The stigma they face even extends to the workplace, where those who do secure jobs often experience severe discrimination from colleagues and employers (Parveen & Khatak, 2020; Ganju & Saggurti, 2017; Human Rights Watch, 2024). These socio-cultural barriers highlight the urgency of studying how entrepreneurship can serve as an effective tool for their inclusion, dignity, and economic upliftment.

- **Economic Empowerment and Independence:** Transgender entrepreneurship is emerging as a potential avenue for achieving financial independence and stability within a community that has been historically denied access to formal employment (Mair et al.,

2012). The power of entrepreneurship lies in its ability to create self-employment opportunities that allow individuals to support themselves and their families without relying on traditional employment channels that are often exclusionary. Through entrepreneurial ventures, transgenders can carve out their own space in the economy, free from the discrimination they face in other sectors. This research is crucial because it sheds light on how transgenders, through social entrepreneurship, are challenging stereotypes and reclaiming agency over their lives (Chakrapani, 2017; Sharma, 2018; Pandaya & Redcay, 2022; Choudhary, 2020).

- **Social Transformation and Inclusion:** Research on transgender entrepreneurship contributes to a broader societal goal—social inclusion. As social entrepreneurs, transgenders not only seek to improve their circumstances but also serve as role models for others in their community. Successful transgender entrepreneurs pave the way for others, demonstrating that it is possible to rise above societal prejudice and exclusion (Ashoka, 2014; Dees, 1998; Johnson, 2000; Johnson, 2001; Teakle, 2000). This research is necessary to explore how their entrepreneurial activities help address deep-rooted societal issues like gender inequality, contributing to long-term shifts in societal perceptions and norms. Moreover, such entrepreneurship fosters community solidarity, encouraging other marginalized individuals to step forward and participate actively in the economic and social spheres (Muralidharan & Pathak, 2018).

- **Innovation and Job Creation:** Transgender social entrepreneurship is not just about creating businesses for personal gain; it is about generating wider societal value (Jennings et al., 2016). Many transgender entrepreneurs are focused on creating opportunities for others within their community, thereby multiplying the impact of their ventures (Austin et al. 2006 & Sheldon et al. 2017). For example, transgender-owned businesses can employ other transgender individuals, who might otherwise face unemployment or underemployment due to discrimination (Jeffs, 2006). This ripple effect of job creation and economic participation strengthens the community as a whole, giving members a chance to work in supportive, inclusive environments (Handy, 1997). Research can bring to light these positive feedback loops, showing how entrepreneurial efforts are contributing to larger economic and social growth.

- **Addressing Discrimination and Health Issues:** The harsh reality of discrimination often forces many transgender individuals into precarious livelihoods like sex work, increasing their vulnerability to health risks such as HIV and other sexually transmitted diseases (Deb, 2020; Pandya & Redcay, 2021). Studies suggest that transgender individuals engaged in sex work are 49 times more likely to live with HIV than the general population (National Institute of Medical Statistics & ICMR-National AIDS Control Organization, 2020; NACO, 2017). By supporting entrepreneurship in this community, there is an opportunity to provide safer, more dignified avenues for income generation, reducing their reliance on dangerous occupations. Entrepreneurship could play a key role in improving not only the economic status of transgender people but also their overall health and well-being by offering viable alternatives (Austin et al., 2016).

- **Global Impact and Best Practices:** While this research focuses on transgender entrepreneurship within the Indian context, it also resonates globally. Around the world, marginalized communities, including transgender individuals, face similar challenges related to discrimination, poverty, and exclusion (Pol and Ville, 2009; Bacq and Janssen, 2011). By studying successful cases of transgender entrepreneurs in India, the research can uncover best practices that could be applied in other regions (Waddock & Post, 1991). This knowledge can be instrumental in shaping policies that foster inclusive entrepreneurship ecosystems globally. Additionally, international organizations such as the Schwab Foundation for Social Entrepreneurship and Ashoka have shown interest in supporting social entrepreneurs and studying transgender entrepreneurs aligns with their objectives of achieving greater social equity and justice (Ashoka, 2004).

- **Foundation for Future Studies:** This exploratory research sets the stage for future academic inquiries. By examining the role of social entrepreneurship in empowering transgender individuals, this study can form the basis for further research into the intersection of gender, identity, entrepreneurship, and social change (Yunus, 2008). Future studies might explore areas such as the long-term socio-economic impact of transgender entrepreneurship, the role of government and non-profits in supporting transgender entrepreneurs, and the specific challenges faced by these entrepreneurs in different sectors and regions (Dees, 2007). Additionally, it can foster cross-disciplinary research that

combines insights from sociology, economics, gender studies, and entrepreneurship studies.

In conclusion, research into transgender entrepreneurship addresses critical gaps in the understanding of how marginalized communities can achieve self-reliance, dignity, and inclusion through social enterprise. It not only serves as a documentation of the challenges faced by transgender individuals but also as a beacon of hope and a call for societal and systemic change to foster a more inclusive and equitable environment for all.

1.13 Significance of the Study

Transgender people are a focus group in this research study as the work aims to examine their journey towards entrepreneurship and their prospects for employment and integration into society. The presentation of data and information on the concerned identity category enhances the visibility of the ventures, breaks the norms of gender stereotyping and encourages diverse representation across the field, organization, market and industries. It will help the specific TG group, as well as other policymakers, researchers, and society in general, add to the existing knowledge of the relationship between socioeconomic factors, discrimination and transgender people's gender identity.

I. Visibility and Representation of Transgender Individuals

The present research study therefore first of all serves to provide insights and raise awareness pertaining to the presence and experiences of transgenders in careers such as business and entrepreneurship. In the past, the participation of third gender in the formal economy was quite limited. This study will address gender prejudice and underline the future transgender entrepreneurship opportunities to succeed in various fields paying attention to their business experiences.

- **Challenging Stereotypes:** This study will expose society's stereotypes by presenting positive testimonies from the transgenders thus proving their worth in the business world and society. It indicates that transgenders can be successful entrepreneurs, and their success is leading to an improved perception of the community among clients, customers and society.

- **Role Models for the Community:** The presence of minorities does also matter, particularly because such people are often discriminated against or excluded. Publicity of transgender entrepreneurs as highlighted in this study will help other members of the community to hope and have confidence. This visibility makes other transgenders follow their entrepreneurial dreams and feel confident that despite all odds they can succeed.

II. Using Intersectionality as well as a Nearer Examination

This study will focus on the fact that gender is one of the multiple factors affecting modern society and discuss various aspects of transgender people's lives and their position in society, in as much as other socio-economic indicators influence the transgender community's situation as well. Transgender people are considered not just patrons of the entrepreneurial economy but also subjects who face certain obstacles.

- **Intersectional Barriers:** Transgender entrepreneurs experience several layers of barriers, which are stigma, discrimination and poverty. It makes it easier to find the right solutions to tackling these interrelated problems given the understanding of what they need.

- **Diverse Experiences Within the Community:** The TG community is not a monochrome one as well. Pre-entrepreneurial characteristics such as ethnicity, education and geographical location affect the entrepreneurial ventures among the Transgenders. Thus, expanding the focus area, the study contributes to designing more effective solutions to address the needs of transgender entrepreneurs.

III. Financial Independence and Economic Self Sufficiency

Entrepreneurship for young transgenders has therefore become one of the only means through which they can be economically empowered in order to be financially self-sufficient. When transgender folks can establish income-generating businesses, they help their status as well as the overall economy.

- **Financial Independence:** It is so important for the TGs to gain financial independence because, first, it will minimize their chances of being discriminated against, rejected, and

denied opportunities in society, second, minimize their chance of being poor. The study also highlights firmly how entrepreneurship empowers transgender people and frees them from financial dependence on others by giving them a safety net.

- **Contribution to the Economy:** In general, the existence of transgender-led enterprises is economic creation, they do pay taxes and they work thus, they are productive and play a big role in the economy. They bring about self-employment for people which means that the growth attained by these ventures is for everyone and on behalf of the whole economy.

IV. Social Inclusion and Acceptance

The findings of this work will have a notable implication for explaining the role of social entrepreneurship in the promotion of social inclusion of transgender population. Transgender entrepreneurs also question society's conventions and preconceptions of demeanours, thus taking steps to eliminate prejudice.

- **Visibility and Social Acceptance:** Transgender business owners can change their perception as they come into society to work and show that they are worthy individuals to be in society. Thus, their success will help dissolve negative stereotyping thus increasing the chances of inclusive societies.

- **Building Social Cohesion:** The present study shows that social enterprises led by transgenders mainly identify social spaces of interaction, coalition, and solidarity. These ventures create the social relatedness necessary within society to eliminate the social exclusion of marginalized people. These enterprises entail the idea of working in teams with common objectives, which in some way enhance the social inclusion of the transgenders and people in society.

V. Innovations Conducted Under the “Trans-Social Entrepreneurship”

Moreover, one of the major contributions of the proposed research is the development of the Trans-Social Entrepreneurship concept, which considers the narratives of the transgender entrepreneurs' experience in India. It will go beyond the conventional

definition of entrepreneurship by embracing social and economic justice as well as creating a model that is preferably financial and socially sustainable.

- **Merging Financial and Social Goals:** Transgender Social entrepreneurship combines social entrepreneurship and concentrates on the requirements of Transgenders. Transgender entrepreneurs are not motivated by economic gain alone; they also work towards starting the proper kind of business. This approach ensures that their ventures will have a dual mission- to establish economic prosperity together with social integration and usage of community capacities.

- **Overcoming Structural Barriers:** It will reveal how creativity and resilience enable transgender entrepreneurs to overcome structural vulnerabilities such as Discrimination, Bureaucratic Obstacles and Exclusion from Accessing Formal Credit. The component of "Trans-Social Entrepreneurship", showcases how they create a network of support, search for training and, stand up for rights in society thus showing a balance between personal career and societal transformation.

VI. Spotlights of Other Difficulties and Impediments

This work will contribute to the understanding of the contingencies of transgender entrepreneurs mostly prejudice, access to capital and non-protection under the law. While these barriers stand in the way of human economic development, they perform a social function in maintaining the subject's marginalization. Because the study outlines these challenges, it is possible to design appropriate intervention approaches.

- **Discrimination and Legal Challenges:** Transgender people experience legal and social injustices that deny them opportunities to secure basic and complex financial products, opportunities in business and key resources. It is important to analyze these obstacles to design key measures that can help transgender persons get equal chances in business.

- **Access to Financial Resources:** Among the research conclusions one will find that many transgender people do not have access to the funding that would help launch and maintain

their businesses. This underscores the importance of developing special financial services for the transgender population including grants, and loans for microfinance programs.

VII. Policy Repercussions and Support Services

This study will have major policy, management and advocacy implications for policymakers, organizations, and advocacy groups. In this manner, the study will assist in identifying the problems which are unique to transgender business people and the means to encourage change in policy and programmed support towards them.

- **Strengthening Legal Protections:** The conclusions drawn in the current study will help develop the policies that would enhance the legal rights of the self-employed transgender for non-discrimination in the domain of economic activities. This can be in the form of anti-discrimination legislation and financial incentives towards minorities and oppressed groups respectively.

- **Tailored Support Programs:** To empower the management of transgender entrepreneurs, the study will suggest that there should be arranged programs including mentorship, networking, financial, and skill development, especially targeting transgender entrepreneurs. These programs may assist in getting there and enable those who may wish to transition into successful entrepreneurs.

VIII. Impact on Stakeholders

To be precise, this research will be of great importance to policymakers, non-governmental organizations, researchers, and civil society organizations. As such, the study should be useful in informing the development of policies and programs that include marginalized groups.

- **Policymakers and Government Bodies:** This information will be useful to policymakers who wish to assist transgender entrepreneurs, including financial inclusion for business funding, as well as protection against discrimination. The study provides a theoretical basis for managing the needs of this particular population.

- **Advocacy and LGBTQ+ Organizations:** Queer organizations will use the research data to advocate more for the transgender population, especially about economic agenda. Consequently, the study has a clear value in offering data that can underpin advocacy and call for more equitable policy settings and distribution of resources.

- **Academic and Research Institutions:** This work has a theoretical relevance as it elaborates on the current knowledge concerning transgender entrepreneurship and benefits received by individuals and society. It provides a fresh paradigm of Trans-Social Entrepreneurship for reference to future studies and initiatives.

IX. Promoting a transformation and spirited inclusiveness

At the societal level, this study will contribute to social justice by providing society with enhanced attitudes towards, and appreciation of, transgender persons. Through these entrepreneurial ventures, the study disrupts conventional narratives of what it means for an individual to be transgender by showcasing pertinent successful narratives of transgender people as hardworking, resilient, and innovative members of society.

- **Social Impact:** The experience of the transgender entrepreneurs will lead to an attitude shift, and thus the elimination of the prejudice associated with transgender community. The present research is instrumental in promoting social justice and equity in the context of transgender people by offering them a place in the role of business and social leaders.

- **Public Awareness:** The study aims at achieving a broader purpose of creating awareness among the general public and government regarding the difficulties and achievements of transgender business people in their endeavour of starting and running their businesses with an intent of advocating for favourable employment opportunities and appropriate support mechanisms for the predetermined target group. This helps to ensure that in society all people of all gender identities will have the chance to succeed in what they are doing.

In sum, this research will be of great importance to the existing literature, policies and those related to these initiatives. When it is centred on gendering prejudice, it enlightens society on how vulnerable anyone can be, especially self-made transgender entrepreneurs who

power the economy. Distinctively, the study deconstructs the stereotype and offers practical recommendations to advance the transgender's economic status, social integration and other social transformations. The research thus breaks new ground through the formulation of "Trans-Social Entrepreneurship" and by emphasizing intersectional considerations it prepares the ground for a more gender-inclusive framework so that transgender people can access economic and social opportunities in the same way as anyone else.

1.14 Structure of Thesis

The Chapter plan describes all the essential constituents of research arranged in an order. The chapter scheme aims to provide a complete structure of the Thesis. The study has Five chapters, and their details are discussed below:

Chapter 1 Introduction: The chapter introduces the Social Entrepreneurship and Transgender Community of India. Furthermore, the evolution along with various types of social entrepreneurship in the world as well as in India is discussed. Later, social entrepreneurship in the context of Transgender community of India is discussed. The evolution and structure of Transgender social entrepreneurship is discussed in detail.

Chapter 2 Literature Review: This chapter explores the available academic literature related to the investigation. It covers seminal papers as well as recent research issues. The chapter starts with a brief mention of the evolution of research on Social Entrepreneurship. Also, the challenges and their solutions in general to Transgender community have been discussed. Later, the variables of social entrepreneurship and empowerment in the context of Transgender Entrepreneurship have been discussed. Lastly, social inclusion and targeted SDG-2030, related to the inclusivity of Transgender community in the mainstream of Indian Society have been discussed. This chapter ends with a description of the research gaps and the significance of the research study.

Chapter 3 Research Methodology: The research Methodology chapter deals with research objectives, the significance of the study, and the rationale for selecting the data set used in the study. The geographical frame of the study is also explained in this chapter.

The selection of the optimum technique for identifying sample units is mentioned in this chapter. The sources of data extraction are also mentioned. Moreover, the research tools and software required to answer the research questions and meet the study's objectives are discussed at length.

Chapter 4 Empirical Analysis: The data is empirically tested, and the results are discussed in detail. This chapter is crucial to the research, as the study's objectives are attained based on the findings. The fourth chapter mentions the results of all five objectives related to social entrepreneurship practices in India and among the transgender community, empowerment, social inclusion and lastly, challenges and solutions provided in the context of Trans-entrepreneurship.

Chapter 5 Findings and Implications: Chapter Fifth concerns the research conclusions. It discusses the managerial and policy implications, aiding in understanding the study's results with recommendations. The chapter also discusses the limitations of the present study and the scope for future research.

CHAPTER 2

REVIEW OF LITERATURE

This chapter presents the research's conceptual framework, starting with definitions of basic concepts used in the study's objectives. It also covers earlier studies on the topic. It aims to add to the current body of knowledge by critically evaluating the literature on social entrepreneurship, Transgender community, Empowerment, social inclusion, Challenges faced, and solutions provided in the context of Transgender community of India.

2.1 Social Entrepreneurship and Transgender Community

I. Social Entrepreneurship

The understanding of SE can be described as "the process of launching a hybrid organizational form that creates social value through market-based methods" (Miller et al., 2012), where the creation of "new ventures or innovatively managing existing organizations" (Zahra et al., 2009) differentiate SE from other forms of pro-social or change-driven activities. Social entrepreneurs and social enterprises increasingly attract scholarly attention. These are usually seen as individuals and organizations that use a business logic in a novel and entrepreneurial way to improve the situation of segments of the population that are excluded, marginalized, or suffering and are themselves not capable of changing this situation (e.g., Peredo & McLean, 2006; Seelos & Mair, 2005; Thompson, 2002). SE has been identified as a powerful mechanism to confront poverty (Bloom, 2009; Ghauri, Tasavori, & Zaefarian, 2014), empower women (Datta & Gailey, 2012), catalyze social transformation (Alvord, Brown, & Letts, 2004), foster inclusive growth in subsistence marketplaces (Ansari, Munir, & Gregg, 2012; Azmat, Ferdous, & Couchman, 2015), and bring about institutional change (Nicholls, 2008). Social entrepreneurs often share a similar background as the disadvantaged population they want to serve (Zahra, Rawhouser, & Bhawe, 2008). Little seems to have changed since Nicholls (2010) noted that for SE, "there is no definitive consensus about what the term means." As Choi and Majumdar (2014) argue, SE is an "essentially contested concept," which explains "why it is so difficult to find a universal definition of social entrepreneurship and why it prompts different meanings among different parties."

For Schumpeter (1936) and Drucker (1985), innovation is a fundamental part of entrepreneurship. Innovation is the process through which something new and different (Drucker 1985) and of value is created and made available to society previously unavailable. Innovation might exploit opportunities to generate value by delivering new services to the disadvantaged and excluded, identifying new ways of delivering existing services, implementing new strategies to generate income, delivering existing services to new individuals, or exploiting novel resources. The combination of for-profit and social purpose skills in one person is difficult to find (Dees and Anderson 2003), and successful social enterprises may have to rely on building teams with the requisite shared values and skills profile. Networks play a supporting role for organizations, and as social enterprises tend to be small and locally situated, they have the potential to draw on non-market and non-monetary resources in their creation and operation. Social enterprises mainly operate locally, providing goods and services that impact not only individuals but also collectively for communities and society. Helping individuals acquire the skills needed to return to work, local disparities in service provision, access to services, and skill levels can contribute to building social capital and cohesion. Typical criteria against which to measure performance include inputs (e.g. income), direct outputs (e.g., jobs created) and indirect outputs (e.g., number of unemployed that have returned to work). The decentralization and privatization of social services have created opportunities for social enterprises to establish same-sector and cross-sector partnerships to deliver social services locally and to offer training and employment opportunities to the disadvantaged and excluded. Also, Partnerships and collaborations bring benefits and challenges to all involved (Austin, 2000).

In summary, social benefits are often "intangible, hard to quantify, difficult to attribute to a single organization, best evaluated in the future and open to dispute" (Dees and Anderson, 2003:7). However, to be accountable, social enterprises need to be able to demonstrate their impacts on society and their cost effectiveness (Young 2003). The societal preference for monetary measures means that although some social benefits may be converted to financial metrics (Dees and Anderson, 2003), other social impacts and intangible returns are more difficult to quantify and sometimes impossible to measure. Just as Putnam (2000) used proxy measures for assessing social capital, proxy measures for social benefits might be

used, such as changes in demand for specific services, for example, for drug, alcohol, and medical services; raised educational attainment; increased self-esteem and individual and community well-being; reductions in neighbourhood disturbances. The outputs of social enterprises are not restricted to the firm level and extend to the local and macroeconomy. Drawing on findings from mainstream entrepreneurship, social enterprises might positively affect local development in terms of employment; income growth increases in tax revenue, enhanced provision of services, increases in local income retention, and demonstration and motivation effects (OECD 2003b). At the macro-economic level, the outputs of social enterprises contribute to welfare reform, perform a re-distributive function for resources between different societal groups, stimulate social innovations and generate employment opportunities (Borzaga and Santuari, 2003).

II. Transgender Community

In India, there exists a host of socio-cultural groups of transgender people like hijras and other transgender identities like – Aradhis, Sakhi, jogtas, jogappas, etc. All members of these subgroups face severe discrimination and harassment in all respects in contemporary India and they are subjected to unfair treatments like verbal abuse, physical and sexual violence; false arrests; denial of share in their ancestral property, services, and admission to educational institutions; and victimization in multiple settings like family, educational institutions, workplace, health care settings, public spaces. Seldom does our society realize or care to realize the trauma, pain and agony that the members of Transgender community neither undergo nor appreciate the innate feelings of transgender people. The Transgender community is often ridiculed and abused in public places such as railway stations, bus stands, schools, workplaces, malls, theatres, hospitals, etc. It is also sidelined and treated as untouchables. As a result, the community perceives it has been excluded from actively participating in social, cultural life, economic, political and decision-making processes. A primary reason (and consequence) of the exclusion is perceived to be the lack of (or ambiguity in) recognition of the gender status of hijras and other transgender people. Because they have an active social organization that is both traditional and ritualistic, Hijras are unique. They earn a living by prostitution or by performing a traditional ceremony such as a naming ceremony.

Gender variance in India has ancient, even prehistoric, roots. The Hijra communities in India have a recorded history of more than 4000 years. Hijras belonged to the 'Eunuch' culture common across the Middle East and India, where Eunuchs worked as guards, advisers, and entertainers. Hijras trace their origin to the myths in the ancient Hindu Scriptures of the Ramayana and Mahabharata. The Concept of naupaka has also been a fundamental part of Vedic literature. Jain literature also mentions a detailed reference to TG and the Concept of 'psychological sex.' Hijras also played a prominent role in the royal courts of the Islamic world, especially in the Ottoman Empire and the Mughal rule in Medieval India. Historically, Hijras/transgender people had played a noticeable role but, with the beginning of colonial rule from the 18th century onwards, the situation had changed significantly. During British rule, the Criminal Tribes Act of 1871, deemed the entire community of Hijras persons as innately 'criminal' who were addicted to committing serious crimes'. After Independence, the law was repealed in 1949, but mistrust of the transgender community has continued. This has provided the transgender the margin without any serious effort to mainstream.

In 2014, the Supreme Court of India delivered a judgment following a written petition filed by the National Legal Services Authority (NALSA). This judgment, popularly known as the NALSA judgment, was supported by prominent transgender activists like Lakshmi Narayan Tripathi. The judgment included directives for legally recognizing people with non-binary gender identities and developed social welfare schemes such as reservations in State educational institutions and the public employment sector (Jain and Kartik 2020). A praiseworthy characteristic of this judgment was that it recognized the diversity and fluidity of gender identities unique to India's regional, cultural practices, and linguistic diversities (Chakrapani et al. 2017) and had several positive effects on gender-diverse communities. It sets a precedent for the expansion and protection of their constitutional rights. On the heels of the NALSA judgment came the first act for gender-diverse people's rights. In a judgment in 2014, the Supreme Court perceived that "The transgender community, generally known as "Hijras" in this country, are a section of Indian citizens who are treated by the society as "unnatural and generally as objects of ridicule and even fear on account of superstition." Moreover, every person must have the right to decide their gender expression and identity, including transsexuals, transgender people, and hijras. They

should have the right to express freely their gender identity and be considered as a third sex." Hence, today, the transgender people in India are known as Third Gender. Hijras exist all over India.

2.1.1 Social Entrepreneurship in the Context of Transgender Entrepreneurs

The idea of social entrepreneurship is very new and is being actively pursued in the real world. However, it is still seen as very much in its early stages in the academic world, as per Johnson (2002) and Roberts and Woods (2005). A MacArthur Fellow named William Drayton was the first to use the word "social entrepreneurship" (Barendsen & Gardner, 2004; Dees, 2007). Transgender people are taking entrepreneurship as their full-time profession, which is helping them achieve success and a raised standard of living as social entrepreneurship is emerging in the world." Given the new strategic environment where the social half of society's operations is becoming as entrepreneurial, competitive, productive and powerful as a business" (Ashoka, 2004). Some main elements that describe social entrepreneurship are leadership (Henton et al., 1997), innovation and inclusiveness (Jeffs, 2006), value-added and inclusiveness (Waddock & Post, 1991), and being proactive and willing to take risks (Helm, 2007). The same applies to transgender entrepreneurs as they are becoming leaders for their community who are working together to follow the steps of inclusion and create awareness in Society about the hidden capabilities of transgender people, which Society often ignores. Transgender entrepreneurs are working on new concepts by innovating different ways to create social value, including all associated risks. This leads to a revolutionary transformation in evolving trans-social entrepreneurship, giving their existence a sense of self-identity and dignity. As mentioned, social enterprises can spark revolutionary entrepreneurship by giving people a sense of who they are, what they want to do, and how they can help the progress of Society (Muralidharan & Pathak, 2018). This all is creating a positive change in Indian Society and shattering age-old defamation portrayal of the transgender community as a whole, "Social entrepreneurs are the messengers of change; they come up with new ways to help and develop people who are not able to take advantage of the opportunities of the new society" (Handy, 1997).

Additionally, it was suggested that the market needs a lot of social enterprises right away (Yunus, 2008). Most of the time, people who practice social entrepreneurship are most concerned with their social missions. Making money is not their goal but a way to reach their social missions (Dees, 2007). Transgender social entrepreneurs aim to make money by earning respect and inclusivity for the whole community by supporting them and prioritizing them in claiming opportunities for their development. This is the process of creating social value for the transgender community and its members to get recognized rather than ignored in the mainstream of Society. The group's focus on developing social value sets social entrepreneurs apart from business entrepreneurs (Shane, 2003). Because of their unique skills, social entrepreneurs can see big social problems and find new ways to solve them, making more people aware of the issue through their work and activities. They look for new chances and use leadership and management skills to make a positive difference (Dees, 2007). Likewise, transgender social entrepreneurs are also using their skills to solve the social problems they face with a sense of supportive bonding within the community and providing a safe environment to carry out business activities. Social entrepreneurs try to make money while making a difference in the community by adding value (Ashoka, 2014; Dees, 1998; Johnson, 2000; Johnson, 2001; Johnson, 2001 b; Teakle, 2000) and building a solid community (Johnson, 2000).

Henton et al. (1997) say that changes that would make the world a better place could be made if the community were more open and dependent on each other (Ashoka, 2014). Building strong, long-lasting, and valuable connections between the private, public, and civil sectors (Henton et al., 1997) brings together different community networks, partners, and sectors (Henton et al., 1997; Teakle, 2000). Transgender social entrepreneurs are excelling in the art of networking to expand their enterprises' activities as Communities are networking with each other to build even stronger community relationships by building links so that resources can be shared (Henton et al., 1997; Dees, 1998; Johnson, 2001). Social entrepreneurs are creative thinkers who find new ways to meet unmet needs in communities (Dees, 1998; Johnson, 2000; Johnson, 2001; Teakle, 2000). They use limited resources in new and creative ways (Dees, 1998; Henton et al., 1997; Johnson, 2000; Johnson, 2001). Transgender entrepreneurs are creative social entrepreneurs working with limited resources but much motivation to move ahead, as they are employing their

community members who are primarily associated with demeaning work. This step is transforming the whole community toward their economic and social development.

2.1.2 Social Entrepreneurship in the Context of Transgender Community

Social Entrepreneurship (SE) is considered the pivot of solving the social problems faced by the vulnerable and low-income sections of society, mainly in terms of unemployment, lack of resources and support, lack of infrastructure, lack of technical support, etc. This study is focused on one of the most marginalized communities in the world- The Transgender Community. As we all know, the Transgender community is considered a weaker, marginalized and deprived community all around the whole world and in the Indian context, the situation is no different. According to the 2011 census, the trans population in India consists of 4,90,000 people (around 5 lakh). As per the estimates of social activists in India, the trans-population is around 50 to 60 lakhs, which is very high, around 10-12 times higher as stated in the census but kept secret by the individuals and their families just for their reputation in the society. Despite being legally recognized as a third gender, the trans community in India faces huge discrimination in every sphere, mainly in terms of employment, which ultimately results in restrictions on their overall growth and development. They are denied employment just because of their gender non-conformity issues. Transgender is treated as a curse by society, which is very sad but a true reality of this society. So, we can conclude that this is a huge social problem that needs to be addressed for the sake of humanity. As a social entrepreneur, a person not only creates employment opportunities for themselves but, at the same time, will become capable of creating and providing the same to the other community members. In this manner, SE can create more jobs, bring wealth to the local community, aid local business development, and provide basic facilities, among other things. The main element of social entrepreneurship is that it focuses on the concept of 'working within the community' for the upliftment and development of the weaker communities in a country rather than promoting the culture of 'working for the community', as seen heavily done by the charitable institutions, all over the world. The unique practice of SE is creating capabilities among the people of vulnerable communities and preparing them to face the challenges and problems which exist in society on their own. It ultimately prepares them to solve those problems through their efforts and hard work rather than waiting for any external help. "Social entrepreneurship can include

social purpose business ventures, such as for-profit community development banks, and hybrid organizations mixing not-for-profit and for-profit elements" (Dees J. G., 2001). "Social Entrepreneurs are the harbingers of change, devising new ways to provide support and development for those excluded from the opportunities of the new society" (Handy, 1997). Hence, we can say that SE maintains a balance between economic and social gains, The SE framework is highly applicable to transgender entrepreneurs, as due importance is given to 'services within a community (Kidd & McKenzie, 2014). Through SE, they are getting employment and generating income, which they are spending on their basic needs like food, shelter, education, healthcare, etc., and ultimately, this all is contributing to their increased level of standard living. Also, this can be taken as a great sign of their economic growth and development. SE is creating positive social change by earning respect and dignity from trans-entrepreneurs and in their social inclusion, acceptance and gender equity in society.

From the findings, it can be said that the role of SE is very appreciable in creating a favourable working environment for transgender employees. The evolution of Trans-social entrepreneurship is creating awareness about self-awareness and self-acceptance with a feeling of pride. The main elements that influence transgender to become entrepreneurs are 'entrepreneurial tactics' factors, which consist of variables like re-invention of ideas, positioning strategies, lifetime mentor, etc. and 'focal point of business' factors, consisting of variables like targeting customers, multiple roles & multi-tasking practices etc. (Suraiya, 2017).

In the 21st century, our society must focus on humanity, not gender. Everyone is human, and we should always consider human rights and the right to live with dignity. SE is considered to be created by the community members, of the community members, and for the community members. So, the main component of social entrepreneurship in terms of the transgender community is that when members of the trans community engage in SE, then their unity, hard work and efforts will result in the success of their enterprise, which will ultimately result in the development of their income generating capabilities, employment generating opportunities, and building their economic growth and development. The biggest problem at present before the transgender community is the lack of employment opportunities and lack of education facilities. If these problems are

provided with their solution, then the achievement of the ultimate objective of overall empowerment of transgender community is not too far. So, it is time for the members of the transgender community to stop acting like silent sufferers and start acting like real-doers to introduce positive change in society in terms of Social Equity, Social Inclusion and Social Acceptance. Also, for the rest of society, it is high time to recognize, support and accept the efforts of trans-entrepreneurs so that we can be able to serve humanity in a real sense.

In India, there are many barriers and problems for Transgender entrepreneurs, such as lack of acceptance, motivation, awareness etc., lack of decision-making power and technical knowledge, financial issues, accommodation problems, gender bias and other problems as well but with the help and support of society these problems can be solved (Chakkunny & Raj T, 2020). There should be proper educational programs on social entrepreneurship for unemployed people, which should cover both general and individual components. There is a dual relationship between self-realization in professional activities and the psychological characteristics of a person; both affect and influence each other in a certain period of life (Voronkova et al., 2019). New policies need to educate the new aspirants and existing entrepreneurs about the importance of entrepreneurship & its positive aspects (Justin, McCarthy, & O'Connor, 2018). SE is also creating advancement in their technological up-gradation for the growth of their enterprises as the competition in today's business world is equal for all, and trans-entrepreneurs are facing it without fail.

2.1.3 Key Variables of Social Entrepreneurship in the Context of Transgender Entrepreneurship

I. Resolving social problems

A social venture or enterprise is any business started for a good cause to resolve a social problem or a market failure and make money while using the same financial discipline, creativity, and drive as a private sector business (Alter, 2006; see also Bacq & Janssen, 2011, p. 403). The introduction of trans social entrepreneurship addresses both economic and social issues faced by the transgender community like lack of dignified earning source, social exclusion, discrimination, poverty, etc. The problems of the transgender community are not limited to their poverty-stricken situation at present but are much more widespread in the form of social taboos. These taboos will be vanished by the transgender community

members themselves by adopting a transformative change with the help of social entrepreneurship. The primary aim of transgender social entrepreneurs is to find the solutions to the social issues that exist for transgender community members; in real life, SEs do things and follow steps to see social problems and come up with new ways to solve them (Austin et al., 2006). This is possible only when they benefit from the available opportunities and resources. These include finding, evaluating, and taking advantage of opportunities that aim to create social value (Bacq and Janssen, 2011, p. 374), sharing social and economic wealth (Zahra et al., 2009), and using creative ideas that make people's lives better (Pol and Ville, 2009).

II. Employment generation

As Schumpeter (1942) suggests, entrepreneurship leads to innovation, job creation, and empowerment (Jennings et al., 2016). These benefits are particularly crucial for the transgender community, which often faces discrimination and exclusion in traditional employment sectors. According to the ideas of Austin et al. (2006) and Sheldon et al. (2017), the community focus of SEs helps locals including the Transgenders have means of employment and income. According to Zahra et al (2009), there is a two-fold view of social entrepreneurship. The first part involves young earners electronically incorporating companies to take advantage of unanalyzed business prospects, particularly in developing regions. The second part includes the use of business startups in order to generate income with the purpose of eradicating poverty within their vicinity. The TG approach is more relevant for the concept of transgender social entrepreneurship in which new organizations can present employment opportunities for TGs. Second, today's society pays much attention to the employment of the transgender who has become an independent social entrepreneur. As far as Canestrino et al. (2020) and Terziev and Nichev (2018) define social entrepreneurship as an activity aimed at addressing the existing social challenges and creating sustainable employment, social and working inclusion, social and occupational services, and improving the quality of life and minimization of poverty and deprivation.

III. Revenue/Profit

Transgender social entrepreneurship refers to the combination of economic and social purposes or goals, market hybrid organization, the social business model or the social

venture. Purposely managing both business and social objectives, this type of entrepreneurship is intended to produce both monetary and social value (Dees, 1998; Dorado, 2006; Townsend & Hart, 2008). These types of organizations prove the concept that good wishes for society can be at the same time combined with good coins (Dorado, 2006). These and other similar organizations including those run by transgender entrepreneurs are normally inspired by the need of the entrepreneur to address the needs of the community (Townsend & Hart, 2008). Following; Lepoutre et al., (2013) and the GEM surveys of 2009, social enterprising aims at the accomplishment of good causes through the receipt of earnings. Organizations can be any business grouped and managed by transgender people, with a primary focus on improving the quality of lives of their members and community as a whole, as observed by Barraket et al (2010) and Ridley et al. (2015) while Lyons (2001) observed that such organizations deliver services and products to meet the needs of the society. Social entrepreneurship is formed to turn profits into social or communal goods not generating profits. They aim to get the highest positive impacts on the community and therefore try to employ many people (Castellas et al., 2017) or spend much cash on the provision of services and support for the beneficiaries. Therefore, engagement in social entrepreneurship adopted by transgender individuals can positively impact the generation of revenues, and offer the equals every chance to become socially productive citizens who are economically prosperous as well.

IV. Innovation

Potter 2005 stated that Schumpeter was among the first who talked of innovation, although in the context of business, this was defined in terms of entrepreneurship in 1934. This particular concept can be more fully understood through the lens of transgender social entrepreneurship. Being innovative is a key skill for social entrepreneurs, including those from the transgender community, to keep their businesses thriving in an uncertain world. It is one of the most crucial characteristics of social entrepreneurs as it enables them to identify and seize opportunities that can benefit society in new and creative ways (Barth et al., 2007; Ngah & Salleh, 2015). There is growing interest in social innovation and entrepreneurship in today's world, where groups aspire to "change the world", and governments struggle to resolve social and environmental issues (Adro & Fernandes, 2021;

Andersson & Ford, 2016). Scholars listed some traits of a social entrepreneur, such as creativity, strategy, and impact, which equally apply to transgender social entrepreneurs. According to Ashoka's definition from 2007, social entrepreneurs, including transgender social entrepreneurs, are not typically socially responsible business leaders, directors of businesses promoting sustainable development, managers of well-established non-profit organizations, ideologues, or theorists. Instead, they are individuals who devise creative solutions to society's most pressing social problems, visionaries and ultimate realists who are primarily concerned with translating their vision into action. Thus, transgender social entrepreneurship and diversifying innovation can be powerful tools for social change and personal empowerment.

V. Economic growth & development

According to Parson & Smelser (1956), entrepreneurship is one of the two factors necessary for economic growth, the other being higher capital output. As García-Jurado et al. (2021) suggest, the objective should be to maximize social benefit and utility through a social business model that can generate revenue and effect enduring social transformation. This is especially pertinent for transgender social entrepreneurs who are often at the forefront of driving such change. Alvord et al. (2004) propose that social entrepreneurship is a market-based approach to addressing social problems such as unemployment, lack of job and educational opportunities, and poor public health. Social enterprises can address market failures in a capitalist society by employing business models that create economic and social value (Austin et al., 2016). These ideas—common good making, staking, and taking—elucidate the extensive impacts of social entrepreneurship, including transgender social entrepreneurship, and build upon earlier research linking entrepreneurship to economic growth (Wallace, 1999), positive social impact (Mair et al., 2012), and environmental benefits (York et al., 2016). Increasingly, people are interested in social entrepreneurship because it generates economic and social value by devising innovative ways to meet social and environmental needs. Entrepreneurship, including transgender entrepreneurship, is a potent means to address economic challenges as it can lead to self-employment, job creation, healthy competition, and solutions to customer needs. Thus,

transgender social entrepreneurship can play a significant role in economic growth and development.

VI. Leadership

What Schumpeter meant by "entrepreneur" in 1934 was "... another form of individual leadership acting by personal force and personal responsibility for success." People have considered social business a way for leaders to bring about social change. Also, Northouse (2013) says that leadership is how one person's actions affect a group of people to work together to reach a shared goal. Sharma & Jain (2013) say that leadership is when someone gets other people to work together to reach goals and guides the group to make it stronger and more unified. Social entrepreneurs are expected to have leadership skills in addition to market skills, political skills, charity skills, and general management skills (Mirabella & Young, 2012). According to Dees (2001), the leader of a social enterprise is a change agent. They create social value by finding new ways to solve social problems that lead to benefits that help the social purpose last. Andreasen (2002) says that some "strategists" of social change think that leadership is one of the "powerful determinants of how social problems are addressed" and that it is very important for the community to be involved in social change. It is evident that transgender entrepreneurs' leadership skills, practices, and entrepreneurial ventures challenge societal norms and inspire and empower others in the transgender community (Natarajan, 2018). Leadership, value capture and proposition, and building relationships outside the internal business activities contribute to closing the gender gap while developing new circular-social businesses (Bocken & Short, 2016). This definition is particularly relevant in the context of transgender social entrepreneurship. Leadership in transgender-led enterprises involves strategic thinking about scaling social impact, such as proactive outreach to transgender individuals and extending geographical coverage (Bhattacharya, 2020).

VII. Social value

According to Lumpkin et al. (2013), social entrepreneurship is a process by which new social value is generated by integrating resources to supply social demands, catalyze social transformation, or establish a new organization. This concept is especially irrational for

transgender social entrepreneurs since they use their experiences and gender identity to enter the social world and solve problems to generate value (Narendran, 2022). The social utility of such efforts is the value that each community gains from attaining or, in this case, from learning something new (Sinkovics et al., 2014). Social entrepreneurship may be described as the activity that seeks out opportunities and converts them into either new solutions or improved solutions to address social problems (Hietschold et al., 2023). For example, transgender social entrepreneurs can create organizations to create employment for the transgendered which is a social challenge (Narendran, 2022). This means that social entrepreneurs seek to unlock the challenge and open up possibilities for new solutions to emerge and diffuse (Morris et al., 2020). For instance, the queer or the trans social entrepreneurs, who try to change some aspects of the culture in order to make the social context more friendly. Similarly, Abu-Saifan (2012) partly defined the concept of a mission-driven individual as someone using a set of entrepreneurial behaviours to help the needy. This is done with an entrepreneurially oriented Financially autonomous, Self-funded, or Self-sufficient chain. One example of an innovative Typology that characterizes this concept is that of the Transgender social entrepreneurs, who in most cases launch businesses aiming at creating both an economic return and a social one (Narendran, 2022). For instance, the economic agency of Transgender women entrepreneurs operating in South India has involved the provision of social utility creating opportunities for others who bear the burden of discriminated gender/sexual nonconformity (Natarajan, 2022).

VIII. Resource channelization/ Mobilisation

According to the initial definition, social entrepreneurship is an approach to changing the social context of the region; two of the discussed processes are creative problem-solving and the mobilization of resources (Sheldon et al., 2013). This is of particular concern to the trans-sexed social entrepreneurs who consciously and deliberately tap into their personal and social lives that espouse and embody social problems/issues and add value (Santos, 2012). According to Clough et al. (2019), resources are the capital that social entrepreneurs have, or can acquire, in the course of developing their concepts into practicable organizations. These can be in the form of physical items for instance money and can also be in the form of nonphysical items for instance feedback. Mobility is often used to

characterize social entrepreneurship: continue when resources are scarce and find out how they can be innovatively used (Alvord et al., 2004; Mair & Marti, 2006; Peredo & McLean, 2006). Resource acquisition is the process through which social entrepreneurs use to find the resources they need for their business. It can be divided into three distinct steps: First is the mobilization of potential resource providers; second is leveraging the resources provided by these providers; and last is acquiring resources from the resource providers by social entrepreneurs for use (Clough et al., 2019). Transgender people are undertaking substantial achievements in social entrepreneur studies in India but with many barriers encountered. Using their differences and experiences, they bring positive changes by promoting innovation, social connectedness and community (Dutta & Patil, 2024). Its important resource channelization exercise is part of the entrepreneurial process they have adopted. It entails selecting likely resource contributors, leveraging these assets, and then passing them on for utilization in their business activities (Dutta & Patil, 2024). Transgender people face severe formal exclusion as business actors due to restricted engagements in property rights and access to finance (Transgender Entrepreneurship in India, n.d.) Nonetheless, different experiences are emerging that depict high levels of entrepreneur resilience and flexibility. They discover innovative ways of sourcing funds and most of the time they involve people in their society (Dutta & Patil, 2024). This aids them in starting and managing their businesses, and thereby supports the social and economic advancement of transgender people Transgender Entrepreneurship in India, n.d.).

IX. Local community's empowerment

Transgender social entrepreneurship is a means to deliver social values and effect positive social change with limited resources, primarily by empowering transgender individuals and improving their communities, leading to positive societal development (Bertaux & Crable, 2007; Narendran, 2023). Abu-Saifan (2012) suggests that social entrepreneurs, including transgender entrepreneurs, uniquely identify opportunities to address societal problems. They are committed to lasting change for themselves and their communities (Ashton, 2011; Narendran, 2022). Transgender social entrepreneurs must perceive social issues and market opportunities as integral parts of the process (Austin et al., 2006). They ensure the creation

of both economic and social value for their communities and strive to meet the needs of these communities, such as combating discrimination (Kimbu & Ngoasong, 2016; Narendran, 2022). Early writings on social entrepreneurship emphasized the importance of individuals and groups feeling part of a community in this social and economic process (Waddock & Post, 1991). This is particularly relevant for transgender social entrepreneurs, who often work to foster a sense of community among transgender individuals (Narendran, 2022). Social enterprises can contribute to community growth and well-being (Farmer et al., 2021). They can also empower communities to become resilient and self-reliant in addressing their issues and needs (Díaz-Foncea & Marcuello, 2012; Narendran, 2022). Social entrepreneurs, community resources, and social enterprise strategies can collectively contribute to economic development (Laeis & Lemke, 2016). They add value to the community by providing employment opportunities and income sources to those involved. People seek employment, income, and a harmonious environment (Srivastava, 2009). In this context, social enterprises, including those led by transgender entrepreneurs, are demonstrating their value (Narendran, 2022). Dahles et al. (2020) proposed that the most effective ways to engage people in their community and ensure equitable distribution of benefits are "empowerment" (where residents are active participants) and "inclusive business" (where residents are co-creators, partners, and business owners). This is particularly relevant for transgender social entrepreneurs, who often strive to empower and involve their community members in their businesses (Narendran, 2022).

2.2 Social Entrepreneurship & Empowerment of Transgender Community

- **Empowerment**

Empowerment generally refers to the process of giving power to individuals or groups, enabling them to take control of their lives and exert influence. Power is behaviorally defined as the ability of one actor—individual or collective—to affect the actions of another. As Lukes (1974) notes, power is considered a class of "affecting behaviours" that are both social and individual. Kabeer (1999) refines this by proposing that empowerment involves the ability to make choices and entails a process of transformation from being without (sufficient) power to making choices and having sufficient power. She argues that empowerment consists of two dimensions: resources and agency (Kabeer, 1999, p. 437).

Resources may be personal traits, such as skills and attitudes, or social and political assets like networks of relationships (social capital). Resources can also be material, such as goods and finances, which can be exchanged for power. Kabeer notes that "resources...are acquired through a multiplicity of social relationships conducted in the various institutional domains which make up a society" (Kabeer, 1999, p. 437). These resources might reflect actual allocations or future claims and expectations, governed by social norms around distribution and exchange.

Agency, on the other hand, refers to a person's ability to define their goals and act upon them. Kabeer (1999) emphasizes that agency encompasses more than observable action; it includes the motivations and purposes individuals bring to their activities, representing a person's "sense of agency" or "power within" (p. 438). The agency can manifest through bargaining, negotiation, subversion, or resistance, as well as intangible processes of reflection and analysis. Without a sense of agency or efficacy, individuals do not feel empowered and cannot act powerfully (Kabeer, 1999; Kahn & Bender, 1984; Maton, 1988; Yeich & Levine, 1994).

Much work has been done on empowerment by Rappaport (1987, 1995), who emphasized its centrality in community psychology. His description of empowerment as "a way for people, groups, and communities to take charge of their own lives" (Rappaport, 1987, p. 122) captures the core idea of taking charge of one's own life. Rappaport (1987) further posits that empowerment involves both actual social influence and a psychological sense of control (p. 121). Empowerment operates on three levels: individual, small group, and community. At the individual level, empowerment is the experience of having more control over daily life and engagement in the community (Keiffer, 1984). At the small group level, it refers to the collective impact of group efforts (Presby et al., 1990), and at the community level, it focuses on applying resources and strategies to increase community control (Labonte, 1989).

Critics argue that this "mastery" concept of empowerment often neglects its broader potential to improve the well-being of communities (Goodman et al., 2004; McWhirter, 1998a; Prilleltensky, 1997; Riger, 1993; Toporek & Liu, 2001). Individuals and communities are empowered when they are given opportunities to take charge of their own lives and participate in decisions that affect them. Empowering experiences help people

see a clearer connection between their goals and the steps needed to achieve them. They also enhance access to resources and support systems, enabling individuals, groups, and communities to gain more control over their lives (Cornell et al., 1989; Mechanic, 1991; Zimmerman, 1990). A critical understanding of one's sociopolitical environment, efforts to gain control, and access to resources are key components of empowerment processes. Maton and Salem (1995) identify three key elements of empowering settings: shared leadership, group identity, and the opportunity to learn new skills and engage in meaningful tasks. Rappaport later accepted the Cornell Empowerment Group's (1989) more specific definition of empowerment, which focuses on equitable access to and control over resources in community groups (Rappaport, 1995).

Hegar (1989) emphasizes that empowerment must address "inequalities in the distribution of resources and experiences that confer power, such as education, income, and financial credit" (p. 378). He asserts that social service practices based on empowerment should help clients make real gains in social power. Kieffer (1984) added clarity to the concept by describing empowerment as a mix of psychological and political elements, involving the development of a positive self-concept, critical understanding of social and political environments, and mobilization of resources for action. Bookman and Morgen (1988) stress that empowerment is a process through which individuals change their perspectives about what makes them powerless and recognize the systemic forces that oppress them. They argue that empowerment involves the realization, as described by C. Wright Mills' "sociological imagination," that one's challenges are not purely personal but shared by others, leading to collective action (p. 4).

In its core sense, empowerment presupposes regaining some control over something or someone to bring about the desirable change. According to WHO (2013), empowerment is getting done to enhance the capability of people or groups to manage entities of existence and strive for particular goals. Likewise, according to UNDP (1995), empowerment refers to 'enhancing the ability of people or groups of people to make their own decisions, to influence the surrounding environment to accomplish their objectives and to have control over the process of turning planned decisions into action'. Kabeer (1999) has identified multiple ways through which women's rights statuses connect with positive changes in their lives across health, education, and their ability to find employment. Also, empowerment

has been linked to the promotion of equality for women and girls because they are often locked out of the chance and resources (UN Women, 2016).

Zimmerman (1995) constructed the notion of Psychological Empowerment (PE), the power to decide at an individual level empowering. These are the psychological dimensions of psychological empowerment which are volitional, proactive, and politically sophisticated. Zimmerman (1995) identifies three components of psychological empowerment: It divides the reports based on intrapersonal, interactional and behavioural. The intrapersonal component is concerned with individual perceptions of their ability to achieve specific goals (p. 588). Studies of Zimmerman's model focus on understanding the links between self-esteem, perceived control, system knowledge, and community group participation (Holden et al., 2005; Speer et al., 2001; Zimmerman & Rappaport, 1988).

Conger and Kanungo (1988) introduced a model linking empowerment to intrinsic task motivation, emphasizing how perceptions of meaning, competence, self-determination, and impact shape empowerment (Thomas & Velthouse, 1990; Spreitzer, 1995). Empowerment is described as a "psychological state" that results from the delegation of power and decision-making authority.

In sum, empowerment involves not only giving individuals the tools to assert control but also creating environments that allow for shared leadership, resource access, and collective action. It emphasizes both personal efficacy and social change, providing individuals and communities the capacity to challenge existing power structures and improve their circumstances.

• **Community Empowerment**

As Adams (1990) says, Empowerment is when people, groups, or communities are given the tools to take charge of their lives and reach their goals, allowing them to create the best possible quality of life (p. 43). People become more empowered when they change how they act, see themselves, and how things improve for them, their group, and their neighbourhood. Empowerment means that people can take charge of their own lives in social, political, economic, and mental ways by, first- having access to information, knowledge, and skills; Second- being able to make their own decisions; and third- believing in their abilities, being involved in their community, and feeling like they have control

(Rappaport, 1987; Zimmerman & Rappaport, 1988). The process of change gives people or groups who do not have much power the chance to make decisions that will affect their lives. Giving people in a community more power over their own lives is called community freedom. "Communities" are groups of people who share hobbies, concerns, or identities but may or may not live in the same place. These groups could have specific or general interests and be local, national, or foreign. Giving people more power over the things and choices that affect their lives is called "empowerment." This is how they get more assets and skills and build the skills they need to access partners, networks, and a voice so they can take charge. "Enabling" means that people cannot "be empowered" by other people; they can only become empowered by getting more of the different kinds of power (Laverack, 2008). It thinks that people are their assets and that the outsider's job is to help the group gain power. So, community empowerment is more than just getting people in groups involved, participating, or engaged. It means taking action and owning the community in a way that aims for social and political change. Empowering a community means renegotiating power so that people have more control. It understands that if some people get more power, others will have to share their power and give some of it up (Baum, 2008). Power is one of the most essential ideas in community empowerment, and health promotion always occurs amid a power battle.

Community growth depends on people being able to make decisions for themselves (Eng & Parker, 1994; Goodman et al., 1998; Bopp et al., 1999; Laverack, 2001). Improving social and economic situations is another part of community development. This is done by encouraging people to work together and help each other independently. Getting people to participate is a big part of self-help and community growth. People need to have a say in the things that happen in their lives to gain confidence, self-esteem, knowledge, and new skills (Javan, 1998). The main goal of community development is to help communities change and grow in ways they want and are willing to use any material help they are given. It is important to remember that community development encompasses two main goals: first, to make everyone's life better, and second, to get everyone involved in the process. Also, how long and well community development lasts rests on how involved people are and what organizations are involved. This point of view has been taken into account in several different areas. Perkins (1995) discusses the connection between Empowerment

and social action in community development, crime prevention, environmental Empowerment, self-help groups, raising awareness, protection and capacity building, health care, education, workplace democracy, and more. Milio (1996) has added to the conversation by looking into how information technology affects the process of empowering people in public health and healthy communities.

The face of strength can be found in social institutions and actions that help other people. Empowerment has a non-personal aspect in this way (Rappaport, 1984; Fawcett et al., 1984). Empowerment is removing hurdles from political, social, and economic systems so that less fortunate people can have more control over their own lives (Friedmann, 1992). Solomon (1976) says that "powerlessness...arises through a process whereby valued identities and roles on the one hand and valuable resources on the other are denied, all of which are prerequisite to the exercise of interpersonal influence and effective social functioning (p. 12)." This kind of helplessness may be caused by things like racism, dependence, or low income (like being homeless). The social, cultural, political, and economic factors that affect health must be considered as part of community empowerment. It also aims to form partnerships with other areas to find answers. Globalization makes the process of giving communities more power easier. The neighbourhood and the global are now connected in a way that cannot be separated. What you do to one can only be done by affecting or influencing the other. Community empowerment sees how these things are connected and acts on it wisely. This ensures that power is distributed at the global and local levels. Communication is essential to empower a community. People learn more, become more aware, and think more critically when involved in communication methods that encourage debate and discussion. Communities can make decisions when they think critically about the forces that affect their lives and how they interact.

- **Approaches to Community Empowerment**

Community development is a crucial aspect of community empowerment. There are three types of empowerment- the first is self-empowerment, which comes from actions and psychological traits unique to each person. Second is mutual empowerment, which comes from relationships with other people, and third is social empowerment, which happens

when social, political, legal, and economic barriers to individual influence are removed. The social aspect of empowerment is highly significant for community development because one of the main goals is to eliminate the social hurdles that keep people from having power and influence (Christenson & Robinson, 1989). This kind of empowerment can be achieved by getting people to work together, using assets in methods that give more power than a single person has, and teaching current leaders how important it is to share power for the good of the community. Community empowerment means giving people in a community more resources and skills they can use to make their lives better. Based on the method used, Conyers (1986) divided community development into three categories: "top-down," "bottom-up," and "partnership." In the top-down method of community development, the government or other authority starts most of the work to improve things. This way of thinking means that the government handles everything, and the people in the community do nothing. The top-down method puts more weight on planning from the top down.

On the other hand, bottom-up community growth is started and run by the community for the community. The government and providers of services are only there to help as advisers and facilitators. When put another way, the community itself plays an active part in this development process. It is called the partnership method of community development when the government and the community work together to improve things. One method can be used in various situations and various types of communities. A bottom-up method to community development can be created when people can articulate their issues and have the skills and abilities to solve them by participating. Finger (1994) says that the bottom-up method stresses community involvement, grassroots movements, and making decisions at the local level. It says that community involvement and grassroots projects encouraging shared decision-making and local independence will pay off in the long run (Panda, 2007). However, if people need the skills and knowledge to improve their community, the government or the relevant agency should take over the development process for a while. This way, the people who need to be self-reliant can improve their actions, and a top-down approach to community development can be created. The partnership method to community development can begin when the government and the people work together to make life better for everyone in the community, with the people there taking an active role.

On the other hand, community development is more like bottom-up, or change from the bottom up, than any of the different methods.

- **Grassroot Community development approach**

Rowlands (1997) says Empowerment is more than having a say in choices; it also includes the steps people take to believe they have the power and right to make decisions. Rowlands puts the idea of empowerment in the context of the different ways that people understand the basic concept of power, which is "power over," "power to," "power with," and "power from within." Pure and applied studies on women and grassroots empowerment have used these four dimensions of "power" (see Joseph, 2012). Researchers, policymakers, and community-based professionals all have accurate and valuable ideas about policies and programs made at the local level. Many local, regional, national, and foreign development groups use "empowerment" as a catchphrase (Joseph, 2012). By getting more people involved in the development process, empowerment is often linked to the growing interest in starting development from the bottom up, also known as community development or bottom-up development. The main ideas of empowerment are self-help for social change (Kahn & Bender, 1985) and letting people participate in their development (Rappaport, 1984).

Regarding policies aiming at grassroots community development. In some cases, "grassroots policies" refer to any program run by people, with the direct input and active involvement of the people the programs are meant to help. It would help if you first described how people can be represented and participate in groups, organizations, and programs to tell the difference between community policies. Bottom-up approaches, for example, are used to talk about programs that let the people the program is meant to help or touch fully participate and have their voices heard. Mark Dyen (1989) makes even more distinctions between community groups. He says that local groups are powerful ways to change society. These groups do not offer services; instead, they work directly to get resources for their people and others. Some research (Prestby et al., 1990) says that participation makes people feel more empowered, while others (Chavis & Wandersman, 1990) say that people join grassroots groups based on how empowered they feel. Like community development, grassroots services try to get people to share mutually beneficial

resources. These community-based solutions meet local needs and bring about more significant societal changes from the bottom up (Leach et al., 2012; Smith et al., 2013).

At the core of the concept of empowerment is the idea of power. The possibility of empowerment depends on two things. First, empowerment requires that power can change. If power cannot change, if it is inherent in positions or people, then empowerment is not possible, nor is empowerment conceivable in any meaningful way. In other words, if power can change, then empowerment is possible. Second, empowerment depends on the idea that power can expand (Staples 1990). Empowerment can be defined as the process by which individuals, groups, and communities become able to take control of their circumstances and achieve their goals, thereby being able to work towards maximizing the quality of their lives (Adams, 1990). Empowerment is the ability of individuals to gain control socially, politically, economically, and psychologically through (1) access to information, knowledge, and skills; (2) decision-making; and (3) individual self-efficacy, community participation and perceived control (Rappaport 1987; Zimmerman and Rappaport 1988). Rakodi (1991) and Friedmann (1996) have mentioned that a different paradigm sees empowerment as the true end of participation. However, this is closely related to a paradigm in which participation is seen as an end (Lyons et al., 2001). Abbott (1996) also showed that empowerment would be achieved through participation as an end. Participation is a vital component of community development. In other words, people must be involved in those decisions that affect their lives, thus gaining confidence, self-esteem and knowledge and developing new skills (Javan, 1998). There are many community development approaches, such as grassroots approaches (bottom-up) and top-down approaches, from expert approaches to multiple approaches and inner approaches, and from conflict to technical help, self-help and empowerment approaches. In other words, the community plays or initiates an active role in the development process. The community has more power and control over the decisions. Since people can do everything to improve the quality of their lives, they will become independent and will be empowered. This development will also be sustainable because the community can meet its needs beyond government assistance. Some scholars and theories assert that empowerment will be achieved with the bottom-up approach.

The social mission is a key driver as "for SE to have economic meaning, it must address a space in which profit is deemed possible but insufficient to motivate entrepreneurial action unless supplemented by moral or social incentives" (McMullen, 2011). Thus, social entrepreneurs strive for social value creation while securing profits (Bacq et al., 2016; McMullen & Warnick, 2016). Social entrepreneurship is gaining global attention for its transformative impact on social welfare, including employment generation, awareness creation, innovation, profitability, overall growth, and development, thereby addressing the challenges faced by marginalized and deprived communities. Although the concept of social entrepreneurship is relatively new, its application and adoption within the transgender community are currently limited worldwide. However, there are promising approaches to social entrepreneurship that have shown positive effects on the empowerment of marginalized communities. Social entrepreneurship initiatives can create employment opportunities for transgender individuals, helping to reduce unemployment and poverty within the community. The research demonstrates that individuals who identify as transgender are initiating and overseeing a range of diverse entrepreneurial endeavours, such as operating a Queer Beauty Parlour, establishing fast food establishments, managing catering businesses, and running garments boutiques, among others (NHRC, 2018, Suraiya & Rose, 2019). Additionally, these individuals exert considerable effort to foster and support their community and its advancement (NHRC, 2018; Suraiya & Rose, 2019).

2.2.1 Empowerment in the Context of Transgender Entrepreneurs

Empowerment can be summarized in the context of the transgender community as "A journey through which transgender individuals gain more control over their lives, encompassing power over resources and ideology. It signifies enhanced self-confidence and an internal shift in awareness that enables them to overcome external obstacles to access resources or challenge traditional ideologies (Sen & Batliwala, 2000)." This shows the transformative nature of empowerment in fostering resilience and self-efficacy within the transgender community. Numerous objectives for the empowerment of the transgender community have been proposed, including the enhancement of knowledge through awareness-raising (Swift & Levin, 1987) and skills development (Rodwell, 1996), the

improvement of self-esteem (Rappaport, 1985; Zimmerman & Rappaport, 1988), the bolstering of self-confidence or self-efficacy ((Bandura, 1982)), the cultivation of ability (Rissel, 1994; Rodwell, 1996), the promotion of autonomy (Rodwell, 1996), and the pursuit of freedom (Naryan, 2002; Sen, 1999). For the transgender community, empowerment has a multifaceted nature, and it is significant in the journey toward equality and acceptance. Empowerment is not just an individual attribute gained through professional work but also a process, a means, an approach, or a path that the transgender community can follow for self-actualization and societal recognition (Gibson, 1991; Rissel, 1994; Rodwell, 1996; Swift & Levin, 1987; Tones, 1997; Wallerstein & Bernstein, 1988). Kabeer (2001), the most generally accepted definition, defines empowerment as "the expansion of people's ability to make strategic life choices in a context where this ability was previously denied to them." Likewise, In the context of the transgender community, Kabeer's (2001) definition of empowerment can be summarized as, "Empowerment is the process through which transgender individuals expand their ability to make strategic life choices, particularly in situations where they were previously denied this ability." This emphasizes the importance of personal agency and decision-making in the journey towards empowerment.

Word Bank (2001) defines empowerment as providing opportunities and capabilities to people experiencing poverty to voice their opinions and ideas. The ability and courage to choose something (concepts, methods, products, actions and others) are best for the person, the family, and the community. Group empowerment makes people more able and willing to rely on themselves. Moreover, it is also true that "no one can empower anyone." You can only really be empowered if you work for it. Applying the World Bank's (2001) definition to the transgender community, empowerment can be seen as an endeavour to provide opportunities and capabilities to transgender individuals, enabling them to voice their opinions and ideas and to choose what is best for themselves and their community. It underscores the importance of self-reliance and the notion that true empowerment comes from one's efforts. Karl (1995) says empowerment is a process and not a thing that can be given to people. He also says that the empowerment process is both individual and collective since people usually become more aware and learn how to organize to take action and bring about change when they are part of a group (Karl, 1995). In the context of the

transgender community, Karl's (1995) perspective on empowerment can be understood as, "Empowerment, as a process rather than a gift, involves both individual and collective efforts within the transgender community, fostering increased awareness, organization, and action to effect change." This puts much focus on collective endeavours as a means and way towards emancipation. Prasad (2011) views it as follows: Based on the above definition, empowerment is a process for participation, increased decision making and strengthening of activities through increased awareness and capability. Any definition can be made in the context of the transgender community and Prasad's (2011) view of empowerment can be tentatively defined as: Empowerment for the transgender community is a process that supports an open involvement, improves decision-making and facilitates social change for improved awareness and capacity. This approach enhances the understanding of the ability of the transgender community to manage their pending issues of social and economic citizenship.

2.2.2 Empowerment in the Context of Transgender Community

Community empowerment is one of the vital phases in the process of community development especially for disadvantaged groups like the transgender. Nonetheless, the idea has remained a theory hard to be applied in practice. Rifkin, Muller and Bichmann in 1988, Eng and Parker 1994, Bopp et al in 2005, and Laverack in 2001 have all tried categorizing the 'domains' or influence of community empowerment. As for the specific domains within the transgendered population, these may well include education, health care services, employment, legal reforms and social justice, respectively. Such empowerment in these areas may help transgender human beings lower the barriers of the society, discrimination and stigmatization hence positively affecting their quality of life. Sometimes, a woman is empowered by other forms of power; legal, economic, or political, but is exposed to other challenges such as prejudiced society, no protection and few resources. It is thus imperative to define accurate approaches and programs to tackle such problems and enhance the power of the transgender population. This could include visible campaigning, lobbying for laws to be passed, spreading the word, plus offering special services meant for the transgenders. The abovementioned author Laverack (2001) defined nine major 'domains' of community empowerment that are important in the enhancement

of capacity-rich and empowered communities. These domains are better involved and characterized by the development of ownership, leadership at the community level, problem identification, capacity to 'ask why' empowers organisational structures of the controllers, and resource necessitation, links to other people and organisations, and fairness in relations with agents outside the community, and controllability of the programmes in the community.

In the context of the transgender community, these domains can be interpreted and applied as, 'Improved Participation- Encouraging active involvement of transgender individuals in decision-making processes that affect their lives', Development of Local Leadership- Cultivating leaders within the transgender community who can advocate for their rights and needs', 'Increased Problem Assessment Capacities- Enhancing the community's ability to identify and understand the unique challenges they face', 'Enhanced Ability to 'Ask Why'- Encouraging critical thinking about societal norms and prejudices that affect the transgender community', 'Building of Empowering Organizational Structures- Establishing organizations and support systems that cater specifically to the needs of the transgender community', 'Improved Resource Mobilization- Ensuring the transgender community has access to necessary resources, such as healthcare, education, and employment opportunities', 'Strengthened Links to Other Organizations and People- Building strong networks with other communities and organizations for mutual support and collaboration', 'Creation of an Equitable Relationship with Outside Agents- Ensuring that interactions with external entities, such as government bodies or NGOs, are fair and beneficial', 'Increased Control Over Programme Management- Empowering the transgender community to have a say in the design and implementation of programs that affect them'. By having a focus on these domains, there can be a concerted effort to help ensure that the rights of the oppressed presumed muted subject, the transgender community, can be respected, and can attain all of the support that it needs to survive. This empowerment style of working acknowledges that the community is resourceful and aims at mobilizing those resources to foster the clients' self-efficiency, self-responsibility and self-determination. It is a very encompassing form of empowerment that recognizes the Transgender population and all that they go through.

In the context of the transgender community, the concept of social entrepreneurship can be summarized as follows: Innovation, which involves strategy, people and passions as well as commitment to diversity (Aquino et al., 2018), a critical concept underpinning social entrepreneurship is crucial in solving social problems. Together with embracing the concept of diversity, such a platform acknowledges and contributes to promoting, the background of trans-gender entrepreneurs successfully targeting the enhancement of power. Albeit their roles and responsibilities are different from professional managers, Peredo and McDearmid (2013: 138) as quoted by Abu-Saifan (2012) said that such SEs are mission-oriented people with entrepreneurial disposition who use their skills to help the needy through organisations that are financially sustainable and self-reliant. This highlights the potential of social entrepreneurship in empowering the transgender community. Critical thinking skills fostered within the community (Eyal & Kark, 2004) equip transgender individuals to tackle future challenges independently. The potential for empowerment is deeply intertwined with the social, political, and economic context surrounding the entrepreneur (Suddaby et al., 2015). This highlights the importance of a supportive environment in facilitating empowerment. It is a kind of Imprinting mechanisms, which involve the use of personal feelings and cognition, that can empower social entrepreneurs in the transgender community to address similar social issues in unique ways (Marquis & Tilcsik, 2013), highlighting the role of personal experiences and perspectives in driving empowerment and social change.

2.2.3 Key Variables of Empowerment in the Context of Transgender Entrepreneurship

I. Self-awareness

"Self-awareness, as described by Van Velsor et al. (1993), involves agreeing with oneself and others, a process integral to the empowerment journey of the transgender community." As underlined by Shibutani (1961), the ability to recognise oneself plays a crucial role in empowering the community, influencing individuals, groups, and broader cultural dynamics." This underscores the significance of self-recognition in fostering personal growth and societal acceptance. Self-awareness, considered a skill (Church, 1997), can be enhanced in the transgender community through various interventions, contributing

significantly to their empowerment journey. Fenigstein et al. (1975) said that self-awareness could be either self-consciousness or self-awareness. They called the trait form "self-awareness" and the state form "self-consciousness." This highlights the importance of self-awareness and self-consciousness in personal growth and development. Lack of consistency between attitudes and actions, low self-esteem, higher motivation to do well on tasks, more or less aggression (depending on important social and personal standards), and a sense of greater personal responsibility are all effects of being more self-aware (see Wicklund, 1975 for a full review). This highlights the transformative potential of self-awareness in fostering empowerment. In the context of the transgender community, Wicklund's (1975) insights can be summarized as, "Increased self-awareness can lead to a range of effects, including inconsistency between attitudes and actions, low self-esteem, heightened motivation, varying levels of aggression based on social and personal standards, and a stronger sense of personal responsibility. These aspects play a significant role in the empowerment journey of the transgender community." Also, self-awareness within the transgender community can facilitate better decision-making, contribute to team success (Dierdorff & Rubin, 2019), and foster authentic leadership (Eriksen, 2009), all of which are key elements in their empowerment journey." This underscores the role of self-awareness in promoting personal growth, leadership, and empowerment.

II. Self-acceptance

Self-acceptance means that a person is happy and satisfied with himself. It is important for mental health (Rogers, 1951; Scott, 1968). Understanding yourself, or being realistically aware of your skills and weaknesses, is a part of accepting yourself. When someone has this, they feel like they have "unique worth" (English & English, 1958; Jersild, 1960). People have said that self-acceptance of sexuality means being okay with their sexuality (Cass, 1979; Hershberger & D'Augelli, 1995; Perrin-Wallqvist & Lindblom, 2015). Some writers think that self-acceptance of sexuality is the opposite of internalized heterosexism. Because of this, self-acceptance is often measured with self-report tools that are meant to find internalized heterosexism or negative societal attitudes (e.g., McCarthy et al., 2014; Rivers, 2004). Some aspects of accepting one's minority sexuality, like being comfortable with and proud of one's sexual identity, are linked to accepting oneself in general (Rostosky

et al., 2018). Also, in general, population samples, participants who had experienced discrimination (e.g., being treated differently than others) and victimization (e.g., being threatened or harassed) because of their race, weight, or appearance were less likely to accept themselves generally (Ryff et al., 2003; Ryff, 2014). Cross-sectional studies with LGBTQ+ individuals indicate that increased experience and internalization of minority stressors are associated with lower self-acceptance of sexuality, which in turn is linked to greater mental distress (Pepping et al., 2018; Shilo et al., 2015; Woodford et al., 2014; Yanykin & Nasledov, 2017). In the context of the transgender community, this can be understood as "Self-acceptance, characterized by happiness and satisfaction with oneself, understanding one's skills and weaknesses, and recognizing one's unique worth, is crucial for the mental health and empowerment of transgender individuals (Rogers, 1951; Scott, 1968; English & English, 1958; Jersild, 1960)."

III. Self-reliance

It refers to a state whereby a person will not turn to other people for assistance with his or her problems, as explained by Astill and Miller (2018). This has a very crucial role in the continuum of power to the transgender group of people. They achieve independence; improve individual efficiency, confidence, and character; and prepare the individual to tackle tough circumstances alone (Bandura, 1997). It encompasses self-regulation by coming up with and implementing personal plans from scratch according to target goals (Bandura, 1977). This trait, essential in many societies for centuries (Goodin, 1988), is especially important for such vulnerable groups as Transgender people. Autonomy helps to work one's way through the challenges that lie within the domain of his or her discretion and lead to subject development (Quick et al., 1996). The organisation of work and planning are the crucial pieces of Autonomy, they compensate the independent decisions (Ryan, et al., 2005). It improves work output and quality in organizational and individual performance as well as improves the health and well-being of individuals and others. In other words, independence means that the transgenders allow the transgender persons to personally manage their lives and solve any issues that they encounter throughout the society. It empowers the youths to afford themselves worth and acceptance, and join others

to become responsible members of their society. This makes self-empowerment as a critical component for empowering the transgender population a noble cause.

IV. Decision-making power

The empowerment of the transgender community is deeply intertwined with the concept of decision-making power. As Rahim (1989) articulates, power is an individual's capacity to influence another's actions, beliefs, goals, wants, and values. This is echoed by Max Weber, who defines power as the probability that one actor within a social relationship can carry out his own will despite resistance. In the context of the transgender community, this power translates into the ability to make decisions that directly impact their lives and well-being. As described by Wally and Baum (1994), decision-making involves gathering knowledge, generating options, and selecting from those options. This process is not isolated but occurs within a series of exchanges that transform needs into outcomes, which Pettigrew (1972) calls policymaking. Moreover, Transcend and Cultural practices set up borders on power on how the decisions in question are made within the transgender society. In some cultures, the greatest proof of power is the capacity to make choices alone. While those in authority should consult and delegate the decision to be made to say a specified association or else get to a consensus. The above claim is not uncommon among different authors (Hofstede, 1997; Kluckhohn and Strodtbeck, 1961; Schein, 1992; Trompenaars, 1994) and several empirical studies (Ali, 1989; Tayeb, 1988; Mann et al., 1998). According to Goll and Rasheed (2005), the SDMP (strategic decision-making process) includes information acquisition, the formulation of options and the selection of options. When used to enhance decision-making for the transgender group, it leads to their emancipation thus constituting the process. Therefore, it can be concluded that a significant relationship between the collective power of the actual society, and the decision-making authority of the decision-makers on the one hand and the empowerment of the TG community on the other hand exists in a society. It empowers these people to make decisions relative to cultural norms and aspirations that will help to attain those goals. This empowerment is not just for personal development but also for changing the community/ cultural attitudes.

V. Competence

As defined by Gist (1987), competence is the belief in one's skills and knowledge to perform a job well. As described by Siriwaiprapan (2004), self-competence encompasses the ability to deal with change, a willingness to learn and grow, readiness to take action, trust in others, patience, open-mindedness, self-discipline, self-esteem, authenticity, and decision-making ability. This comprehensive understanding of oneself as competent and successful is crucial for empowerment (Tafarodi & Swann, 1995). This is particularly relevant when individuals are given more freedom, as it encourages them to align their actions with their goals. The competencies of entrepreneurs, which include general and specific knowledge, skills, abilities, traits, motivations, self-image, social image, self-management, and social management (Bird, 1995; Wiek et al., 2011), are equally applicable to the transgender community. Developing these competencies allows individuals to gain control over their lives, fostering empowerment. This is particularly true when individuals acquire skills that require specific information and training, such as driving a car or using a computer. Competence extends beyond learned skills, including mental traits contributing to successful performance (White, 1959). These traits, knowledge, skills, and motivations form an individual's personality (Spencer & Spencer, 1993). Competence, therefore, is not just about the ability to perform tasks well but also involves the traits and characteristics that enable individuals to excel in specific situations (McClelland, 1973; Faerman et al., 1990). It involves some behavioural characteristics to obtain specific results (Manpower Services Commission, 1986) and results in improved performance (Akin, 1987; Faerman et al., 1990; Mulder, 2011; Oliver et al., 2008; Tannenbaum, 1997; Klink & Boon, 2002; Draganidis & Mentzas, 2006; Parry Finally, it is suggested that competency is a central theme enabling the advancement of the Transgender population. They include learning skills, knowledge and personal attributes that are expected to improve performance and self-efficacy. The idea of concentrating on such facets of life means that the transgendered shall have better control of their lives hence rising to empowerment and social integration in the community.

VI. Participation

Dialogue pursues power on the part of participants, and Prejudice in participation augments the empowerment of the transgender. According to Perenboom and Chorus (2003), participation equals involvement in life situations meaning being able to control one's life or parts thereof. That is why the aim must be successful and the achievement of individual as well as social objectives. Said authors concurred that involvement is defined by several factors. Wilkie et al., (2004). It is deemed valid if it is in relation to an action, job or life situation as a result of some other factors. According to Levasseur et al. (2010), social participation is a measure of integration and satisfaction of social roles. As is already mentioned, long-term engagement is vital to the sustainability of a community, and scholars have looked at some of the factors that make individuals be part of such a community, or remain engaged in the respective community (Arguello et al., 2006). Studies involving actual life communities confirmed that engagement in civil society increases the social capital of people (Cullen & Sommer, 2010) and that active people have more remote contacts in their environment (Oliver, 1984). For example, the contention made by Bryant et al. in their 2005 article on Wikipedians' views is that involvement is a process of switching from the role of consumer to producer. This move from the fringes of the community to its core, from the newest member to the one who has been around for a while, or from the observer of the online board to a contributor (Bryant et al., 2005; Gray, 2004) is particularly relevant for visually and symbolizes the empowering process of the participants of the transgender community. Moreover, the liberation of the transgender group relies heavily on the theory of participation. While understanding of "participatory competence" just in small groups and society is required for empowerment to happen (Kieffer 1984). Hence, this is particularly relevant for groups that have been traditionally deprived of resources, dignity, and control (Pemell, 1986), such as the transgender community. In conclusion, participation plays a pivotal role in empowering the transgender community. It fosters a sense of autonomy, helps meet personal and societal goals, builds social capital, and strengthens social ties. By actively participating, the transgender community can transition from passive consumers to active creators, fostering empowerment and social inclusion.

VII. Autonomy

The term "autonomy", derived from the Greek words "autonomous" (self) and "nomos" (law), signifies "self-law" or liberty. It is the ability to think about and choose which preferences, wants, and needs to hold and follow. This concept of self-governance, as defined by Merriam-Webster's Collegiate Dictionary (1996), refers to the quality or state of self-governing, the right of self-government, and self-directing freedom, especially moral independence. Batey and Lewis (1982) further define autonomy as the freedom to make optional and binding decisions within one's area of practice and the freedom to act on those decisions. This definition aligns with Leddy and Pepper's (1985) view that an autonomous person can make and act on rational, unrestricted choices. Autonomy is the capacity of an individual to determine their actions through independent choice within a system of principles and laws to which they are dedicated. Autonomy is also seen as a skill. Holec (1985) defines "autonomization" as acquiring the skills needed for a self-directed learning program. Autonomous learners can think critically, make decisions, and have the skills to run their self-directed learning program, which means they can set goals, decide what to learn, and so on. This ability to separate oneself, think critically, make choices, and act on oneself is a key aspect of autonomy (Little, 1991). The psychologist and philosopher Haworth (1988) stated, "Competence is the foundation of autonomy." Those who themselves determine what they will decide and do, rather than having these things dictated to them by circumstances or others, are autonomous. Autonomy grows mentally and becomes clear when people make choices. Many studies on autonomy have used decision-making as a variable, highlighting the importance of this trait to autonomy. Rappaport (1984) says empowerment means giving people, groups, and organizations the tools they need to take charge of their lives. Empowerment should increase three things: first, the person's (or group's or community's) ability to control their health; second, the person's ability to control their life; and third, the person's ability to change the world. In conclusion, autonomy is a fundamental aspect of the empowerment of the transgender community. It involves the ability to make independent decisions, the freedom to act on those decisions, and the capacity to control one's life. By fostering autonomy, the transgender community can gain the tools they need to take charge of their own lives, thereby achieving empowerment.

2.3 Social Entrepreneurship & Social-Inclusion of Transgender Community in the Context of SDG 2030

Inclusion can be defined as the process through which the conditions for individuals and groups to participate in society actively are enhanced. This process aims to improve the ability, opportunities, and dignity of those disadvantaged due to their identity, enabling them to engage in society fully (World Bank, 2013). Stinson and Antia (1999) conceptualized social inclusion as the capacity to engage in social activities, establish friendships, and be accepted by peers. The ultimate goal of social inclusion was seen as the development of equitable social relations. Ridsdale and Thompson (2002) referred to Powers' description, highlighting that the presence of friendships serves as a clear indicator of social inclusion. As stated by UNHRC, inclusion must encompass not only the integration of historically marginalized individuals but also the eradication of various forms of prejudice that perpetuate the ongoing marginalization of groups based on arbitrary characteristics such as age, gender, or skin colour (UNESCAP, & others., 2019). SDG objective 10.2 emphasizes achieving all individuals' social, economic, and political inclusion, regardless of age, gender, disability, race, ethnicity, origin, religion, financial status, or other status. This objective aligns with the broader aim of promoting social inclusion and empowerment. In this context, SDGs 4 (Education), 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality), 16 (Peace, Justice and Strong Institutions), and 17 (Partnerships for the Goals) also contribute to the pursuit of social inclusion. The 2030 Agenda, which espouses creating a world characterized by universal respect for equality and non-discrimination, underscores the commitment to ensuring that targets are met for all individuals and segments of society, thereby realizing human rights for everyone. Pillar 2030 remains a solidification of the belief in the interdependence of human rights and sustainable development as encapsulated in the agenda's key principle: no one will be left behind. It is more than just the mainstreaming of all people; it should also focus on systematized discrimination. Furthermore, the egalitarian goals require redressing current imbalances, past discrimination and discrimination that might emerge in the future that can slow down the advancement of sustainable development.

The UN Human Rights Graduate Commission stated that when countries embrace the diversification of their development intervention policies, all citizens, regardless of status, are integrated and involved in the community structure (UNESCAP, & others., 2019). The World Bank and the United Nations Development Programme published a study in 2016 called "Investing in a Research Revolution for LGBTI Inclusion" to support the expansion of LGBTI inclusion and SDGs (World Bank & UNDP, 2016). This call for investment arises from a startling lack of research and data on LGBTI people in the world and the dearth of research that hinders the progress of their inclusion and achievement of the SDGs. The LGBTI Inclusion Index, an initiative led by the UNDP, endeavours to gauge the extent of inclusion of lesbian, gay, bisexual, transgender, and intersex individuals across five critical domains: physical health, education, protection from violence and personal security, civil liberty and political rights, and employment. However, what should be mentioned is that the members of the LGBTI community experience exclusion in other segments of society and activities as well, for instance, youth, access to information, access to justice, access to housing including other crucial necessities, food security and others ((LGBTI Index, 2016; Badgett & Crehan, 2017). For the SDGs to be met, transgender people need to be liberated from violent sanctions and social exclusion so that everyone, irrespective of their gender, colour, country of origin, or other coefficients of social stratification, should be treated equally (Divan et al., 2016).

According to the United Nations Human Rights (*Empowerment, Inclusion, Equality: Accelerating Sustainable Development with Human Rights*, 2019), inclusive societies promote comprehensive incorporation and engagement for all individuals, irrespective of their position, by acknowledging and integrating diversity into their developmental policies. A study conducted jointly by the World Bank and the United Nations Development Programme (UNDP) in 2016, titled "Investing in a Research Revolution for LGBTI Inclusion," advocates for increased investment in research and data concerning the experiences of lesbian, gay, bisexual, transgender, and intersex (LGBTI) individuals worldwide, to foster social inclusion and advance the United Nations Sustainable Development Goals (SDGs) (Fig.2.1). This call for investment is informed by the very low levels of research and data available on issues affecting LGBTI persons worldwide, which

hampers progress towards their inclusion and realization of the SDGs. The LGBTI Inclusion Index, an initiative led by the UNDP, endeavours to gauge the extent of inclusion of lesbian, gay, bisexual, transgender, and intersex individuals across five critical domains: health, education, physical well-being and violence, and citizenship and voting, and work and finance. However, it is important to note that LGBTI individuals also face exclusion in other areas, such as youth empowerment, access to information, access to justice, access to housing and other essential services, and food security, among others (UNDP, "Concept Note, Global Lgbti Index," New York: UNDP, 2016). For the goals of the SDG to be achieved they have to ensure that transgender people are free from violence and social exclusion and that everybody, irrespective of their gender, race, nationality of birth or any other characteristic (Divan et al., 2016).



Fig.2.1: Sustainable Development Goals-2030, Source: *United Nations; SDG-30*

This research demonstrates how social entrepreneurship has helped open up the doors to access capital, assisting people, as well as promoting social justice. As for the result, it has worked well in generating employment which also fosters the employment of modern concepts and mechanisms to solve social issues. This study seems to underscore the important role of the growing population of transgender social entrepreneurs who have rightly repositioned this group of people in India. Instead of suffering employment

discrimination they have preferred to be employers and have proactively offered job vacancies to other transgenders. This seems to be because the trans people in India suffer a lot of problems in trying to get jobs, housing, health care, education and other basic needs in life. Unfortunately, most of the population continues to lead a marginalized existence due to various forms of discrimination, stigma, and violence they experience regularly. They have remained silent, avoiding social movements, public debates, and mainstream media, frequently ignoring their views and concerns. A Framework for Transgender-inclusive India, 2023) states that the 2030 Agenda for the Sustainable Development Goals (SDGs) embodies a strong commitment to "Leave No One Behind" and guarantee a life of dignity for everyone, including Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTQ) individuals. The UNDP spearheads efforts to create an LGBTI Inclusion Index (Fig.2.2) by the 2030 Agenda for Sustainable Development. This index measures the development outcomes for LGBTI individuals and guides policies, programs, and investments to enhance their rights and inclusion. All humans have a sexual orientation, gender identity, gender expression, and sex characteristics. This is referred to as general categorization or "SOGIESC." Individuals with marginalized sexual orientation, gender identity, expression, or collection of sex traits are referred to as "LGBTI." The written work titled "LGBTI Inclusion Index," by M. V. Lee Badgett and Randall Sell offers a set of 51 indicators categorized into five strategic areas: Health, education, economic empowerment, civic and political involvement, violence, and security. To create and validate these indicators, UNDP conducted extensive discussions with the World Bank and other civil society partners. The SDG global indicator framework is compliant with these indicators. The Index and its Indicators measured human rights and development factors through the involvement of LGBTI civil society and other stakeholders. By concentrating on these five key areas, this study seeks to understand how social entrepreneurship might improve the social inclusion of the transgender minority in India (LGBTI Inclusion Index, 2018).

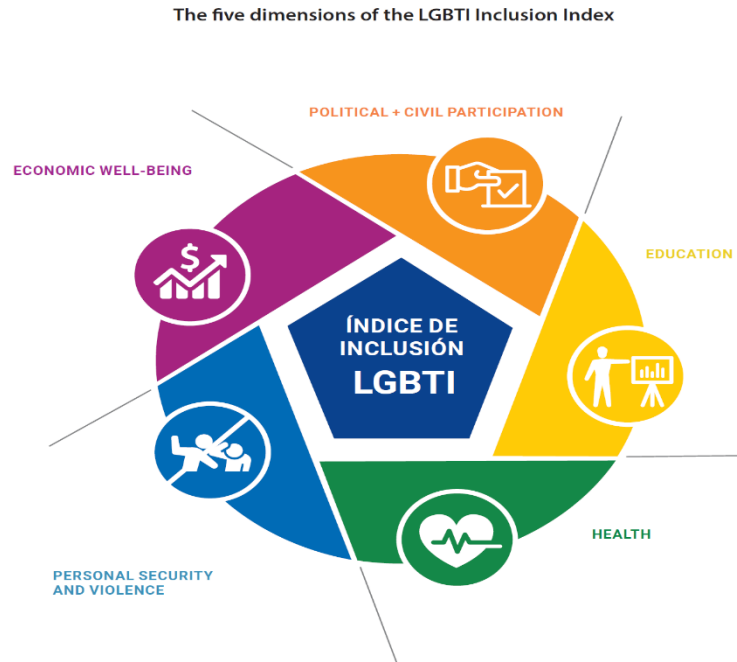


Fig 2.2 LGBTI Inclusion Index, 2018. Source: UNDP

Social entrepreneurship is pivotal in promoting inclusive economic growth within the transgender community in India. Providing services in regions where such populations are living or are excluded from economic opportunities means creating financial solutions that help break the poverty chain and achieve better economic distribution. The author also outlines the formation of the National Council for Transgender Persons (NCT) as intending to serve as an enabler to the community, as well as in seeking to overcome structural exclusion from the economy (Transgender Entrepreneurship in India. n.d.). Thus, to promote socio-economic equality, there is a need to contribute to the entrepreneurial skills of the TG to help them become financially stable and suitable to compete for business opportunities in the context of India. Social entrepreneurs seek opportunities by placing special emphasis on market failures that pose social problems as well as proactively creating positive economic impacts. These efforts give rise to new streams of market, industry, and employment impacting on the marginalized group that forms society's populace thus making the societal makeup more prosperous (Transgender Entrepreneurship in India. n.d.). Social entrepreneurship is therefore very viable in advancing the health and welfare of transgender persons in India. The change has occurred

equally in various amendments since the positive changes have emerged over time. Transgender rights have also received some attention and in 2014 the Indian Supreme Court gave transgender persons the status of the third gender and a right to self-identification. With this, there has been a progressive approach to equality social acceptance and employment discrimination against transgender persons.

Additionally, the "Transgender Persons (Protection of Rights) Act, 2019" was introduced to prohibit discrimination against transgender individuals in areas such as education, employment, residence, and healthcare. However, empirical evidence reveals an absence of transgender representation in local self-government, impacting electoral participation. Social entrepreneurs collaborate with legal bodies, advocacy groups, and educational institutions to enhance participation, fostering a gender-inclusive political landscape. For instance, organizations like Sangama (*Transgender Entrepreneurship in India*. n.d.) have worked tirelessly to create safe spaces for transgender individuals, providing educational opportunities, vocational training, and life skills development. By focusing on inclusive education, these social enterprises empower transgender students to pursue formal education, vocational courses, and skill-building programs.

With the aim to know more about the connectivity of SDG-30 and domains of social inclusion as proposed in the LGBTI Inclusion Index, a qualitative study was conducted through an in-depth review. The List of 51 proposed indicators is studied thoroughly and applicable indicators were categorised as per the domains (Education, health, personal safety and violence, civil and political participation, and economic empowerment) of the LGBTI Inclusion Index. Then all the information is presented in tabulation form which also mentions the domain-wise targeted SDG-2030 in detail as discussed below.

1) Health

The health field under the LGBTI Inclusion Index has targeted SDG 3, 'Ensure healthy lives and promote well-being for all at all ages', and SDG 5, 'Achieve gender equality'. Out of a total of 51 indicators (*LGBTI Index*, 2023), indicators are proposed that cover the aspects of SOGIESC inclusive health legislation and policies, Access to SOGIESC

sensitive healthcare, Sexual and reproductive health and rights, Health status, which aim to measure the Patient non-discrimination protections, Medical record protections, Informed consent, Patient discrimination/stigma experience, Variations in SOGIESC considered healthy, Source of care, Gender-affirming care, Cervical cancer screening, HIV prevalence, Access to SOGIESC-sensitive reproductive healthcare, Sterilizations, Depression, and Self-rated Health, as discussed in Table 2.1

<i>Table 2.1 (A Set of Proposed Indicators for the LGBTI Inclusion Index, 2023)—List of proposed indicators under the field of 'Health' with reference to the LGBTI Inclusion Index, which targets relative SDGs.</i>		
SDG 2030 & Health	Aspect	Name of Indicator
SDG 3: Ensure healthy lives and promote well-being for all at all ages SDG 5: Achieve gender equality.	-SOGIESC inclusive health legislation and policies. -Access to SOGIESC-sensitive healthcare -Sexual and Reproductive Health and Rights -Health status	1. Patient non-discrimination protections 2. Medical record protections 3. Informed consent 4. Patient discrimination/stigma experience 5. Variations in SOGIESC are considered healthy 6. Source of care 7. Gender-affirming care 8. Cervical cancer screening 9. HIV prevalence 10. Access to SOGIESC-sensitive reproductive healthcare 11. Sterilizations 12. Depression 13. Self-rated Health

Source: Author's creation

2) Education

The field of education under the LGBTI Inclusion Index has targeted SDG 4, which is 'Inclusive and equitable quality education and promote lifelong learning opportunities for all'. Out of a total of 51 indicators, eight indicators (6th indicator has two parts- a & b) are proposed that cover the aspects of Safe learning environments, Access to education, and Knowledge which aims to measure the rate of bullying among LGBTI students, anti-bullying policies, implementation of an anti-violence policy, presence of a non-discrimination policy, implementation of the non-discrimination policy, educational attainment, and diversity inclusion in curricula, as discussed in Table 2.2.

Table 2.2. (A Set of Proposed Indicators for the LGBTI Inclusion Index, 2023)—List of proposed indicators under the field of 'Education' with reference to the LGBTI Inclusion Index, which targets relative SDGs		
SDG 2030 & Education	Aspect	Name of Indicator
SDG 4: Inclusive and equitable quality education and promote lifelong learning opportunities for all.	-Safe learning environments -Access to education -Knowledge	1. Rate of bullying 2. An-ti-bul-lying policy 3. Im-plemen-tation of anti-vi-olence policy 4. non-dis-crimi-nation policy, students 5. Im-plemen-tation of non-dis-crimi-nation policy, students 6.a Educa-tional attain-ment: second-ary com-pletion 6.b Educa-tional attain-ment: primary comple-tion 7. Diver-sity-in-clusive curricula

Source: Author's creation

3) Personal security and violence

The field of Personal Safety and Violence under the LGBTI Inclusion Index has targeted SDG 5, called 'Achieve gender equality', SDG 11, called 'Make cities and human settlements inclusive, safe, resilient and sustainable', and SDG 16, called 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.' Out of a total of 51 indicators, 11 indicators are proposed that cover the aspects of Bodily, Physical and Psychological Integrity, Hate Crimes/ Incitement to Violence, SOGI-related violence, SOGIESC asylum, and Access to Justice for LGBTI People, which aim to measure the "Normalizing" medical interventions, "Conversion therapy", Hate crime legislation/ Incitement to violence, Physical, Psychological, Sexual Violence, Violence Against Defenders, Asylum protections, Justice sector training, Trust in justice sector, Monitoring violence against LGBTI, Violence against LGBTI in institutional settings, and Detention policies, as discussed in Table 2.3.

Table 2.3. (A Set of Proposed Indicators for the LGBTI Inclusion Index, 2023)—List of proposed indicators under the field of 'Personal Safety and Violence' with reference to the LGBTI Inclusion Index, which targets relative SDGs.		
SDG 2030 & Personal Safety and Violence	Aspect	Name of Indicator
SDG 5: Achieve gender equality. SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable. SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	-Bodily, Physical and Psychological Integrity -Hate Crimes/ Incitement to Violence -SOGI-ESC-re-lated violence -SOGIESC asylum -Access to Justice for LGBTI People	1. "Normalizing" medical interventions 2. "Conversion therapy" 3. Hate crime legislation/ Incitement to violence 4. Physical, Psychological, Sexual Violence 5. Violence Against Defenders 6. Asylum protections 7. Justice sector training 8. Trust in the justice sector 9. Monitoring violence against LGBTI 10. Violence against LGBTI in institutional settings 11. Detention policies

Source: Author's creation

4) Civil and Political Participation.

The field of Civil and Political Participation under the LGBTI Inclusion Index has targeted SDG 5, called 'Achieve gender equality', SDG 10, called 'Reduce inequality within and among countries', SDG 16 called 'Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels', and SDG17 called 'Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.' Out of a total of 51 indicators, ten indicators (the 7th indicator has two parts- a & b) are proposed that cover the aspects which aim to measure the Decriminalization of same-sex conduct, Decriminalization of gender expression, Legal gender recognition, Process for updating sex/ gender in documents, Statistical inclusion, Restrictive laws, LGBTI NGOs allowed, LGBTI NGOs present, LGBTI in Parliament, and Social acceptability of variations in SOGIESC, as discussed in Table 2.4.

Table 2.4 (A Set of Proposed Indicators for the LGBTI Inclusion Index, 2023)—List of proposed indicators under the field of 'Civil and Political Participation' with reference to the LGBTI Inclusion Index, which targets relative SDGs.		
SDG 2030 & Civil and Political Participation	Aspect	Name of Indicator
SDG 5: Achieve gender equality. SDG 10: Reduce inequality within and among countries. SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. SDG17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.	-Recogni-tion -Freedom of ex-pression & associ-ation -Political represen-tation -Public opinion	1. Decriminalization of same-sex conduct 2. Decriminalization of gender expression 3. Legal gender recognition 4. Process for updating sex/ gender in documents 5. Statistical inclusion 6. Restrictive laws 7.a. LGBTI NGOs allowed 7.b LGBTI NGOs pres-ent 8. LGBTI in Parliament 9.a/b/c/d Social accept-ability of variations in SOGIESC

Source: Author's creation

5)Economic well-being

The field of Economic Well-Being under the LGBTI Inclusion Index has targeted SDG 1, called 'End poverty in all its forms everywhere', SDG 2 called 'End hunger, achieve food security and improved nutrition and promote sustainable agriculture', SDG 5 called 'Achieve gender equality', SDG 8 called 'Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all', SDG 10 called 'Reduce inequality within and among countries', and SDG 11 called 'Make cities and human settlements inclusive, safe, resilient and sustainable'. Out of a total of 51 indicators, nine indicators are proposed that cover the aspects of Access to jobs, adequate income, and Social Security and, Business climate which aim to measure the Employment criminalization law, mentation of employment non-discrimination law, Experiences of employment discrimination, Relative Unemployment Rate, Women's economic autonomy, Relative Poverty Rate, Relative Individual earnings, Equal benefits, and LGBTI-owned or LGBTI-led businesses, as discussed in Table 2.5.

Measure of economic options, including access to capital, focusing on the formal sector. The aspect of 'Business climate' directly relates to LGBTI-owned or LGBTI-led businesses,

which is indicated by the Total Number of LGBTI-owned or LGBTI-led businesses divided by country population (times 10,000). Ownership is the preferred measure of inclusion. Hence, LGBTI-led businesses might be a better measure of employment access to high-level jobs. Any measure should be relative to population size.

Table 2.5. (A Set of Proposed Indicators for the LGBTI Inclusion Index, 2023)—List of proposed indicators under the field of 'Economic Well-Being' with reference to the LGBTI Inclusion Index, which targets relative SDGs.		
SDG 2030 & Economic Well-Being	Aspect	Name of Indicator
SDG 1: End poverty in all its forms everywhere. SDG 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture. SDG 5: Achieve gender equality. SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. SDG 10: Reduce inequality within and among countries. SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable.	-Access to jobs -Ade-quate income -Social security -Business climate	1. Employ-ment non-dis-crimination law 2. Imple-mentation of employment non-discrimi-nation law 3. Experiences of employment discrimination 4. Relative unemployment rate 5. Women's economic autonomy 6. Relative Poverty Rate 7. Relative Individual earnings 8. Equal benefits 9. LGB-TI-owned or LGBTI-led businesses; Indicator- Number of LGB-TI-owned or LGB-TI-led businesses divided by country population (times 10,000).

Source: Author's creation

2.4 Challenges Faced by Transgender Community

Transgender people in India face a variety of issues. The following are the main challenges faced by the transgender community-

- **Unemployment:**

The 2018 NHRC study highlighted that around 92% of transgender individuals in India are deprived of the right to participate in any form of economic activity, forcing many into sex work and begging. Unemployment is a significant challenge for transgender individuals due to societal stigma and discrimination. Many transgender people face rejection in the

job market, often being denied employment opportunities or forced into low-paying, undignified work such as begging or sex work. Additionally, the lack of access to education and vocational training further exacerbates their unemployment issues (NHRC, 2018; Chakrapani, 2017; Ganju & Saggurti, 2017).

- **Marginalization:**

Transgender marginalization refers to the systemic exclusion and discrimination that transgender individuals face in various aspects of life, including social, economic, and political spheres. They experience multiple forms of marginalization-such as racism, sexism, poverty or other factors – alongside homophobia or transphobia that negatively impact mental health. Marginalization of Transgender people often starts with the family into which they were born. Further, access to public toilets is also a serious problem they face quite often. Even though there are no separate toilet facilities for Hijras/transgender persons, they have to use male toilets where they are prone to sexual assault and harassment (Ganju & Saggurti, 2017; More, 2021; Abraham, (n.d.); Dutta & Roy, 2014).

- **Social Exclusion:**

Transgender social exclusion refers to the systematic denial of rights, opportunities, and resources that are available to other members of society. The exclusion has resulted in Dropping out of school earlier, Leaving Home and Family, being Unable to find regular jobs, having fewer options than others, Being ignored in the community and isolated, being Unable to access various services and being Unaware of what they are entitled to, Move to other areas, (such as the city and urban areas); Lack of family and social support; Rejected from Religion (Esp. Muslim and some Christian Fundamentalist sects); Attempt suicide and, Decide to follow their parents to marry opposite sex and then divorce (Human Rights Watch, 2024; Sinha, 2016).

- **Existence of Transphobia:**

Many transgender individuals are compelled by their surroundings to hide their sexual orientation out of fear of the unfavourable responses and repercussions of coming out

(Delozier et al., 2020). According to Chakrapani (2017), transphobia can take many different forms, including physical assaults, job discrimination, and inaccurate media portrayals.

- **Problems of Homelessness:**

Because of domestic abuse, a large number of transfeminine people leave their parental homes. As a result, they are deprived of proper education and work opportunities. Only 17% of trans women and hijra individuals lived with their biological families, according to a baseline study conducted by The Humsafar Trust (HST) under the Transcend project (*Humsafar | Transcend*, 2018). The remaining individuals lived alone or with friends, romantic partners, spouses, hijra gurus or chelas (disciples). Transgender individuals encounter additional challenges in securing rental housing as a result of societal perceptions and discrimination. Renting a home was challenging for 58% of trans women and 44% of trans males, according to the TRANScend survey.

- **Lack of visibility in the Educational System:**

Transgender individuals had a literacy rate of 56% according to the 2011 census (*Transgender/others - Census 2011 India*, 2023), which was much lower than the 74% national average. Just 14% of the trans women in a socioeconomic evaluation survey conducted across three metropolises had finished their schooling to the 12th grade (*Humsafar | Transcend*, 2018). The Right to Education Act defines the community as a "disadvantaged group" (Rajkumar, 2016). It means these kids will be eligible for 25 per cent reservation under the economically weaker section for admission. One of the biggest obstacles for gender-nonconforming teenagers living in Deras/Gharanas (community homes or clans) is the elders' (Gurus') lack of support for their schooling (Menon et al., 2019).

- **Discrimination at Workplace:**

There are several factors responsible for their discrimination at workplaces, which are Social Exclusion, limited formal education, lack of knowledge and training in vocational

skill development, Lack of opportunities, Lack of confidence in engaging them by employers, and stigma and discrimination in recruitment practices, hostility in most workplaces, absence of gender-appropriate restrooms, etc. Also, Both MTF (Male to Female) and FTM (Female to Male) transgender individuals have to contend with sexual harassment in the workplace across both formal and informal sectors (Ganju & Saggurti, 2017; Human Rights Watch, 2024). This leaves many MTF transgender people, especially those from working-class backgrounds, with no alternative but begging and sex work. Without other options, many end up in culturally rooted occupations like *badhai*, *Chola*, *logon*, and *kharja* (Parveen & Khatak, 2020).

- **Poor Economic Conditions:**

Since their profession mostly involves interacting with many people regularly in public places, trains, streets, traditional rites, etc., as was previously noted, every source of income for them has no stability. Lack of dignified job opportunities translates into little money, leaving them vulnerable financially (Dasgupta et al., 2021.). To sustain their way of life, many transgender people also took out high-interest debt from private lenders, which became a hardship for them. (Sharma, 2018; Pandaya & Redcay, 2022; Choudhary, 2020).

- **Psychological Problems:**

Transgender persons have been shown to have experienced incidences of depression, including suicidal thoughts and behaviours (Virupaksha et al., 2016). Conflict with parents, a lack of in-person peer support, and other factors might cause emotional anguish and exacerbate mental health issues (Dasgupta et al., 2021; Ghosh & Roy, 2022). In a multi-site study (Chakrapani et al., 2017), for instance, 37% of the 300 transgender women reported frequently using alcohol, 84% had ever been the victim of physical or sexual abuse, and 43% had moderate to severe depression. This pattern aligns with the minority stress theory, which postulates that stressors specific to gender minorities have a detrimental impact on mental health outcomes (Delozier et al., 2020).

- **Lack of Healthcare Facilities:**

In India, there are very few healthcare services that are accepting of transgender patients. According to estimates by Saraswathi and Praveen (2015), 20% of transgender people in India lack access to transgender-specific healthcare. A significant portion of the populace uses tobacco products, smokes, or engages in substance abuse. This increases their vulnerability to chronic illnesses such as diabetes, asthma, HIV/AIDS, and cancer (Chakrapani et al., 2017; Muraleedharan et al., 2018; NACO, 2017; Ortiz, 2016; Partnership, 2019; Sterling, 2020). For instance, among all most-at-risk population groups (drug injectors, female sex workers, men who have sex with men), the prevalence of HIV is highest (3.14%) among transgender women and hijra persons, and it continues to be higher (0.22%) among all adults in India. (National Institute of Medical Statistics & ICMR-National AIDS Control Organization, 2020; NACO, 2017). Additionally, transgender people have a very high fear of being mistreated by medical professionals (Chakrapani, 2017; Ganju & Saggurti, 2017). As a result, many chose to handle their health-related problems at home rather than seeking medical attention and going to hospitals (Deb, 2020; Pandya & Redcay, 2021).

- **Lack of support from Governance and politics:**

According to the 2011 Census, there were approximately 5 lakh transgender people in India. However, per the NHRC 2018 study, only 30,000 individuals are registered with the Election Commission. This indicates that a lack of proper documentation among transgenders. The transgender community's lack of representation in healthcare, PDS programs, DBT schemes, housing, shelter, and sanitation services is primarily due to inadequate documentation and knowledge on the parts of both the government and the community (Bansal, 2024). Transgender people experience violence at the structural, institutional, and social levels in addition to personal and interpersonal violence (Fedorko & Kurmanov, 2021). The societal institutions transgender people live in are filled with structural violence. It manifests as anticipated gender norms and roles that limit their agency and are predicated on inflexible ideas of binary gender (Wirtz et al., 2020).

2.5 Initiatives Provided for Transgender Community

- **Constitutional provisions**

- a) **The 'Third Gender,' 2014:** In 2014, the Supreme Court of India, in the case of the *National Legal Services Authority versus Union of India*, established the foundation for the rights of transgender persons in India by recognizing 'transgender' as a 'third gender' and laying down several measures for the prohibition of discrimination against transgender persons and protection of their rights (*National Legal Services Authority V. Union of India*, 2014).

Just like the other two genders, Transgenders are entitled to the four important provisions of Fundamental Rights. Their Fundamental Rights are –

Article 14 – Which states that the State shall not deny any person equality before the law or the equal protection of laws within the territories of the State.

Article 15 – The State shall not discriminate against any citizen on the grounds of race, caste, religion, sex, place of birth or any of them.

Article 19 – All citizens shall have rights of –

- Freedom of speech and expression;
- Freedom of assemble peaceably and without arms;
- Freedom to reside and settle in any part of the territory of India;
- Freedom to practice any profession or to carry on any occupation, trade or business

Article 21 – Right to life or personal liberty.

- b) **Decriminalising of Homosexuality, 2018:** In a historic ruling, India's Supreme Court decriminalized consensual gay sex in September 2018. The court overturned a colonial-era law known as Section 377, which had criminalized homosexuality. India joined 17 Commonwealth nations in overturning such laws, acknowledging

the importance of embracing inclusion and equal rights (Navtej Singh Johar v. Union of India, 2018).

- c) **Transgender Persons (Protection of Rights) Act, 2019:** This law was passed to protect the rights of transgender people and prevent discrimination against them. This legislation provides legal recognition of transgender individuals as a third gender and acknowledges their right to self-identify based on their gender identity. The Act covers several key provisions, such as the prohibition against discrimination, recognition of identity, welfare measures, and obligations of establishments (Bal, 2020).
- d) **Transgender Persons (Protection of Rights) Rules, 2020:** The Central Government made the rules under the powers conferred by the Transgender Persons (Protection of Rights) Act, 2019. The Act came into effect on 10th January 2020, the first concrete step toward ensuring the welfare of transgender persons (*Transgender Persons (Protection of Rights) Act, 2019*). The rules seek to recognize the identity of transgender people and prohibit discrimination in education, employment, healthcare, holding or disposing of property, holding public or private office and access to and use of public services and benefits (RS, 2023).

- **Legal Provisions**

To include Transgender socially and economically in society, the following efforts are ensured through the legal procedure at the National, State, National and Supreme levels. In detail, they are as follows:

- a) **Supreme Court Judgement:** The Supreme Court has directed the Central and State Governments to grant legal recognition of gender identity, whether male, female or third gender. They are also directed to legally recognize people who are transitioning within the male/female binary. The Centre and State must ensure proper health and sanitary facilities for Transgender people. They are asked to provide various welfare schemes to treat the community as socially and

economically backward classes (National Legal Services Authority v. Union of India, 2014).

- b) **At local/Urban level:** At the district level in India, a transgender can go to the District Magistrate and obtain a certificate of identity, following which he/she can avail various rights/entitlements. Skill development programs and financial assistance are some of the welfare diagrams that are used locally in order to enhance their welfare in the country. Also, district and other level shelters like Garima Greh support permanent shelter, health care, and vocational training to help the women or girls and bring them into mainstream society. They see to it that transgenders are provided the care they need and the identification they deserve at the Administrative level (The Transgender Persons (Protection of Rights) Act, 2019; NHRC Issues an Advisory to Ensure Welfare of Transgender Persons | National Human Rights Commission India, 2024).
- c) **At State Level:** This is due to the recommendation of the C.S. Dwarkanath Backward Classes Commission of 2010 to classify Transgender as a backward class in order to as be eligible for government assistance (Vidya et al., 2013). Currently, laws for transgender in India in terms of legal perception differ from one state to another. At the State level, the States of Tamil Nadu, Kerala and Karnataka have implemented the most progressive and developmental policies for Transgender in India (Poornima, 2021; Iqbal, 2022; Rao & Nikhita, n.d).
- d) **At the National Level:** The report of the Peoples Union for Civil Liberties (PUCL) recommends that "Civil rights under law such as the right to get a passport, ration card, make a will, inherit property and adopting children must be available to all regardless of the change in their gender (Hotchandani, 2017).

- **12th Five-Year Plan and Transgender**

The Twelfth Five Year Plan (2012-2017) Proposed the empowerment of the Third Gender by providing them with education, housing, healthcare services, employment, skill development and financial assistance. In addition to this, it is also proposed that a separate column must be incorporated in all government and non-government records for the third gender (Planning Commission of India, 2013).

- **Ministry of Social Justice and Empowerment:**

The Ministry has launched the National Portal for Transgender Persons under Transgender Persons (Protection of Rights) Rules, 2020. This portal has inaugurated *Garima Greh*, a shelter home for transgender persons (National Portal for Transgender Persons: Ministry of Social Justice and Empowerment, 2023). The Scheme of 'Shelter Home for Transgender Persons' includes shelter facilities, food, clothing, recreational facilities, skill development opportunities, yoga, physical fitness, library facilities, legal support, technical advice for gender transition and surgeries, capacity building of trans-friendly organizations, employment, etc. Also, It would help transgender people digitally apply for a certificate and identity card from anywhere in the country, thus preventing any physical interaction with officials. The first Garima Greh was opened in Vadodara, Gujarat and will be run with the Lakshya Trust, a community-based organization entirely run by transgender people. The Department has set up 12 Garima Greh Shelter Homes for Transgender Persons on a pilot basis in 9 States. These pilot shelter homes are in Maharashtra, Gujarat, Delhi, West Bengal, Rajasthan, Bihar, Chhattisgarh, Tamil Nadu, and Odisha. In total, 654 transgender persons have benefited from the Garima Greh project. The government aims to set up more such Garima Grehs as per guidelines. (*GARIMA GREH SCHEME FOR BENEFIT OF TRANSGENDER PERSONS*, 2024).

- **Support for Marginalised Individuals for Livelihood and Employment (SMILE):**

The scheme was launched on February 12, 2022. SMILE includes two sub-schemes: Central Sector Scheme for Comprehensive Rehabilitation for Welfare of Transgender Persons and Central Sector Scheme for Comprehensive Rehabilitation of Persons engaged in the Act of Begging. The focus is extensively on rehabilitation, provision of medical facilities, counselling, education, skill development, economic linkages etc. The scheme is implemented with the support of State Governments/UTs/Local Urban Bodies, Voluntary Organizations, Community-Based Organizations (CBOs), and institutions. Rs 365 Cr has been allocated for SMILE for five years. The following are the key domains of this scheme:

- a) **Scholarships:** The scheme provides scholarships for transgender students studying from IX grade till post-graduation to enable them to complete their education.
- b) **Skill Development and Livelihood:** Provisions are made for skill development under the PM-DAKSH scheme.
- c) **Medical Health:** The scheme provides a comprehensive package in convergence with Ayushman Bharat Pradhan Mantri Jan Arogya Yojana (PM-JAY) supporting Gender-Reaffirmation surgeries through selected hospitals.
- d) **Housing Facility:** The 'Garima Greh' housing facility ensures food, clothing, recreational facilities, skill development opportunities, recreational activities, medical support, etc., for the transgender community.
- e) **Transgender Protection Cell:** The provision of a Transgender Protection Cell in each State will monitor cases of offences and ensure timely registration, investigation, and prosecution of crimes.
- f) **National Portal & Helpline:** A National Portal and helpline will provide the transgender community with necessary information and solutions.
- g) **Comprehensive Rehabilitation:** The scheme focuses on extensively rehabilitating persons engaged in begging.

- **Transgender Welfare Boards:**

Transgender persons are included on Transgender Welfare Boards, which have been established in several states (*Welfare Board for Transgenders*, 2024). Additionally, transgender people from throughout the nation are represented on the National Council for Transgender Persons. As per the information available with this Ministry, 12 States and UTs have constituted the Transgender Welfare Boards: Tamil Nadu, Kerala, Karnataka, Maharashtra, Gujarat, Rajasthan, Chandigarh, UP, Bihar, West Bengal, Tripura and Mizoram (*Constitution of Transgender Welfare Boards/commissions*, 2024). The design, implementation, and evaluation of welfare projects must incorporate active community participation as a fundamental component and guiding concept. To reach out to hidden and unreachable trans communities, state and district welfare procedures must guarantee the involvement of CBOs, NGOs, and other grassroots stakeholders (*A Framework for Transgender-inclusive India*, 2023).

- **National Human Rights Commission (NHRC) Advisory for Transgender Persons, 2019:**

In 2019, the NHRC issued an advisory to ensure the welfare of Transgender Persons. The advisory focused on six key areas for action by the Centre, States, and UT Administrations to ensure transgender persons get access to education, healthcare, employment, inclusivity, welfare, and grievance redressal. One of the recommendations is to set up an anti-discrimination cell at the district level for Transgender persons and ensure the setting up of a monitoring committee at educational institutions to address the issues of prejudices, discrimination, sexual abuse, and other violence against them (*NHRC Issues an Advisory to Ensure Welfare of Transgender Persons* | *National Human Rights Commission India*, 2024).

- **Civic Engagement and Political Participation:**

Despite constitutional mandates advocating for equality, empirical evidence underscores a notable absence of transgender representation in local self-government, resulting in diminished electoral participation. However, efforts are being made to increase civic engagement and political participation. Transgender individuals have been elected to public office in India, marking a significant step towards political inclusion. For example, Shabnam Mausi was the first transgender person to be elected to public office in India (Giri, 2019; Malik, 2023)

- **Transgender's Education:**

India has opened its first school for transgender pupils in Kochi, named Sahaj International. This residential school helps adults who dropped out of school finish their education (*India Opens First School for Transgender Pupils*, n.d.). The students are prepared for India's Class 10 and 12 board exams. The curriculum also includes some vocational skills. The Right to Education Act (RTE), also known as the Right of Children to Free and Compulsory Education Act, was passed in 2009 and places responsibility for implementing the basic right to education as guaranteed by Article 21A of the Constitution on both the federal and State levels (*Right of Children to Free and Compulsory Education Act, 2009*,

2024). A comprehensive framework has been proposed by the National Education Policy (2020), with the two main goals of enabling an inclusive and supportive learning environment and improving access to (and completion of) school and college education, respectively, to create an equitable and inclusive education for gender-diverse students (Ganguli, 2023).

Also, The University Grant Commission (UGC) issued a circular to all the Vice Chancellors of the Universities requesting them to include a column for Transgender Community in all application forms (*UGC Notifies Transgenders as Third Gender*, 2024). The circulars also included clauses like the creation of Transgender friendly infrastructure, organization of sensitization programs and research activities should be encouraged to bring the new issues and their solutions (*ACCESSIBILITY GUIDELINES AND STANDARDS FOR HIGHER EDUCATION INSTITUTIONS AND UNIVERSITIES*, 2022).

- **Health:**

The government has been mandated to set up separate Human Immunodeficiency Virus (HIV) sero-surveillance centres to conduct sero-surveillance for transgender persons and provide for medical care facilities including sex reassignment surgery and hormonal therapy and coverage of medical expenses by a comprehensive insurance scheme for surgeries and other treatments. Comprehensive medical insurance schemes have been proposed for transgender individuals. Also, Gender reassignment surgeries are free of cost at state-run hospitals (Sharma et al., 2020; Shaikh et al., 2016; Singh et al., 2014).

- **Employment Opportunities:**

India has seen progress, with transgender individuals breaking barriers in various fields, including banking, police, and modelling. Initiatives like the Transgender Employment Mela aim to connect trans people with corporate opportunities (*Trans Employment Mela Report 2023*). Workplaces need to be more transgender-inclusive with initiatives like equal opportunity hiring, providing infrastructure such as restrooms for the third gender, action against misconduct/ harassment, medical insurance and policies, and healthcare (Zachariah & Nandini, 2023).

- **Gender-Neutral Restrooms:**

India's Supreme Court has set up nine gender-neutral restrooms within its premises, signalling progress toward LGBTQ+ inclusivity (*With Approval to Nine Gender-neutral Restrooms, Top Court's Bid to Achieve 'Inclusivity' Heightens*, 2024). Some progressive organizations have transformed existing restrooms into gender-neutral spaces (Zachariah & Nandini, 2023). The Madras High Court laid down guidelines to establish a conducive environment for LGBTQ+ individuals in schools, which includes the availability of gender-neutral restrooms (*Towards a Gender-inclusive Future: Judicial Developments Recognising Rights of the Transgender Community in India*, 2024).

2.6 Research Gap

Social entrepreneurs deal with extreme challenges in areas where traditional solutions have failed. They are imbued with innovation and creativity that will forge a new path (Praszkier & Nowak, 2012) and create social value (Jiao, 2011), which will lead to community transformation (Weerawardena & Mort, 2006). Though the history of social entrepreneurship as a practice goes back to the 1970s, its history as a field of research can be traced only from 2000 onwards. Social entrepreneurship is still an 'understudied topic' in India, and most studies conducted in the field so far in the Indian context have skipped the inductive research required for clarifying the contextual meaning of social entrepreneurship (Sengupta & Sahay, 2017). Many studies talk about different contexts of social entrepreneurship, such as thoughts, types, traits, etc. Still, a deliberate review of the literature found that no prior research study talks about social entrepreneurship practices. So, based on bibliometric analysis, Thematic analysis and Systematic Literature Review, guided by the PRISMA protocol and, with the help of VosViewer and Bibliometric software in generating the results, this study presents a conceptual framework, which outlines 17 practices of Social Entrepreneurship as a whole which can be generalized under three different heads namely "Framing" with seven practices, "Convening" with five practices, and "Multi Vocality" with five practices.

Concerning transgender community of India, studies were conducted on some related topics like their historical perspective (Yadav, 2020), education status (Singh V., 2018), socio-legal position (Bajpai, 2021), government policies towards their inclusion and Empowerment (Acharya, 2021), psychological perspectives (Seemanthini, 2011), HIV-AIDS and other healthcare-related issues (Kumar et al.), (Saravanamurthy), (Bhattacharjee, 2019). Little has been studied about Transgender entrepreneurs in India. Still, nearly no study has been conducted on their role as social entrepreneurs in changing the social life and socio-economic circumstances of the transgender community. This proposed study focuses on this problem, recognizes the evolution of Trans-Social Entrepreneurs, and introduces a novel concept of 'Trans-Social Entrepreneurship' to the world. This study presents the traces of trans-social entrepreneurship by conducting detailed research on the evolution journey of transgender entrepreneurs in India. It found evidence dating back to the 1990s when the first beauty parlour was opened in Manipur by a trans activist named Santa Khurai. The current study is focused on understanding the application of social entrepreneurship in the empowerment of the transgender community in terms of employment generation and economic growth and development created within their community by their community members.

The awareness regarding transgender community is deficient in India. Nowadays, many transgender people live independently and do not indulge themselves in hijra culture in which cross-dressing practices, seeking alms, and badhai-toli are traditional ways of livelihood. However, the dark side of hijra culture is sex work and prostitution. Generally, Society associates all transgender people as Hijara persons, but all transgender people do not belong to Hijara culture. Transgender Term has a much broader meaning which includes Transwomen, Transmen and Hijara culture peoples. The new generation of transgender people wants dignified sources of income. However, the denial of 96% of transgender people due to their gender expression and exclusion is a much bigger problem than it seems).

Also, 92% of India's trans community is unable to engage in any form of economic activity, which is a big concern at present. As in 2014, Dr. M.V. Lee Badgett conducted a case study in India to investigate the relationship between homophobia and its impact on the nation's

economy. The findings indicated that the prejudice had an approximate 0.1 to 1.7% impact on GDP. Whether as a result of professional advancement stunting or workplace harassment, homophobia also shortens people's working years, hence reducing their time to create wealth. In addition to having a direct impact on workers' productivity at work, stigma has a significant negative influence on people's health. So, it is the need of the hour to encourage the participation of our transgender community in economic activities and, ultimately, seek their contribution to the GDP of India. Due to an increase in awareness of socio-legal aspects of the transgender community, it is expected that more young transgender population will come out of their closets shortly. So, the need for their support and upliftment is a necessity and responsibility of our Society. It is evident from the literature review that social entrepreneurship traps a vast potential for the betterment of marginalized communities worldwide, so its introduction to the transgender community is the need of the hour. Their income will help them stay on their feet. Social entrepreneurship has multiple forms depending on socio-economic and cultural circumstances (Mair & Marti, 2006), and context plays a crucial role in social entrepreneurship research (Short et al., 2009). No prior study addresses and provides a solution to the issue of job denial and unemployment. This study offers a solution to this gap by bringing about transformative community change by introducing and promoting trans-social entrepreneurship. The concept of application of social entrepreneurship for empowering transgender community in India has made it possible to answer- 'How transgender community in India will be able to earn with dignity and spend with freedom?'... as getting dignified employment through social entrepreneurship generates income and boost their purchasing power which they spend as per their wish like in their proper education, comfortable spaces, nice clothing and good quality food etc. rather than paying just on their bread and butter, as most of them earn through sex work and begging which is not enough even to get all three meals a day for them. Also, the significant research gap identified from the reviews is that a study regarding Transgender Community's inclusion, equality and acceptance in India has not been done, to which this study contributes its efforts towards this direction, taking social entrepreneurship as its catalyst. In India, transgender people are struggling for their respect and inclusion. Despite many barriers, transgender social entrepreneurship culture is bringing new hopes into the lives of the transgender population, which will guide,

motivate and help budding and aspiring trans entrepreneurs as well. In sum, Table 2.6 shows the tabular presentation of the research gap identified through the literature review for this research study.

Table 2.6 Research Gap				
S. n o.	Research Paper/Reports	Research Area	Limitation	Potential Solution
1	Bull, M., & Crompton, H. (2006). Business practices in social enterprises. <i>Social Enterprise Journal</i> , 2(1), 42–60.	Social Entrepreneurship: Presents a strategic understanding of business practices in social enterprises.	It offers evidence on mapping the sector's business practices in the ongoing research. It will form the basis of further research.	The discussed business practices are used as a basis for the conceptual framework of social entrepreneurship practices.
2	Montgomery, A. W., Dacin, P. A., & Dacin, M. T. (2012). Collective social entrepreneurship: Collaboratively shaping social good. <i>Journal of Business Ethics</i> , pp. 111, 375–388.	Social Entrepreneurship: Illuminated three strategic activities to effectively mobilize collective social entrepreneurship—framing, convening, and multivocality.	By drawing on numerous actors, combining resources across sectors, and strategically using tools, social entrepreneurial ventures may be more likely to move beyond these limitations, driving significant and substantive social change.	These three activities-framing, convening, and multivocality- are taken as base themes or heads for exploring the practices of social entrepreneurship.
3	Haugh, H.M., Talwar, A. Linking Social Entrepreneurship and Social Change: The Mediating Role of Empowerment. <i>J Bus Ethics</i> 133, 643–658 (2016). https://doi.org/10.1007/s10551-014-2449-4	Examined the relationships between social entrepreneurship, empowerment and social change. Uncovered the barriers to economic activity that impoverished rural women face and linked income generation to economic, social, and political empowerment.	The data are limited to women informants associated with one social enterprise in North India.	This study explores the relationship between social entrepreneurship, empowerment, and social change in the form of social inclusion in the transgender community.
4	Badgett, M.V. (2014). The economic cost of stigma and the exclusion of LGBT people: a case study of India.	Dr. M.V. Lee Badgett conducted a case study in India to investigate the relationship between homophobia and its impact on the nation's economy. The findings indicated that the prejudice had an approximate 0.1 to 1.7% impact on GDP. In addition to having a direct effect on workers'	There is little or no existing data about Transgender community.	This study provides a solution regarding the transgender community's participation in economic activities and, ultimately, makes it possible to seek their contribution to India's GDP.

		productivity at work, stigma has a significant negative influence on people's health.		
5	Transgender self-employment outcomes: evidence from the USA; https://doi.org/10.1007/s11187-023-00845-4	Transgender persons view self-employment as an opportunity to escape labor market inequalities arose from stigma and societal discrimination.	This article uses representative dataset from the USA	Self-employment is seen as a desirable Avenue that gives a base to Transgender Entrepreneurship, generating empowerment.
6	Govt. of India -NHRC Report- 'Study on Human Rights of Transgender as a Third Gender' Page. No. 58 https://nhrc.nic.in/sites/default/files/Study_HR_transgender_03082018.pdf 2018	-The Population of Transgender Community is UNKNOWN in India. -92% of India's trans population is unable to participate in any economic activity. -96% of India's trans population is directly denied employment. -99% of India's trans population is socially excluded. -exceptional support may be given to transgender people under entrepreneurship development schemes and micro-credit programs of various government agencies.	Some transgender people who live with gurus as a part of the Hijara Community show their reluctance to share some critical information during field surveys. The study was restricted to 4 districts of Delhi and U.P.	The study highlights the unemployment and exclusion rate, which is being addressed by focusing on promoting and encouraging trans-social entrepreneurship, which will boost empowerment and social inclusion.
7	Govt. of India -NHRC Report- 'Transgender Inclusivity: A reality check' Page. No. 132-133. https://nhrc.nic.in/sites/default/files/Transgender_Inclusivity_A_Reality_Check_rajni_singh.pdf 2021	"Recommendations applicable to Ministry of Skill Development and Entrepreneurship & Ministry of Labour and Employment -There should be a constant capacity-building drive. They can be a young workforce if trained properly - Financial Support/ Loans should be given to TG-owned and operated businesses which will not only empower them economically and boost their confidence but also encourage other	It was restricted to a specific sample size (202), a definite place (Kolkata, West Bengal), and by large, oriented on trans-women.	The need to encourage transgender entrepreneurship in studies is being addressed by focusing research on trans-social entrepreneurship for the empowerment and social inclusion of the transgender community.

		transgender persons to become self-reliant."		
8	A World Bank-UNDP (2016) joint study titled "Investing in a Research Revolution for LGBTI Inclusion."	It calls for more investment in research and data on lesbian, gay, bisexual, transgender, and intersex (LGBTI) experiences worldwide.	There is a huge gap in research and data on LGBTI people worldwide, hindering the progress toward inclusion and the SDGs.	The research study is being carried out targeting empowerment and social inclusion of Transgender community in India.
9	The LGBTI Inclusion Index (the Index, 2019) is a UNDP-led initiative	A UNDP-led initiative that aims to measure the inclusion of lesbian, gay, bisexual, transgender, and intersex people across the five strategic areas of health, education, personal safety and violence, civil and political participation, and economic empowerment.	Data/Knowledge gap	The research study is being carried out using the LGBTI Inclusion Index.
10	A Framework for Transgender-Inclusive India. (2023, December 18). A Framework for Transgender-Inclusive India. https://www.undp.org/in-dia/publications/framework-transgender-inclusive-india	The 2030 Agenda for the Sustainable Development Goals (SDGs) embodies a powerful commitment to "Leave No One Behind" and ensure a life of dignity for all, including Lesbian, Gay, Bisexual, Transgender, and Intersex (LGBTQ) people.	There is little or no existing data about Transgender community.	The study uses the UNDP's 'LGBTI Inclusion Index' as a framework to investigate the impact of social entrepreneurship in five crucial areas: health, education, personal safety and violence, civil and political participation, and economic empowerment.
11	Chakkunny M, Jisha & Raj T, Sundara. (2020). Problems and possibilities of transgender entrepreneurship in Kerala. Volume 33 :. Page No:1549-1562. 10.37896/GOR33.03/540.	The challenges faced by transgender entrepreneurs and their possible solutions are discussed.	This study is limited to Kerala state only.	Challenges and their possible solution faced by transgender entrepreneurs across India need to be discussed.
12	Naseer R, Kakakhel S J, Shah F A. (2020). They are exploring Challenge-based Outcomes for Disadvantaged Individuals to Launch an	The study explores the live experiences of 12 transgender entrepreneurs to understand their entrepreneurial motivation, challenge-based	The study is limited to non-confirming gender as a disadvantaged group. The study was also conducted in Pakistan.	This study has taken a transgender community in India as a disadvantaged group and explores the dimensions of empowerment, problems or

	Entrepreneurial Venture. <i>Journal of Managerial Sciences</i> , vol. 14 (4), 15-28.	outcomes that will help them launch an entrepreneurial venture in Pakistan.		challenges and their possible solutions for transgender entrepreneurs in India
13	Dutta, M. S., & Patil, K. (2024). Transgender Entrepreneurship: Challenges, Opportunities, And Impact on Developing Country Like India. <i>Journal of Informatics Education and Research</i> , 4(1).	The findings suggest that while transgender entrepreneurs frequently encounter barriers from access to capital to acceptance in business networks, they also leverage their unique identities and experiences to foster innovation, community-building, and social change.	Lack of inclusive and supportive ecosystems that recognize the potential of all entrepreneurs, irrespective of their gender identity.	This study focused on building an ecosystem that recognizes the potential of Trans-Social Entrepreneurship in creating empowerment and social inclusion.
14	Oosterhoff, P., & Hoang, T. A. (2018). Transgender employment and entrepreneurialism in Vietnam. <i>Gender & Development</i> , 26(1), 33-51.	This article shares insights from research into the economic opportunities and obstacles that Vietnamese transgender men and women face in a fast-growing economy mainly composed of small and medium-sized enterprises.	Increase in gender inequality in Vietnam	This study contributes in finding solutions to gender inequality through exploring the employment, income-generating and entrepreneurial options available to transgender people in India.

2.7 Research Questions

- [1] What are the prevailing social entrepreneurship practices in India?
- [2] How are social entrepreneurship practices being applied within the transgender community in India?
- [3] How does social entrepreneurship contribute to the empowerment of the transgender community in India?
- [4] How does social entrepreneurship promote social inclusion of the transgender community in India?
- [5] How social entrepreneurship is targeting the dimensions of the LGBTI Inclusion Index, 2019 with reference to the transgender community in India?
- [6] How social entrepreneurship is targeting SDG-2030 with reference to the transgender community in India?
- [7] What are the key challenges faced by transgender social entrepreneurs in India?
- [8] What strategies have transgender social entrepreneurs adopted to overcome these challenges?

CHAPTER 3

DATA AND METHODOLOGY

The present chapter deals with the research objectives, conceptual framework, and rationale for selecting the data set used in the study. The geographical frame of the study is also explained in this chapter. The sources of data extraction are also mentioned. Moreover, the research tools and software required to answer the research questions and meet the study's objectives are discussed at length. The selection of the optimum technique for identifying sample units is also mentioned in this chapter.

3.1 Research Objectives

- 1) To explore the various social entrepreneurship practices prevailing in India.
- 2) To assess the application of social entrepreneurship practices among the transgender community in India.
- 3) To find out the role of social entrepreneurship in empowering the transgender community in India.
- 4) To find out the role of social entrepreneurship in enhancing the social inclusion of the transgender community in India.
- 5) To identify the challenges faced by transgender social entrepreneurs and the strategies they adopted vis-à-vis the obstacles.

3.2 Conceptual Model

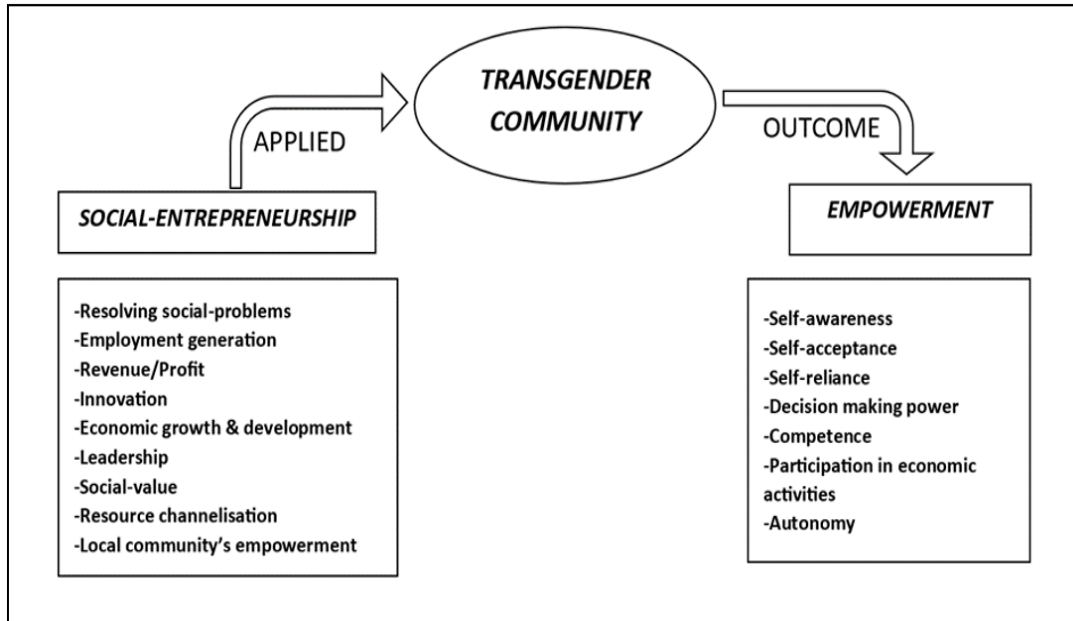


Fig 3.1 Conceptual Model, *Source:* Author's creation

3.3 Research Design

Research design on the other hand can be described as a mechanism of establishing a framework for the collection of the data as well as analysis (Ghauri & Gronhaug, 2010, Bryman & Bell, 2007). The study methodology means cross-sectional, which takes a snap shot, data gathering at one point in time across a large population of Transgender social entrepreneurs across India. This design is chosen to obtain the current state of the empowerment within this particular community, so as to be able to detect certain trends prevailing in the field. Many populations are not amenable to follow up so cross-sectional design is quite good when it comes to studying difficult to follow up populations like the transgender. As the study gathers data from several sources simultaneously, the results allow making conclusions regarding the influence of social entrepreneurship on the empowering of transgender people. Fig. 3.2, shows the flow chart of research design.

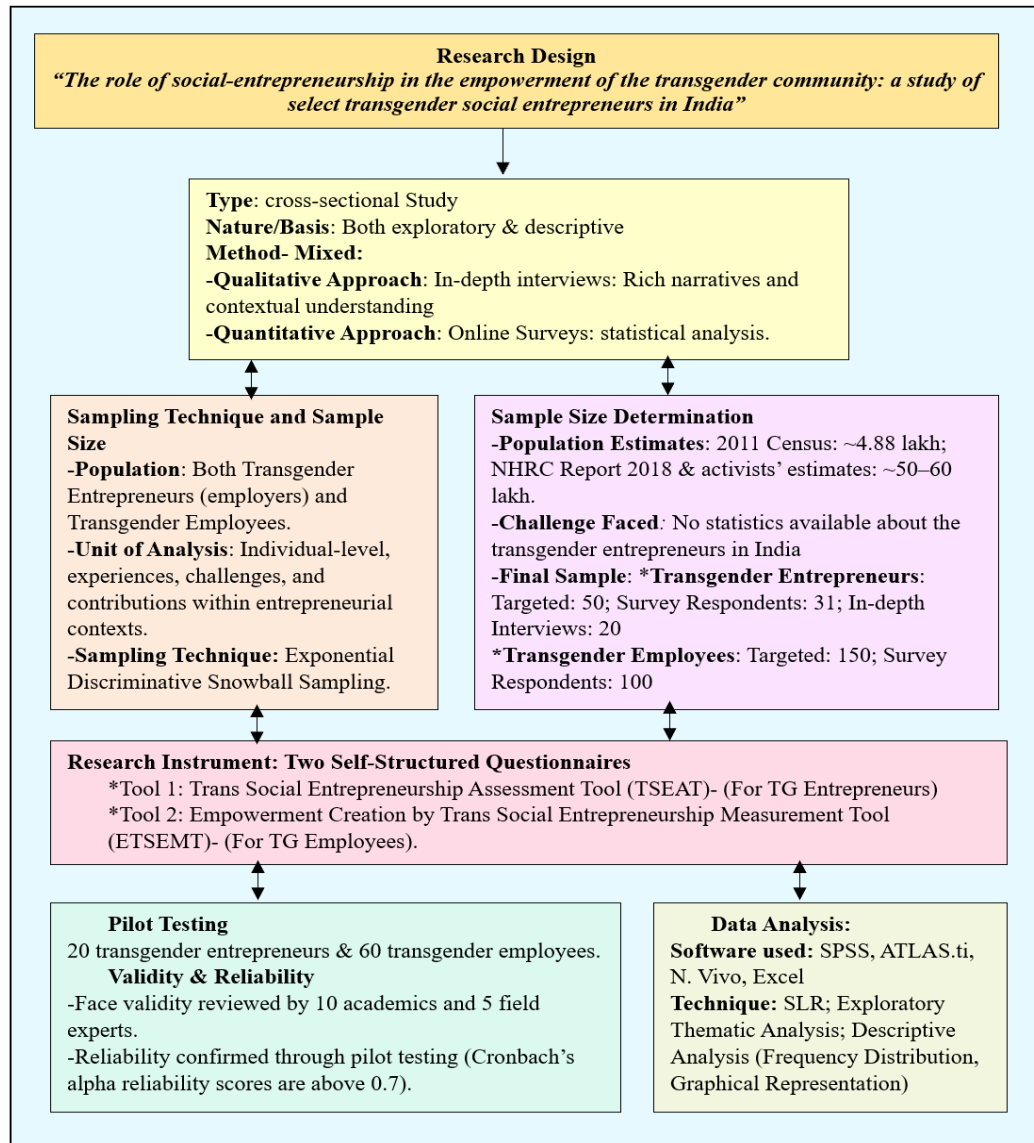


Fig 3.2 Research Design of the Study, *Source:* Author’s creation

Nature of Research

Nature of Research On the basis of design this study is both exploratory and descriptive, the purpose of this study is to explore the role of SE in bringing empowerment to the transgender community in India. In the research, different dimensions of empowerment are discussed based on different types such as economic, social, and psychological aspects among the transgender employed or employer with social enterprises. Qualitative research

comprises a summary utilization and comprehension of perceptions and experiences through interviews, observation, and content analysis (Creswell, 2013). It is meant to extract large and comprehensive data that would give the analyst some background on the topic of research. On the other hand, quantitative research involves using numerical methods of data collection and analysis to assess numerical variables and attempt to explain cause and effect relationships, and results in generalizable numeric findings (Creswell 2013). The descriptive aspect highlights the daily plight as well as the achievements of these entrepreneurs. The exploratory nature of the study enables the identification of innovative approaches to understanding the role of the social entrepreneur from the transgender group in the empowerment of their community. Due to the taboo and understudied nature of the topic, both qualitative and quantitative methods are suitable to capture every aspect of the topic.

3.4 Sampling technique and sample size

- **Population of the Study & Unit of Analysis**

The population of this study includes transgender individuals involved in social entrepreneurship across India, both as employers (Transgender Entrepreneurs) and employees (Transgender Employees). The unit of analysis is at the individual level, focusing on their experiences, challenges, and successes within the entrepreneurial context. This choice is appropriate because the study aims to understand how these individuals, as key actors in social enterprises, contribute to empowerment. The population is diverse in terms of geographic location, type of enterprise, and social background, ensuring a comprehensive analysis of the phenomenon. It involves meticulous observation, measurement, and documentation of variables, seeking to provide an accurate portrayal of the subject under investigation. In light of this, the descriptive research methodology makes it easier to explore and explain occurrences, enabling insightful interpretations and sensible decision-making.

- **Sample Technique**

Population in qualitative research studies is often described as all elements, such as people, things, and affairs that satisfy the sample requirements for inclusion in order to design a

research study. Snowball sampling was utilized to recruit participants for this study. Specifically, the type of snowball sampling used was ‘Exponential Discriminative Snowball Sampling’, in which participants were asked to refer strictly as per the need of the research study. This technique is particularly effective for reaching marginalized and hard-to-access populations, such as the transgender community in India. By relying on referrals from initial participants, the study was able to connect with a broader and more diverse sample than would have been possible through random sampling methods. The use of snowball sampling is justified due to the social stigma and privacy concerns associated with transgender identities, which can make direct recruitment challenging.

- **Determination of Sample Size**

The census of India, 2011 states that there is 4.88 lakh. But, according to the NHRC Report, 2018, the transgender population in India is 10-12 times higher than stated in the census which is around 50-60 lakh in India as per the estimates of Transgender Activists. There are various social reasons why gender identity is kept secret and data is understated in the census. Also, there are no statistics available about transgender entrepreneurs in India. Due to the lack of available & reliable sources of data, the sample size was determined based on the saturation point in qualitative interviews and the statistical requirements for quantitative analysis. In the case of Transgender Entrepreneurs, a total of 50 participants were targeted, with 31 completing the survey and 20 participating in in-depth interviews. In the case of Transgender Employees, a total of 150 participants were targeted, with 100 completing the survey. This sample size was chosen to ensure sufficient data for robust statistical analysis while also allowing for rich qualitative insights. The decision on sample size balances the need for comprehensive data with practical constraints such as time, resources, and accessibility of participants.

3.5. Data Collection Method

Data was collected through a combination of online surveys and face-to-face interviews. The online surveys were distributed via transgender networks and social media platforms, ensuring wide reach across India (Fig 3.3). Face-to-face interviews were conducted with a subset of participants to gain deeper insights into their experiences. The combination of

methods allowed for both breadth and depth of data collection, with the online surveys providing quantitative data and the interviews offering qualitative insights. This approach was chosen to accommodate the diverse preferences and accessibility needs of the transgender community.

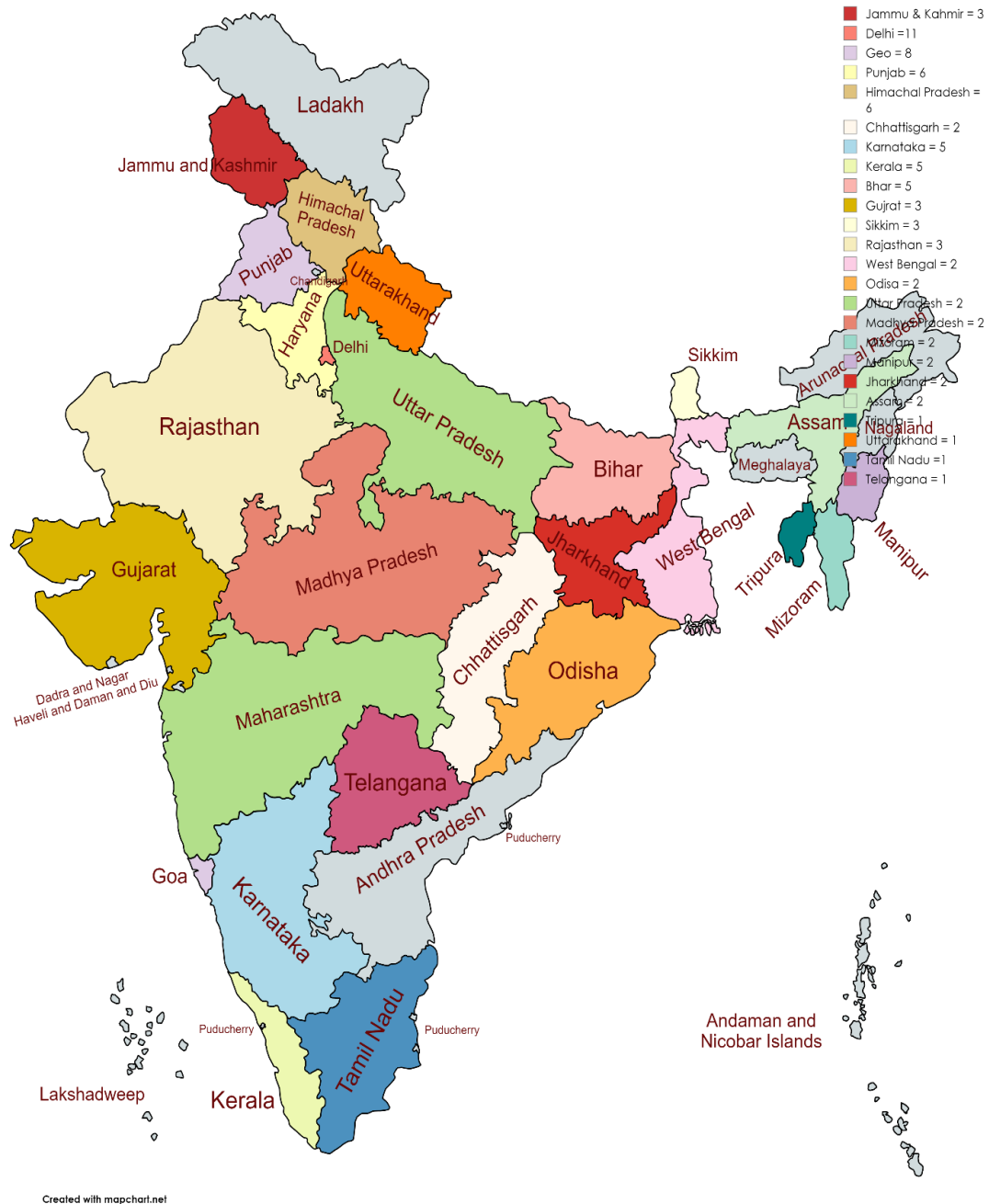


Fig 3.3 Data Collection Method; *Source- Authors' creation*

3.6 Research Instrument: Two self-structured Questionnaire

As per the novelty of concept, the applicability of previous related available tools in the research field had major gaps and limits. So, to address these issues, two self-structured questionnaires were developed to satisfy the specific aspects of this research study. The Process of Research Tool/Scale development was divided into two phases: qualitative phase and quantitative phase. The qualitative phase includes exploring the concept of Social Entrepreneurship and Empowerment by conducting an extensive literature review and in-depth interviews with Transgender Entrepreneurs regarding creating empowerment towards Trans employees hired by them and Transgender community as a whole. Qualitative data was collected with the help of in-depth interviews with 20 Transgender entrepreneurs from 8 different states of India by using the Exponential discriminative snowball sampling technique. The selection criteria were to include Transgender entrepreneurs who are engaged in self-employment and hiring other transgender as their employees. The maximum time taken for each in-depth interview involves 45 minutes to 2 hours. The quantitative phase includes pilot testing to check the reliability and validity of the measure was checked with the help of Cronbach alpha as shown in table 3.1., for TSEAT and table 3.2., for ETSEMT (Please see appendix for Q.no. of related tools), where all the alpha values exceed 0.7. Results show that there is no issue with the reliability and validity of the questionnaire.

- **Questionnaire Structure**

The questionnaire is structured into four main sections: demographic information, entrepreneurial activities, empowerment indicators, and social inclusion. The demographic section captures basic information about the participants, such as age, education, and location. The entrepreneurial section focuses on the nature and scope of the social enterprises they are involved in. The empowerment segment evaluates economic, social, and psychological empowerment. The social inclusion part focuses on participants' experiences of discrimination and support. The flow is logical so participants can review all questions in the structure and follow these conveniently.

- **Pre & Pilot Testing**

In preparation for the actual survey, 20 transgender business owners and 60 transgender workers were the participants in the pilot survey which helped identify whether the questions set are comprehensible, adequate, and valid for the study. The information acquired from the pilot study questionnaires was used to reformulate questions, ensure a logical sequence and order of the questions, and check for linguistic and cultural proscribed questions. The pilot testing helped in developing an instrument that was appropriate for use in the target population, and one that could effectively obtain the desired information. This step was important in avoiding unproportional biases and mistakes in the main study as delineated here.

- **Validity & Reliability:**

The examination of the face validity of the questionnaire is carried out to ensure that the items are appropriate, relevant, and sensible (Connell et al., 2018). Initially, the questionnaire was sent to ten academics and five field experts. The expert was conveyed personally and requested to check the face validity and the language of the given questionnaire to distribute it to the targeted population. After the evaluation, no significant mistakes were identified except for a few changes like deleted, added, modified, and sentence formation. All the given suggestions were incorporated and sent to the respondent for the pilot testing so that it can check the reliability as the pilot testing's result clear the responded development as well as the instrument validation by checking Cronbach alpha on 10 percent data of the study respondent's performance (Bajpai, 2011; Connell et al., 2018).

- **TOOL 1. For Transgender Entrepreneurs- 'Trans Social Entrepreneurship Assessment Tool' (TSEAT)**

Previous studies explain that social entrepreneurship facilitates empowerment among marginalized communities. Under the present study, empowerment is measured as the dependent variable, Social Entrepreneurship as an independent variable, having a direct impact on Transgender community of India. An assessment instrument has been developed to assess the Trans Social Entrepreneurship construct in this study. The developed scale tends to assess the Existence of Social Entrepreneurship among Transgender Entrepreneurs

and its evolving factors. Also, This Assessment tool mentions the prevailing Social Entrepreneurship Practices and assesses their applicability among the Trans Social Entrepreneurs of India. The reliability of the questionnaire was evaluated using Cronbach's alpha on the data gathered for pilot testing (Table 3.1). It was discovered that all the items had reliability scores above 0.7. Hence, the questionnaire has been taken to be reliable.

Table:3.1 Reliability Statistics of TSEAT using Cronbach alpha test			
S.no	Q. no.	No. of Items	Cronbach's Alpha
1	13 (self-employment through social entrepreneurship concerning your social inclusion)	11	0.863
2	16 (hiring transgender employees)	6	0.836
3	17 (Framing Practices)	7	0.779
4	18 (Convening Practices)	5	0.769
5	19 (Multi-vocality Practices)	5	0.720
6	20 (entrepreneurial challenges)	9	0.796
7	21 (strategies have you adopted)	4	0.755
8	22 (organizing developmental programs)	4	0.747
9	23 (visible outcomes/results of the enterprise's social mission)	4	0.789

- **TOOL 2. For Transgender Employees – ‘Empowerment creation by Trans Social Entrepreneurship Measurement Tool’ (ETSEMT)**

Under the present study, empowerment is measured as the dependent variable, Social Entrepreneurship as an independent variable, having a direct impact on Transgender community of India. A measuring instrument has been developed to measure the Empowerment creation construct by Trans Social Entrepreneurship in this study. The developed scale tends to measure the Existence of Empowerment and its evolving factors among Transgender employees working under Transgender entrepreneurs. Also, This Measurement tool mentions the social-inclusion aspects as well as its factors and measures

their applicability and existence among both the Trans Social Entrepreneurs as well as Transgender employees of India. The study started with a deep description of the existing state of the construct with the qualitative phase and gradually adapted to the quantitative phase. The reliability of the questionnaire was evaluated using Cronbach's alpha on the data gathered for pilot testing (Table 3.2). It was discovered that all the items had reliability scores above 0.7. Hence, the questionnaire has been taken to be reliable.

Table:3.2 Reliability Statistics of ETSEMT using Cronbach alpha test			
S.no	Q. no.	No. of Items	Cronbach's Alpha
1	16 (employment through social entrepreneurship concerning social inclusion)	11	0.910
2	17 (Self-Awareness)	5	0.791
3	18 (Self-Acceptance)	5	0.769
4	19 (Self-Reliance)	5	0.847
5	20 (Decision-Making Power)	5	0.770
6	21 (Competence)	5	0.773
7	22 (Participation)	5	0.750
8	23 (Autonomy)	5	0.827

- **Missing Data Treatment**

Missing data were handled using multiple imputation techniques to ensure the robustness of the statistical analysis. Cases with significant missing data were reviewed to determine if they could be included in the analysis without biasing the results. The decision to use multiple imputations was based on the need to preserve the sample size and maintain the integrity of the data. This approach allows for a more accurate representation of the population by minimizing the impact of missing data on the study's findings.

3.7 Data Normality

Data normality was assessed using Skewness and kurtosis statistics, along with visual inspections of histograms and Q-Q plots (Table 3.3). Most variables were found to be normally distributed, but for those that were not, transformations were applied to meet the

assumptions of parametric statistical tests. Ensuring data normality was essential for the validity of subsequent analyses, particularly for regression models. There are several ways of testing the normalcy of the data however, before testing the normalcy the nature of the data is considered an important factor for applying the test, as in this research the data was primary, and hence two tests were applied to check the normality of the data: (1) Shapiro-Wilk test in SPSS and Cramer-Von test in Smart PLS 4.

*** Normality Test**

Table 3.3 Tests of Normality						
	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
1) Experience Based	.367	100	.000	.665	100	.000
2) Self-Awareness	.350	100	.000	.636	100	.000
3) Self-Acceptance	.368	100	.000	.694	100	.000
4) Self-Reliance	.363	100	.000	.682	100	.000
5) Decision-Making Power	.516	100	.000	.411	100	.000
6) Competence	.468	100	.000	.594	100	.000
7) Participation	.370	100	.000	.536	100	.000
8) Autonomy	.318	100	.000	.624	100	.000
a. Lilliefors Significance Correction						

The Normality Test results for the data collected from transgender employees, as shown by the Kolmogorov-Smirnov and Shapiro-Wilk tests, indicate that the data significantly deviates from a normal distribution. For each of the variables—Experience-Based, Self-Awareness, Self-Acceptance, Self-Reliance, Decision-Making Power, Competence, Participation, and Autonomy—the significance values are all .000, well below the common alpha level of 0.05. This suggests that the assumption of normality is not met for any of the variables, implying that non-parametric tests or data transformation might be necessary for further statistical analysis. The following is the graphical representation (Fig 3.4).

*** Graphic Representation**

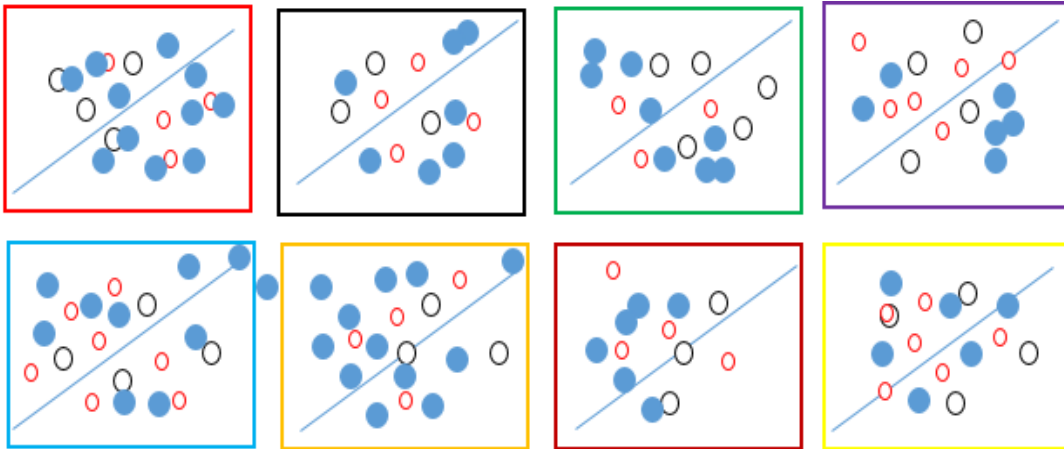


Fig 3.4 Lilliefors Significance Correction, Source: Authors Calculation is SPSS

*** Common Method Bias**

The collected data was also evaluated for Common method bias (Table 3.4). Herman's one factor was used to test the CMB that was initially used in the studies of (Koh & Kim, 2004; Leimeister et al., 2006). In particular, a factor analysis using the constructions was carried out, with the number of factors limited to one and no rotation technique used (de Souza Odaguiri Enes et al., 2023; A. Kumar et al., 2023; Ramzi et al., 2023; Silaban et al., 2023). The data is affected by CMB if a factor appears with more than 50% of the explained variation. According to the research, CMB was not significantly threatened by data. Using a single latent component, common method variance was also examined (Podsakoff and Organ, 1986). A confirmatory factor analysis was performed to assess whether the data were impacted by CMV, and the findings indicate that none of the apparent factors load on the latent component (Dhawan et al., 2023; Dogra et al., 2023; Stanimirović & Brinovec, 2023). Instead, it was possible to determine the loading on numerous manifest components, indicating that CMV is not a concern in this research.

*** Common Method Bias (Herman Single Factor)**

Total Variance Explained						
Table 3.4 Common Method Bias (Herman Single Factor)						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.256	22.295	22.295	10.256	22.295	22.295
2	3.836	8.340	30.634			
3	3.053	6.637	37.271			
4	2.491	5.416	42.686			
5	2.169	4.715	47.401			
6	1.918	4.170	51.571			
7	1.806	3.927	55.498			
8	1.696	3.686	59.184			
9	1.575	3.423	62.607			
10	1.474	3.205	65.812			
11	1.294	2.812	68.624			
12	1.150	2.501	71.125			
13	1.124	2.443	73.567			
14	1.005	2.185	75.752			
15	.904	1.965	77.717			
16	.855	1.860	79.577			
17	.783	1.702	81.279			
18	.778	1.690	82.969			
19	.669	1.453	84.423			
20	.662	1.439	85.861			
21	.572	1.244	87.105			
22	.529	1.150	88.256			
23	.517	1.124	89.380			
24	.476	1.034	90.414			
25	.437	.949	91.363			
26	.411	.894	92.257			
27	.373	.811	93.068			
28	.339	.737	93.806			
29	.306	.664	94.470			

30	.295	.642	95.112			
31	.282	.613	95.725			
32	.263	.572	96.297			
Extraction Method: Principal Component Analysis.						

The possibility for common technique bias was also assessed with the provided data. The study estimated the number of factors suitable for variance in the variables and evaluated the results of un-rotated factor solutions using Herman's single factor test, which has been employed in a number of prior studies (Koh and Kim 2004, Leimeister et al., 2006). It's crucial to remember that common method bias is filtered under two circumstances: It has two conditions: (1) when, in the factor analysis that the writer conducted, there is only one factor; (2) when most of the covariation of independent and criteria constructs is accounted for by a single common factor. In this study, eight components were provided by Harman's one-factor test, and 22.295% of the covariance could be accounted for by merely one factor hence it runs perfectly with the argument that typical method bias is not likely to influence research findings.

3.8 Data Analysis Tools

Several econometric approaches are available for primary data analysis in order to identify important insights and thoroughly evaluate hypotheses. The primary instrument for enumerating and displaying the key features of the data is descriptive statistics. Data analysis included quantitative as well as qualitative approaches and methodologies introduced earlier in this research. Frequency distribution, Graphical Representation, case study, Narratives, and chi-square analysis were done on all quantitative data collected from the surveys using statistical software (SPSS). Quantitative data collected from the interviews was correctly analyzed by following different steps of thematic analysis; Making codes, Themes of empowerment, and social entrepreneurship. N.Vivo software was used to perform qualitative evaluation of data which was obtained through interviews conducted on the transgender social entrepreneurs in India. This tool helped in data collation, analysis, and classification of textual data in a way that made it easier to look for patterns, trends, and associations between different accounts. It was beneficial to incorporate the mixed-method approach of analyzing the data since the findings of the

quantitative data were enriched by the qualitative findings and vice versa. Following table 3.5. presents the objective statistical tools and software used in this research study.

S.no.	Objectives	Source of Data Collection	Statistical Tools Used/ Method of Execution	Software Used
1	To explore the various social entrepreneurship practices prevailing in India.	Secondary (Scopus Database)	SLR; Exploratory Thematic Analysis; Case-study, Narratives.	Atlas Ti, Excel
2	To assess the application of social entrepreneurship practices among the transgender community in India.	Primary (TSEAT)	Descriptive Statistics-Frequency Distribution, Graphical Representation tools; Case-study, Narratives.	SPSS, Excel
3	To find out the role of social entrepreneurship in empowering the transgender community in India.	Primary (ETSEMT)	Descriptive Statistics-Frequency Distribution, Graphical Representation tools; Case-study, Narratives.	SPSS, Excel
4	To find out the role of social entrepreneurship in enhancing the social inclusion of the transgender community in India.	Primary (TSEAT & ETSEMT)	Descriptive Statistics-Frequency Distribution, Graphical Representation tools; Case-study, Narratives.	SPSS, Excel
5	To identify the challenges faced by transgender social entrepreneurs and the strategies they adopted vis-a-vis the obstacles.	Primary (TSEAT)	Descriptive Statistics-Frequency Distribution, Graphical Representation tools; Qualitative Analysis; Study, Narratives.	SPSS, Excel, NVivo

3.9. Ethical Consideration and Limitations of the Research Methodology

All participants received adequate and detailed information concerning the aims, techniques, and possible consequences of the research. Approval regarding participation in the study was given after a thorough informed consent process, ensuring voluntary participation. Given the nature of gender identity and experiences of social marginalization, participants' identities were anonymized, where possible, to safeguard their privacy. The dignity, identity, and self-determination of transgender individuals were preserved.

throughout the conduct of the research. All forms of communication were respectful and free from bias. Culturally, locationally, and linguistically diverse aspects within the transgender community in India were respectfully integrated into the research design to ensure ethical standards of care. Furthermore, all practical steps were taken to ensure that participation in the study did not expose any psychological, emotional, or social risks. Participants were able to withdraw from the study at any point with no repercussions. The research aimed to amplify the voices of transgender entrepreneurs to inclusive policies and practices, expecting social benefits in return.

This study gives us valuable details, but we should also be aware of its constraints. The sample size of 31 transgender entrepreneurs and 100 transgender workers is significant, but it may not fully show the range of differences in India's transgender population based on geography, socio-economic status, and subgroup. The design is qualitative and specific to the context, which adds depth but may limit its applicability in other scenarios. Language barriers and geography may have made it harder to reach the most isolated or vulnerable people. The study is also cross-sectional, so it is unable to demonstrate how entrepreneurial practices or empowerment change over time.

CHAPTER 4

DATA ANALYSIS AND RESULTS

4.1. Social Entrepreneurship Practices

In addition to definitional issues, there is no clear dimensionalities of the SE construct that enjoys general support, which makes it hard to "capture the heterogeneity of a unit of analysis in terms of its key characteristics that have relevant implications for outcomes" (Foss & Saebi, 2017). As the evolution of social entrepreneurship literature is in its nascent stage, we can trace the problem of lack of identification and discussion on social entrepreneurship practices. Hence, A Systematic Literature Review (SLR) followed by an Exploratory Thematic Analysis was conducted to understand the commonality of possible practices from the available body of literature and to lead the research regarding forming the concrete framework of Social Entrepreneurship Practices.

4.1.1 A Systematic Literature Review (SLR) and Thematic Analysis

A Systematic Literature Review (SLR) is a rigorous and comprehensive research method used in various academic disciplines and fields to gather, evaluate, synthesize, and summarize existing knowledge and research on a specific topic. So, we conducted a Systematic literature review, the information was obtained from the Scopus database using the following keywords: "TITLE-ABS-KEY (entrepreneurship) OR TITLE-ABS-KEY (transgender) OR TITLE-ABS-KEY (lgbtq)." The 718 documents downloaded from the Scopus website covered 1980–2024. A total of 55 Scopus Indexed papers on the social entrepreneurship and transgender community field were extracted from the PRISMA model (Fig 4.1), to discover social entrepreneurship practices through a Systematic literature review process. Detailed information regarding the literature review is presented in tabular form in Table no. 4.1, which also presents the base that identifies three basic constructs, namely- 'Framing, Convening, and multivocality' under which seventeen items have been identified, which can be taken as social entrepreneurship practices. The analyzed

documents produced important findings through a qualitative thematic ATLAS.ti software analysis.

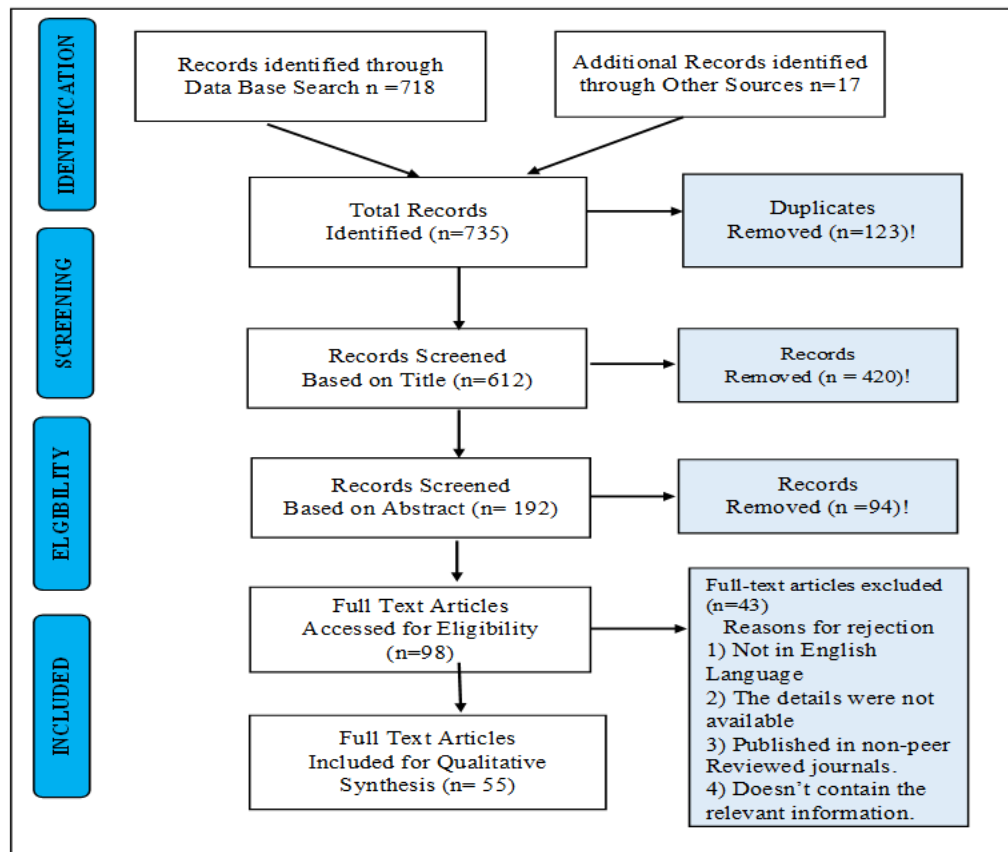


Fig 4.1 Prisma Approach

Thematic Analysis:

- **Data Synthesis and Theme Generation**

Qualitative data synthesis can be used to put together both qualitative and quantitative studies when the studies are not close enough for a meta-analysis to be the best method (Mays et al., 2005). To combine the results of different studies, a thematic analysis was carried out. It is a way to find patterns (themes) in original qualitative data, analyze them, and report on them. The thematic analysis finds the themes that come up in many works, explains and interprets them, and comes to a conclusion in systematic reviews (Cruzes & Dyba, 2011).

We undertook a preliminary synthesis to find the main themes by looking through studies, making a list of them, and showing the results in the form of a table. We talked about a number of ways to find themes in the data, such as looking at word repetitions and contextual keywords, bigger sections of data, and physically changing texts using cut and sort and pawing methods (Ryan & Bernard, 2000). It uses a systematic literature review (SLR) to find and classify social entrepreneurship practices. The study uses a qualitative research method. Figuring out themes and trends in the literature that has been read is mostly done using thematic analysis. Finding, analyzing, and reporting repeating themes in the data is part of the process. The results are then put into three groups: framing, convening, and multivocality. The qualitative data received structure and enhanced accuracy through the use of ATLAS. Ti software which served to generate themes and create codes that processed the data with precision. Network visualization tools are available in ATLAS. Ti demonstrated how various social business elements function together by producing themed link maps.

The five-step coding process was part of the Data Extraction and Coding approach. The first step was "Familiarization with the Data." To do this, carefully read a few chosen articles, books, and case studies to get a full picture of the main ideas and practices. The second step was "Initial Coding," where important words, phrases, and ideas about social enterprises were found and labeled. The main goal was to find practices that fit into the broad categories of framing, convening, and multivocality. The third step was "Categorization," which meant putting the coded data into three main groups: "Framing," "Convening," and "Multivocality." These groups were chosen based on how well the coded data fit with the constructs. In the fourth step, "Reviewing and Refining Themes," the codes were looked over again to find patterns, relationships, and consistency across the books. To make it easier to see the differences and similarities between the practices in each framework, themes that were repeated or overlapped were removed. The fifth and final step was "Theme Definition." This is where the final themes were defined, grouped, and organized into three forms. As important practices for social business, the seven items under "Framing," the five items under "Convening," and the five items under "Multivocality" were chosen.

- **Validity of SLR**

Authenticity was achieved in this SLR by using real, published articles. The quality of the SRL was kept in check by following set procedures for collecting data, extracting information, processing it, and finally reporting the results in a way that maximized internal validity and reduced bias. Keeping the findings' complexity high by showing all the results for a single topic at once improved the descriptive validity (Maxwell, 1992). We can't deny that the systematic review method is biased and judgmental by nature. To preserve the scientific integrity of the review, the artifice in systematic review is made as transparent as publication media permits (Sandelowski et al., 2007).

- **Results of Thematic Analysis**

This thematic analysis explores social entrepreneurship practices through the lens of three basic constructs: Framing, Convening, and Multivocality (Fig 4.2). These concepts are very important for understanding how social entrepreneurs plan their way through complicated situations to make their businesses successful while also working to solve social problems. These sources include (Suchman 1995), (Kimberly 2006), (Grey 1985; Grey and Wood 1991), (Carolan 2008), and (Padgett and Ansell 1993).

I. Framing:

The first concept is called "Framing." This is how social entrepreneurs understand, group, and share ideas or problems in a way that helps others understand them. Framing creates a story and makes decisions clear, which ensures trustworthiness both inside and outside the organization. The framework of "schemata of interpretation," which was first suggested by Goffman in 1974, makes it easier for people to improve their ability to identify and organize concepts. Many different types of institutions use framing methods to build trust with stakeholders inside and outside the organization (Suchman 1995) and change how the public and media see things (Kimberly 2006).

Key Themes in Framing:

- 1) **Strategic Planning:** Entrepreneurs make long-term plans to make sure that their mission and social values are in line with each other. This way, they can make sure that their business goals and their social effects are met.

- 2) **Profitability:** Social enterprises want to stay in business while still doing good, so profitability is a key part of getting resources and growing their effect.
- 3) **Sustainability:** Social entrepreneurs make sure that their approaches are long-lasting, taking into account both social and environmental sustainability.
- 4) **Accountability:** Obligation to both internal and external parties is ensured by transparent practices, which show a dedication to ethical principles.
- 5) **Transparency:** Letting people know about how the organization works in an open way builds trust and engagement.
- 6) **Leadership:** Methods of leadership are created to bring about change and motivate people in the group and the communities they work with.
- 7) **Vision of Creating Social Value:** The main goal is to make society better by tackling social problems instead of just making as much money as possible.

II. Convening:

Convening means that social entrepreneurs can get different groups of people with different points of view to work together to solve difficult problems. This process encourages working together to solve problems and uses different points of view. This method has been used successfully in many organizational areas and lets people with different understandings or points of view look at a problem together to find answers that go beyond their knowledge and points of view (Grey 1985; Grey and Wood 1991).

Key Themes in Convening:

- 1) **Productivity:** Improving productivity is a big deal for social enterprises because it helps them do better and operate more smoothly.
- 2) **Capability Building:** Making sure that the company and its workers have the skills and information they need to help the company reach its goals.
- 3) **Learning Culture:** An organization can change and adapt to social challenges and opportunities if it has a culture that encourages people to keep learning.
- 4) **Informal Communication Process:** Encouraging informal networks and communication channels makes it easier for people in the organization to work together and come up with new ideas.

- 5) **Teamwork:** Social goals are much more likely to succeed when people with different skills and points of view work together.

III. Multivocality:

Multivocality is a capability of social entrepreneurs who are able to incorporate many opinions and points of view; it allows representatives of different stakeholder' groups to better communicate with each other. This idea emphasizes the issue of flexibility of the designed artifact to fit specific social requirements. Multivocality is the ability of an organization to incorporate multiple voices and communicate while satisfying all the stakeholders. This concept can be observed within various areas of multivocality research, including such topics as distinct professional blogs, such as Carolan (2008) or the significance of the “social embeddedness” presented by Padgett and Ansell (1993).

Key Themes in Multivocality:

- 1) **Networking/Word of Mouth:** In contrast, social entrepreneurs work with people and informal structures to disseminate information concerning their social causes and forge connections.
- 2) **Cooperative and Participatory Environment:** Developing a culture encourages people to work together ensure people with different abilities and characterization of play an important role in helping the organization succeed.
- 3) **Employing Diversity:** Staff diversity is a common business practice which guarantees the equality of the business organization to the entire society and introduces various perspectives into work.
- 4) **Inclusive Decision Making:** It is more legitimate to involve one's opinion in arriving at a decision because everyone has a say on the result and benefit attained.
- 5) **Less Formal Organizational Structure:** Loosely constructed with the approval of less hierarchy in the structure helps people develop new policies while social businesses remain adaptive and rapidly addressing social issues.

Conclusion:

A systematic literature review and thematic analysis were used to find and categorise social entrepreneurship practices into three constructs: framing, convening, and multivocality. These constructs are important to the success of social enterprises as a whole. Social entrepreneurs are able to work in tough situations and reach both their social and economic goals by carefully planning their mission, bringing together different points of view, and encouraging multiple voices. These practices, which come from different books (Suchman 1995, Kimberly 2006, Grey 1985, Carolan 2008, Padgett and Ansell 1993), show how social enterprises make, keep, and grow their impact in different settings, including business and social.

Limitations of the Thematic Analysis Methodology

This method lays the groundwork for more study and real-world use in social entrepreneurship. It helps researchers and practitioners learn more about the framing, convening, and multivocal strategies that are needed to be successful in this field. The method seems to have a weakness: subjective coding. Even though every effort was made to avoid bias, theme coding is inherently interpretive and may show personal opinions. This also has to do with the Scope of Literature, since the study might not have included all the relevant literature because some databases were hard to get into or didn't cover everything. Moreover, this methodology mainly focuses on theoretical constructs. Future research could integrate more empirical data or field studies to deepen practical findings.

Table 4.1 Systematic Literature Review Identifying Social Entrepreneurship Practices in Tabular Form						
S.no.	Authors	Year	Title	Source	Publisher	Database
1	Bull, M., & Crompton, H.	2006	Business practices in social enterprises.	Social Enterprise Journal, 2(1), 42-60.	Emerald Group Publishing Limited	Scopus
2	Montgomery, A. W., Dacin, P. A., & Dacin, M. T.	2012	Collective social entrepreneurship: Collaboratively shaping social good.	Journal of Business Ethics, 111, 375-388.	Springer	Scopus
3	Di Domenico, M., Haugh, H., & Tracey, P.	2010	Social bricolage: Theorizing social value creation in social enterprises.	Entrepreneurship theory and practice, 34(4), 681-703.	Sage Publications	Scopus
4	Lorenzo-Afable, D., Lips-Wiersma, M., & Singh, S.	2020	'Social' value creation as care: the perspective of beneficiaries in social entrepreneurship.	Social Enterprise Journal, 16(3), 339-360.	Emerald Publishing Limited	Scopus
5	Muralidharan, E., & Pathak, S.	2018	Sustainability, transformational leadership, and social entrepreneurship.	Sustainability, 10(2), 567.	MDPI	Scopus
6	Letts, C. W., Brown, L. D., & Alvord, S. H.	2003	Social entrepreneurship: leadership that facilitates societal transformation-an exploratory study.	The Journal of Applied Behavioral Science	Sage Publications	Scopus
7	Teasdale, S., McKay, S., Phillimore, J., & Teasdale, N.	2011	Exploring gender and social entrepreneurship: women's leadership, employment and participation in the third sector and social enterprises.	Voluntary sector review, 2(1), 57-76.	Policy Press	Scopus
8	Yi, S., & Duval-Couetil, N.	2020	Standards for evaluating impact in entrepreneurship education research: Using a descriptive validity framework to enhance methodological rigor and transparency.	Entrepreneurship Theory and Practice, 46(6), 1685-1716.	Sage Publications	Scopus
9	Burga, R., & Rezania, D.	2015	A scoping review of accountability in social entrepreneurship.	Sage Open, 5(4), 2158244015614606.	Sage Publications	Scopus

10	Glancey, K.	1998	Determinants of growth and profitability in small entrepreneurial firms.	International Journal of Entrepreneurial Behavior & Research, 4(1), 18-27.	Emerald Publishing Limited	Scopus
11	Rigtering, J. C., Eggers, F., Kraus, S., & Chang, M. L.	2017	Entrepreneurial orientation, strategic planning and firm performance: The impact of national cultures.	European Journal of International Management, 11(3), 301-324.	Inderscience Publishers (IEL)	Scopus
12	Kuratko, D. F., & Audretsch, D. B.	2009	Strategic entrepreneurship: exploring different perspectives of an emerging concept.	Entrepreneurship theory and practice, 33(1), 1-17.	SAGE Publications	Scopus
13	Hervieux, C., & Voltan, A.	2018	Framing social problems in social entrepreneurship.	Journal of Business Ethics, 151, 279-293.	Springer	Scopus
14	Desa, G., Dunham, I. M., Jeong, N., Basu, S., & Kleinrichert, D.	2023	Culture Matters: Antecedent Effects of Societal Culture on the Resource Mobilisation Strategies of Social Ventures.	Journal of Social Entrepreneurship, 1-28.	Taylor & Francis	Scopus
15	Sen, P.	2007	Ashoka's big idea: Transforming the world through social entrepreneurship.	Futures, 39(5), 534-553.	Elsevier	Scopus
16	Mueller, S., Nazarkina, L., Volkmann, C., & Blank, C.	2011	Social entrepreneurship research as a means of transformation: A vision for the year 2028.	Journal of Social Entrepreneurship, 2(1), 112-120.	Taylor & Francis	Scopus
17	Pais, C. A., & Parente, C.	2015	Representations of teamwork among organizations with a social entrepreneurship profile: A multiple case study.	Team Performance Management, 21(1/2), 65-84.	Emerald Group Publishing Limited	Scopus
18	Kallmuenzer, A., & Peters, M.	2017	Exploring entrepreneurial orientation in family firms: the relevance of social embeddedness in competition.	International Journal of Entrepreneurship and Small Business, 30(2), 191-213.	Inderscience Publishers (IEL)	Scopus
19	Dawson, H. J.	2021	"Making plans through people": the social embeddedness of informal	Social dynamics, 47(3), 389-402.	Taylor & Francis	Scopus

			entrepreneurship in urban South Africa.			
20	Gartner, W. B., & Shaver, K. G.	2012	Nascent entrepreneurship panel studies: progress and challenges.	Small Business Economics, 39, 659-665.	Springer	Scopus
21	Balan, B. N.	2005	Multiple voices and methods: Listening to women who are in workplace transition.	International Journal of Qualitative Methods, 4(4), 63-86.	Sage Publications	Scopus
22	Bharadwaj, A., El Sawy, O. A., Pavlou, P. A., & Venkatraman, N. V.	2013	Visions and voices on emerging challenges in digital business strategy.	MIS Quarterly, 37(2), 14-001.	MIS Quarterly	Scopus
23	Higgins, D., Jones, P., & McGowan, P.	2018	Creating Entrepreneurial Space: Talking Through Multi-Voices, Reflections on Emerging Debates.	In Creating Entrepreneurial Space: Talking Through Multi-Voices, Reflections on Emerging Debates (pp. 1-6).	Emerald Publishing Limited	Scopus
24	Rodman, M. C.	1992	Empowering place: Multilocality and multivocality.	American Anthropologist, 94(3), 640-656.	Wiley Online Library	Scopus
25	Jørgensen, M. T., Hansen, A. V., Sørensen, F., Fuglsang, L., Sundbo, J., & Jensen, J. F.	2021	Collective tourism social entrepreneurship: A means for community mobilization and social transformation.	Annals of Tourism Research, 88, 103171.	Elsevier	Scopus
26	Rae, D., Gee, S., & Moon, R.	2009	Creating an enterprise culture in a university: The role of an entrepreneurial learning team.	Industry and Higher Education, 23(3), 183-197.	Sage Publications	Scopus
27	Cooper, D. J., & Saral, K. J.	2013	Entrepreneurship and team participation: An experimental study.	European Economic Review, 59, 126-140.	Elsevier	Scopus

28	Jeong, S., Choi, J. Y., & Kim, J. Y. (2014).	2014	On the drivers of international collaboration: The impact of informal communication, motivation, and research resources.	Science and Public Policy, 41(4), 520-531.	Oxford University Press	Scopus
29	Witt, U.	1999	Do entrepreneurs need firms? A contribution to a missing chapter in Austrian economics.	The Review of Austrian Economics, 11(1-2), 99-109.	Kluwer Academic Publishers Boston	Scopus
30	Xie, L.	2019	Leadership and organizational learning culture: a systematic literature review.	European journal of training and development, 43(1/2), 76-104.	Emerald Publishing Limited	Scopus
31	Li, L., Su, F., Zhang, W., & Mao, J. Y.	2018	Digital transformation by SME entrepreneurs: A capability perspective.	Information Systems Journal, 28(6), 1129-1157.	Wiley Online Library	Scopus
32	Zahra, S. A., Sapienza, H. J., & Davidsson, P.	2006	Entrepreneurship and dynamic capabilities: A review, model, and research agenda.	Journal of Management Studies, 43(4), 917-955.	Wiley Online Library	Scopus
33	Ajide, F. M.	2022	Entrepreneurship and productivity in Africa: the role of institutions.	Journal of Sustainable Finance & Investment, 12(1), 147-168.	Taylor & Francis	Scopus
34	Ceesay, L. B., Rossignoli, C., & Mahto, R. V.	2022	Collaborative capabilities of cause-based social entrepreneurship alliance of firms.	Journal of Small Business and Enterprise Development, 29(4), 507-527.	Emerald Publishing Limited	Scopus
35	Squazzoni, F.	2009	Social entrepreneurship and economic development in Silicon Valley: A case study on the Joint Venture: Silicon Valley Network.	Nonprofit and Voluntary Sector Quarterly, 38(5), 869-883.	Sage Publications	Scopus
36	Windrum, P., Schartinger, D., Rubalcaba, L., Gallouj, F., & Toivonen, M.	2016	The co-creation of multi-agent social innovations: A bridge between service and social innovation research.	European Journal of Innovation Management, 19(2), 150-166.	Emerald Group Publishing Limited	Scopus

37	Sigala, M. (2019)	2019	A market approach to social value co-creation: Findings and implications from “Mageires” the social restaurant.	Marketing Theory, 19(1), 27-45.	Sage Publications	Scopus
38	Eslahchi, M., & Osman, A.	2021	Becoming a social entrepreneur: Individual and collective learning in communities of practice.	Australian Journal of Adult Learning, 61(2), 195-215.	Australian Journal of Adult Learning	Scopus
39	Warren, W.	2020	Coordinate entrepreneurial growth methods and business retention and expansion outreach.	In Business Retention and Expansion (BRE) (pp. 28-47). Routledge.	Routledge	Scopus
40	MacDonald, K.	2010	Entrepreneurship outreach: a new role for the academic business librarian.		Taylor & Francis	Scopus
41	Dorado, S.	2005	Institutional entrepreneurship, partaking, and convening.	Organization Studies, 26(3), 385-414.	Sage Publications	Scopus
42	Phillips, W., Lee, H., Ghobadian, A., O’regan, N., & James, P.	2015	Social innovation and social entrepreneurship: A systematic review.	Group & Organization Management, 40(3), 428-461.	Sage Publications	Scopus
43	Smith, B. R., & Stevens, C. E.	2010	Different types of social entrepreneurship: The role of geography and embeddedness in measuring and scaling social value.	Entrepreneurship & Regional Development, 22(6), 575-598.	Taylor & Francis	Scopus
44	Haugh, H.	2005	A research agenda for social entrepreneurship.	Social Enterprise Journal, 1(1), 1-12.	Emerald Group Publishing Limited	Scopus
45	Spicer, J., Kay, T., & Ganz, M.	2019	Social entrepreneurship as field encroachment: How a neoliberal social movement constructed a new field.	Socio-Economic Review, 17(1), 195-227.	Oxford University Press	Scopus
46	Elsayed, Y.	2018	At the intersection of social entrepreneurship and social movements: The case of Egypt and the Arab Spring.	VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations, 29, 819-831.	Springer	Scopus

47	Chalofsky, N. E.	2019	Social Entrepreneurship and Social Movement Learning: A Reflective Account of the History of the TPSS Food Cooperative.	Advances in Developing Human Resources, 21(2), 193-204.	Sage Publications	Scopus
48	Lan, H., Zhu, Y., Ness, D., Xing, K., & Schneider, K.	2014	The role and characteristics of social entrepreneurs in contemporary rural cooperative development in China: rural social entrepreneurship case studies.	Asia Pacific Business Review, 20(3), 379-400.	Taylor & Francis	Scopus
49	Figueiredo, V., & Franco, M.	2018	Wine cooperatives as a form of social entrepreneurship: Empirical evidence about their impact on society.	Land Use Policy, 79, 812-821.	Elsevier	Scopus
50	Becker, S., Kunze, C., & Vancea, M.	2017	Community energy and social entrepreneurship: Addressing purpose, organisation and embeddedness of renewable energy projects.	Journal of Cleaner Production, 147, 25-36.	Elsevier	Scopus
51	Barraket, J., & Loosemore, M.	2018	Co-creating social value through cross-sector collaboration between social enterprises and the construction industry.	Construction management and economics, 36(7), 394-408.	Taylor & Francis	Scopus
52	Rey-García, M., Calvo, N., & Mato-Santiso, V.	2018	Collective social enterprises for social innovation: Understanding the potential and limitations of cross-sector partnerships in work integration.	Management Decision, 57(6), 1415-1440.	Emerald Publishing Limited	Scopus
53	Sakarya, S., Bodur, M., Yildirim-Öktem, Ö., & Selekler-Göksen, N.	2012	Social alliances: Business and social enterprise collaboration for social transformation.	Journal of Business Research, 65(12), 1710-1720.	Elsevier	Scopus

54	Huybrechts, B., & Nicholls, A.	2012	Social entrepreneurship: Definitions, drivers and challenges.	Social entrepreneurship and social business: An introduction and discussion with case studies, 31-48.	springer	Scopus
55	Datta, P. B., & Gailey, R.	2012	Empowering women through social entrepreneurship: A case study of a women's cooperative in India.	Entrepreneurship Theory and Practice, 36(3), 569-587.	Sage Publications	Scopus

	FRAMING							CONVENING					MULTI-VOCALITY				
S.no.	1. Strategic Planning	2. Profitability	3. Sustainability	4. Accountability	5. Transparency	6. Leadership	7. The vision of social-value creation	8. Productivity	9. Capability Building	10. Learning Culture	11. Informal Communication Process	12. Team Working	13. Networking/word-of-mouth abilities	14. Cooperative, participatory environment	15. Less-formal organizational structure	16. Employing diversity	17. Inclusive-decision making
1	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓		✓	
3	✓		✓	✓			✓		✓	✓		✓	✓	✓		✓	✓
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7		✓				✓	✓			✓	✓	✓		✓	✓		
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11	✓	✓	✓			✓	✓	✓					✓	✓			✓
12	✓	✓	✓			✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
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14	✓	✓	✓			✓	✓	✓	✓		✓		✓	✓	✓		✓
15	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓
16		✓					✓		✓					✓			✓
17	✓		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
18	✓	✓	✓				✓		✓	✓		✓	✓	✓			✓
19		✓					✓	✓		✓	✓		✓	✓	✓	✓	✓
20	✓	✓					✓			✓	✓	✓	✓				✓
21	✓						✓			✓	✓	✓	✓	✓	✓		✓
22	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓
23	✓					✓	✓			✓			✓	✓		✓	✓
24		✓				✓	✓	✓			✓		✓	✓		✓	
25			✓		✓		✓		✓	✓	✓		✓	✓	✓	✓	
26	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
27	✓						✓	✓		✓	✓	✓	✓	✓		✓	✓
28	✓	✓		✓			✓	✓			✓	✓	✓	✓	✓	✓	✓
29	✓	✓				✓	✓	✓	✓	✓	✓			✓	✓	✓	✓
30		✓				✓	✓	✓	✓	✓	✓	✓			✓	✓	✓
31	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
32	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓
33	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓		✓		✓

34	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓
35	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓
36		✓	✓			✓	✓	✓	✓	✓			✓	✓			
37	✓	✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	✓		✓
38	✓	✓	✓			✓	✓			✓	✓		✓	✓	✓		✓
39	✓	✓	✓			✓	✓	✓	✓	✓		✓	✓			✓	✓
40	✓						✓	✓		✓		✓		✓			
41	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓
42	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	
43	✓	✓					✓		✓				✓			✓	✓
44		✓	✓	✓			✓	✓	✓	✓	✓	✓	✓			✓	
45	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	
46	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
47		✓	✓	✓		✓	✓	✓		✓		✓		✓	✓	✓	✓
48	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
49	✓	✓	✓			✓	✓	✓	✓	✓				✓		✓	
50	✓	✓	✓	✓			✓	✓					✓	✓	✓	✓	✓
51		✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
52	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
53	✓	✓	✓	✓		✓	✓	✓		✓	✓		✓	✓			✓

54	✓	✓	✓	✓			✓	✓		✓			✓	✓	✓	✓	✓
55	✓	✓	✓			✓	✓	✓	✓	✓	✓			✓	✓	✓	✓

Source-Author's Creation

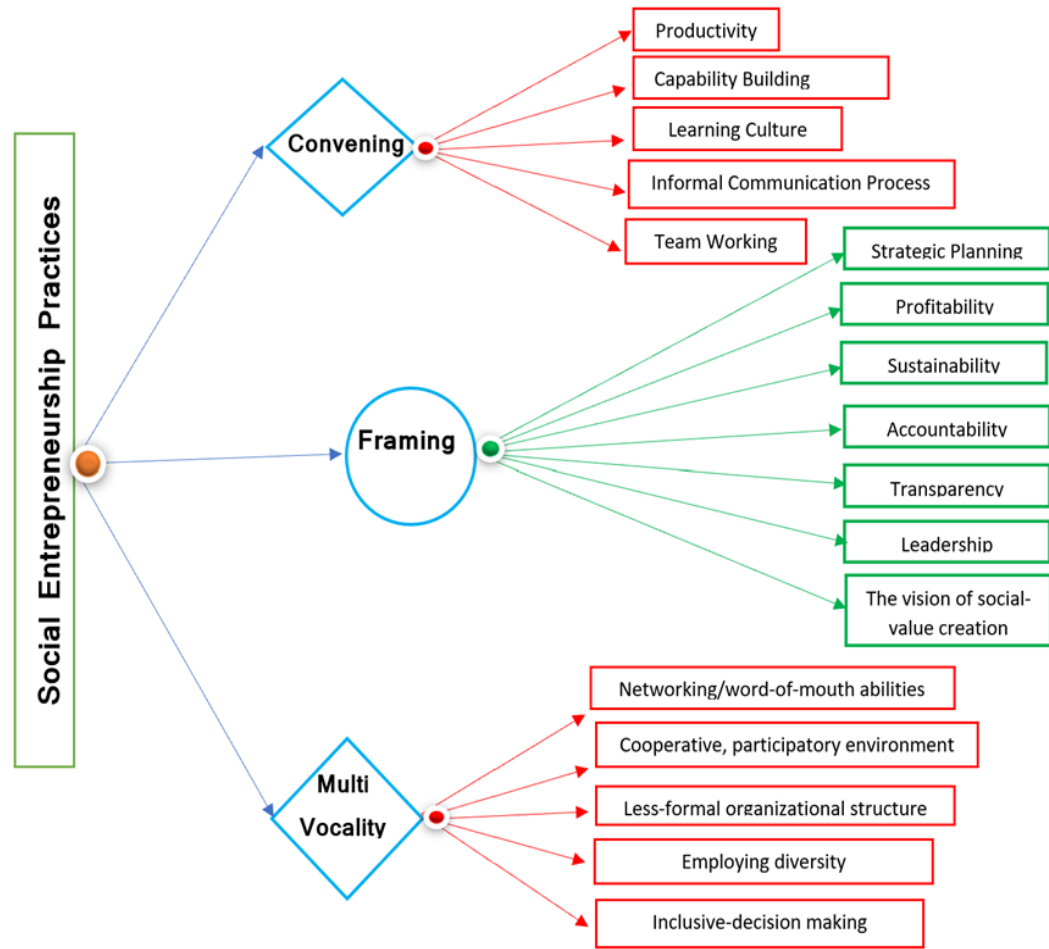


Fig 4.2 Conceptual Framework of Social Entrepreneurship Practices

Source: Author's Creation

Findings and Discussion of SLR and Thematic Analysis:

Out of three constructs, 'Framing' is the first construct under which seven items are identified. Framing facilitates the process by which individuals can enhance their ability to discern and categorize concepts using the framework of "schemata of interpretation," as proposed by Goffman in 1974. A varied array of institutions effectively employs framing techniques to establish internal and external credibility with stakeholders (Suchman 1995) and shape public and media perspectives (Kimberly 2006). Slanting used information from social psychology and cognitive science, which is based on the concept that how people interpret and add meaning to the information that already exists in the long-entrenched belief systems and values. In entrepreneurship, framing is the process of creating and

applying cognitive tools or lenses for making sense of puzzling contexts of entrepreneurship. Through these frames, the entrepreneurs reduce complexity and encourage the right ways of perceiving information, deciding, and being understood by other stakeholders. We defined the framing of entrepreneurship practices as the cognitive and discursive processes through which opportunities, threats, and management approaches for ventures are constituted, apprehended, signified, and shared. That is, it is all about developing an idea or a perception that the entrepreneurs use to interpret or make meaning out of the entrepreneurial environment embracing markets, customers, competitors, and oneself. Paradigmatic practices of framing are important for the purpose of understanding because they help determine how opportunities are seen, how decisions are made, and how the venture itself is presented to others. The seven items that were named under the 'Framing' construct, social entrepreneurship practices generated from the study can be defined as; Strategic Planning, Profitability, Sustainability, Accountability, Transparency, Leadership, and Vision for producing Social-Value.

The second of these is 'Convening,' where five items are identified. Essentially, convening is a procedure that enables two or more heterogeneous sets of individuals to assess solutions to a problem collectively where their perception or knowledge of the problem differs (Gray 1985; Gray & wood 1990). Engagement means gathering all stakeholders who come from different fields and industries focusing on social issues and enhancing cooperation to pursue social causes. It involves creating a space or platform where individuals, organizations, communities, and other relevant actors can come together to share and ease, resources, and expertise in pursuit of social impact. Convening is driven by a shared purpose or common goal related to social impact. It brings together stakeholders who are aligned in their commitment to addressing a social challenge or advancing a particular cause. The shared purpose provides a unifying framework that guides the convening efforts and helps establish a sense of collective ownership and responsibility. The five items, identified under the 'Convening' construct, which can be referred to as social entrepreneurship practices, are Productivity, Capability Building, Learning Culture, Informal Communication Process, and Teamworking.

'Multivocality' is the third construct under which five items are identified. The Concept of multivocality, the ability to merge these multiple voices and communicate with stakeholders in a comprehensible manner while simultaneously catering to different groups, can be witnessed in various domains of multivocality research, extending from professional social networks (Carolan 2008) to the significance of 'social embeddedness' (Padgett and Ansell 1993). Multi-vocality entrepreneurship practices incorporate diverse perspectives, voices, and opinions within an enterprise's decision-making processes and overall management approach. It recognizes that enterprises comprise individuals with different backgrounds, experiences, and expertise and that their varied viewpoints can contribute to more comprehensive and effective decision-making. It embraces the diversity of employees and stakeholders within an enterprise. It recognizes that individuals bring different knowledge, perspectives, and insights based on their unique backgrounds, such as cultural, educational, professional, or personal experiences. This diversity of voices and viewpoints enriches discussions, problem-solving, and decision-making processes. Multi-vocality entrepreneurship practices aim to create an inclusive environment where all individuals feel comfortable expressing their opinions and ideas. It encourages active participation from all levels of the organization and across different functions or departments. Inclusive decision-making involves providing opportunities for everyone to contribute, valuing their input, and ensuring that decisions are made through a collaborative and participatory process. It encourages open dialogue, encourages the exchange of ideas, and creates opportunities for learning from one another. Organizations can tap into collective intelligence through collaborative processes, challenge assumptions, and arrive at more informed and robust decisions. The five items identified under the 'Multivocality' construct, which can be referred to as social entrepreneurship practices, are Networking/word-of-mouth abilities, a Cooperative participatory environment, a less formal organizational structure, employing diversity, and Inclusive making. We can conclude that based on a systematic literature review, in total, seventeen social entrepreneurship practices are identified, which lays a platform that can be further researched in the future.

4.2. Social Entrepreneurship Practices Prevailing in India

In India, various social enterprises are creating social value. To find the different types of social enterprises in India, an Excel sheet with 150 social enterprises was prepared through secondary sources, including research papers, books, magazines, reports, the Internet, etc. Later, the data was filtered and synthesized repeatedly to obtain the gist of the information through specific criteria. The selection filters applied included: demonstrated social innovation, significant and measurable social impact, and cross-sectoral representation-ensuring inclusion from healthcare, sanitation and hygiene, the environment, and public information sufficient for conducting comprehensive qualitative analysis. As a result, 10 prominent social enterprises from different fields were selected for case study through exploratory qualitative analysis, based on the demonstrated innovation and significant social impact, Representation from different sectors (e.g., healthcare, sanitation & hygiene, environment), and Availability of sufficient information for analysis. Each case study aimed to explore the enterprise's approach to 'Framing, Convening, and Multivocality' practices (Oliver, 2023; Kuhn, 2012; Corbin & Thomas, 2023; Habibi et al., 2017; Rudin et al. 2014; McNulty et al. 2018; Mehta, 2022). In-depth information on the selected social enterprises was gathered from their official websites, annual reports, and other public documents. For data organization, Excel was used for tabulating qualitative data, while ATLAS. Ti software facilitated qualitative analysis and visual presentation by generating themes and codes. The collected data was analyzed using thematic coding to identify recurring patterns and themes in SE practices. Thematic areas were How the enterprise framed social issues (Framing), How it engaged with stakeholders and the community (Convening), and, how it handled the inclusion of diverse voices and perspectives (Multivocality). The following table.4.2, shows the selected 10 prominent types of social enterprises running in India for carrying out case-study. All the basic details, such as the name of the social enterprise, founder, year of origin, and aim, are mentioned, through the information gathered. Also, all the qualitative data obtained through in-depth exploratory thematic analysis is presented in the form of tables. 4.3 to 4.3.12, depicting case studies focused on Social Entrepreneurship Practices.

Table 4.2. Ten prominent types of social enterprises in India				
S.no.	Social Enterprise's Name	Founder	Year & State	Aim
1.	Amul (Anand et al. Limited)	Tribhuvandas Patel	1946; Gujarat	To eliminate intermediaries' exploitation of dairy farmers and empower these farmers by establishing a direct linkage between them and the consumers.
2.	Lijjat	Jaswantiben Jamnadas Popat and six other semi- literate women	1959; Maharashtra	They are empowering women by providing them employment opportunities in making papad and empowering them with a noble goal of providing financial independence and ownership opportunities to women.
3.	FabIndia	John Bissell	(1960). New Delhi	It is an Indian chain store that retails garments, home decor, furnishings, fabrics, and products handmade by craftspeople across rural India. It aims to provide a platform for products made from traditional techniques, skills, and hand-based processes and links over 55,000 craft-based rural producers to modern urban markets.
4.	Sulabh International Social Service Organisation	Bindeshwar Pathak	(1970). Bihar	The aim was to restore human rights and dignity to scavengers by freeing them from the inhuman practice of manually cleaning and carrying human excreta. The project also aimed to improve sanitation, promote hygiene, and provide public sanitation facilities.
5.	Aravind Eye Care System	Dr. Govindappa Venkataswamy	(1976). Tamil Nadu	The company's goal is to 'eliminate needless blindness'. It provides high-volume, high-quality, and affordable eye care, regardless of its patients' economic status.
6.	SELCO Solar Pvt. Ltd.	Harish Hande	1995; Karnataka	To deliver last-mile sustainable energy solutions that improve quality of life and

				socio-economic development for people experiencing poverty.
7.	Jayaashree Industries	Padman Arunachalam Muruganantham	(1998). Tamil Nadu	The organization envisages delivering low-cost sanitary pads to the rural women of the country who cannot afford to buy them. India-based social entrepreneur Jayaashree Industries has created a new device for rural women in the developing world to make affordable sanitary napkins. It has supplied the machines to 100s of outlets in 26 states across the country.
8.	Goonj	Anshu Gupta	1999; New Delhi	It proposed to satisfy the unmet need for clothing and develop dignity using presently unused material of urban India for initiating development across the country. This also sought to establish practicable economic strategies for eradicating poverty and problems related to it.
9.	Mitticool	Mansukhbhai Prajapati	2001; Gujarat	It creates eco-friendly clay products, with its flagship innovation being the Mitticool fridge—a sustainable cooling product.
10.	Kinneer Services Pvt. Ltd	Dr. Laxmi Nrayan Tripathi and Dr. Manish Jain	2018; Uttar Pradesh	It is a packed bottled water company that exclusively hires transgender people to provide them with an opportunity to live proudly.

Source: Author's Creation

Table 4.3 Tabular presentation of Case Study 1- Amul		
1.	Amul (Anand et al. Limited) (Gujarat, 1946)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	Its Cooperative model with value-for-money products; extensive distribution, innovative marketing, and R&D; supports farmers' livelihoods; and ensures quality dairy products.
2.	Enhancing Profitability	It focuses on cost efficiency, quality control, and brand building; fair pricing and enables revenue generation through the sale of diverse dairy products.
3.	Maintaining Sustainability	It emphasizes farmer empowerment, fair pricing, and collective ownership; practicing responsible water usage and striving for zero discharge, minimizes its environmental impact while ensuring long-term viability.
4.	Ensuring Accountability	Its cooperative model ensures transparency, fair pricing, and collective decision-making; maintains trust with stakeholders and upholds its commitment to quality dairy products.
5.	Building Transparency	It regulates Efficient and open operations through the cooperative model.
6.	Promoting Leadership	By ensuring fair prices, services, and profit sharing, it cultivates a strong sense of leadership within its community.
7.	Visioning of creating social value	Its cooperative model empowers dairy farmers, providing value-for-money products, and implementing an extensive distribution network. By prioritizing farmer welfare and community development, it has transformed the dairy sector in India.
II.	Convening practices	
1.	Ensuring Productivity	It Utilizes Total Quality Management, advanced technology, and eco-friendly operations to maintain market leadership.
2.	Building Capabilities	It Builds through innovation, quality control, and sustainable practices, empowering farmers.
3.	Promoting Learning Culture	It supports learning culture by offering wishes that lead to enrollments for online classes, workshops, and webinars. Also, employment training, shadowing, apprenticeship, coaching, and learning, clusters encourage knowledge sharing among employees.
4.	Developing an Informal Communication Process	It supports openness based on free interactions between members of the team without having to go through channels. By having regular and informal discussions, and group discussions, and adopting open-door communication, they enhance the flow of ideas and enhance organizational interaction.
5.	Promoting Team-work	It enhances teamwork since it fosters coordination among workers and insists on cross-projection, making use of cross-functional communications, and also celebrates results. By means of objectives and communication, they establish the work environment where such goals are achieved.
III.	Multivocality practices	

1.	Promoting Networking/ word of mouth	Leverages word-of-mouth marketing through developing a healthy customer relationship with its customers. Consumers who so choose are more than happy to share their good experiences regarding Amul's dairy products, thus serving as word-of-mouth promotion instruments.
2.	Ensuring a cooperative Participatory environment	They encourage the spirit of partnership and stakeholder engagement through the formation of village-level cooperatives for milk producers. This way they implicatively foster shared decision-making, social-partnership, and sustainable solutions rounded by an evident essentiality of humanism.
3.	Ensuring employing diversity	It helps satisfy diversity by selling all kinds of dairy products at reasonable prices which makes them available to those in the population. Consumers across the country have engaged and appreciated their quality products that are reasonably priced.
4.	Promoting inclusive- decision making	It supports equality in decision-making because people from different backgrounds, experiences, or cultures are engaged in decision-making. They put people at ease while making all of them feel important, helping them work together, and drawing out the best values for the generation of new ideas.
5.	Developing a less formal organizational structure	Its organizational structure embraces a federal model, granting independence to each unit. This approach empowers stakeholders and enhances organizational effectiveness.

Source: Author's Creation

Table 4.4 Tabular presentation of case study 2- Lijjat		
2.	Lijjat (Maharashtra, 1959)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	It ensures a cooperative structure that enables strategic planning and pays value to the quality and diversification of its products. This approach leads to the embracing of women, growth, and transformation that brings sustainable success.
2.	Enhancing Profitability	It increases profitability since good quality papads are produced at moderate prices. The cooperative that currently encompasses more than 45,000 women is one of the examples of successful cooperation as it promotes both organizational development and its members' economic enfranchisement as well as success.
3.	Maintaining Sustainability	It sustains itself primarily through prompt maintenance of high hygiene standards, the use of natural products, and traditional techniques. Paying attention to quality gives them an accurate taste and the consumers believe in this making a large fraction of their success.
4.	Ensuring Accountability	They can make sure that accountability happens through transparent practices. The account books remain open, and the trading is done daily basis to maintain financial sanity, not to mention the fact that the disparity between the cost of production and sale price indicates a serious stand on quality.

5.	Building Transparency	This brings transparency by maintaining easily accessible records and strictly following its financial accountability principle. As Muthuswamy and Oliva state, these companies with only a 0.5-rupee difference between production cost and selling price focus on transparency and quality.
6.	Promoting Leadership	It fosters leadership through its cooperative business model and the symbolized image of women. Participants are limited to women, who collectively run the organization's matters by attaining consensus as a reflection of the inclusion of responsible leadership.
7.	Visioning of creating social value	The realization of its vision to create social value is achieved through its cooperative model of empowering women through employment. Lakhs of women In India owing to their determination brought a change in their and thousands of women's life, building an empire of ₹1,600 crores from scratch.
II. Convening Practices		
1.	Ensuring Productivity	It contributes to productivity through its cooperative model of operations, where sub-assembly Lines are developed and implemented with standardized Assembly Line processes and product quality. They showed participation of more than 45000 women across India creating 4.8 billion papads continuously with the same taste and effectiveness.
2.	Building Capabilities	This capability is accumulated because the company is run cooperatively, therefore empowering women. They empower their employees by offering them a job opportunity and positive environmental management, skills development, and collective management, which ensure that they have a good platform for growth as well as future success.
3.	Promoting Learning Culture	It supports training and learning by directing employees to websites offering courses, training sessions, webinars, etc. Also, they support and encourage both formal and informal teaching as well as learning practices and learning networks.
4.	Developing an Informal Communication Process	It supports workplace informal communication by motivating its members to engage through casual interactions. They encourage idea-sharing, and workplace interactions and promote organizational loosely-coupled interaction by engaging colleagues in informal discussion sessions and idea-generation meetings and by having 'open doors' policies.
5.	Promoting Team-work	They pointed out that it encourages coordination since all of its members work together. Goals and tasks, communication lines as well as work support establish together a harmonious work system that enhances productivity.
III. Multivocality Practices		
1.	Promoting Networking/ word of mouth	It fully embraces the concept of word of mouth by depending on the quality of the product, and its 'empowering women' cause. Their value and hearts' appeal help open sales; this demonstrates that word of mouth is a major contributor to their success.
2.	Ensuring a cooperative Participatory environment	It fosters a harmonious and consulted-oriented working atmosphere by creating employment for women. Founded in 1959 with only Rs. 80 by seven women of Gujarat it has grown up to a company having 45000 employees all women and producing 4 billion papads per annum in seventeen states of India. Their focus on quality and their ability to be

		independent has taken them to a level of becoming one of the most outstanding success stories in Indian entrepreneurship that is pegged to women.
3.	Ensuring employing diversity	Thus, it fosters the welfare of the candidates by looking for a diversity and inclusion policy to negotiate for their affirmation and subsequent inclusion into their workforce. Their business strategy of giving every qualified candidate an equal chance at employment puts no prejudice on recruitment and implies equal treatment to all candidates.
4.	Promoting inclusive-decision making	It encompasses everyone in its members through important choices made that affect everyone. It facilitates the free flow of information, everyone gets involved, as well as all the women who are the operation of the organization. Due to these kinds of mechanisms, various opportunities for problem-solving are explored, and strengthened interdependence is enhanced.
5.	Developing a less formal organizational structure	It brings about a more relaxed organizational structure through the enhancement of free communication as well as relationships between field members. They place great importance on decentralization and workplace democracy meaning women are empowered to contribute to the decision-making process of the cooperative. This approach fosters flexibility, adaptability as well as formation of inalienable possessions; in effect making them typify this success story.

Source: Author's Creation

Table 4.5 Tabular presentation of case study 3- FabIndia		
3.	FabIndia (New Delhi, 1960)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	It is a combination of internet marketing, market study, and categorization of customers. All of them focus on sustainable manufacturing and design and support local craftsmen so that they can stay relevant and adapt to the requirements of the highly competitive clothing industry which is very active on the Internet.
2.	Enhancing Profitability	Self-organising networks can sell and distribute goods from many disparate sources to the final consumer Faster turnaround times, eliminating middlemen, and higher profit margins acquired from direct sourcing from rural artisans. Overseas revenue is also significantly relying on its relationship with UK-based retailer company Habitat. During the financial year 2019, the company posted a net profit of INR 1, 160 Million with a net margin mark almost three times the industry standard.
3.	Maintaining Sustainability	By promoting natural dyes, organic materials, and responsible manufacturing processes. Their commitment to environmental stewardship has earned them recognition as a pioneer in ethical and eco-conscious fashion.
4.	Ensuring Accountability	By directly collaborating with artisans, ensuring fair wages and safe working conditions. Their commitment to ethical sourcing and sustainable practices resonates with conscious consumers.

5.	Building Transparency	By showcasing India's lost handloom heritage, preserving crafts, and promoting ethical practices. Their commitment to sustainability resonates globally, making Indian aesthetics 'cool'.
6.	Promoting Leadership	By seamlessly blending rich cultural heritage with modern marketing strategies. They engage customers through digital innovation, collaborate with influencers, and emphasize sustainability, resonating with conscious consumers.
7.	Visioning of creating social value	In particular rural artisans, upliftment and carrying forward the traditional art forms, along with promoting sustainability. This is why they aim at becoming an ethical fashion brand solving social problems and symbolizing meaningful values among consumers.
II. Convening Practices		
1.	Ensuring Productivity	As they are directly sourcing from over 44000 artisans across India, uplifting their craft, and paying them fairly. It ensures skilled sustainable rural employment, and continues the tradition of age-old crafts, as they follow strict rabbinic laws on sourcing.
2.	Building Capabilities	Indeed, it is centered on linking craft workers in rural regions with consumers, hence giving rise to efficient, competent, rural employment. Their obsession with traditional handmade products has made them encourage start-ups and have a great supply chain.
3.	Promoting Learning Culture	through advocating for appropriately funded and private and public-partnered education, healthcare, and skills-development, training programs in rural and excluded areas. Their commitment raises living standards and brings about economic opportunities for a 'gainful' life.
4.	Developing an Informal Communication Process	It aims directly to bring rural artisans in touch with buyers, thus building, highly skilled rural employment. They've been loyal to handcrafted methods and subsequently influenced startups and have a glorious network chain.
5.	Promoting Team-work	In this respect, it promotes a synergy between artisan, designer, and marketing personnel where and when required. This reason makes their strategy truly integrated where each link interfaces with the other to produce handmade products that appeal to consumers with care for the earth.
III. Multivocality Practices		
1.	Promoting Networking/word of mouth	On social media, such as Instagram and Facebook, they constantly interact with clients and perform influencer marketing as well as organize giveaways as long as they bring a positive attitude towards the brand.
2.	Ensuring a cooperative Participatory environment	It can be achieved through directly working with artisans, including them in most decisions concerning product development, and paying artisans proper wages. Most of them hold quality and ethical standards as well as high sustainability standards as their main responsibility, which fosters ownership.
3.	Ensuring employing diversity	By interacting with artisans from different regions and backgrounds and members of different communities. It is critical to note that their dedication to displaying cultural diversity within India's diverse cultural area breaks prejudices within the fashion industry.
4.	Promoting inclusive-decision making	Through engagement in product design, sourcing for materials, and making necessary business decisions. Their work is integrated thereby bringing out different aspects of the problems involved and protecting the rights of local populations.

5.	Developing a less formal organizational structure	Through creating an environment where people are encouraged to communicate with each other, share ideas, and be as flexible as possible. Their inclusiveness enhances creativity, flexibility, and adaptability to work hence promoting a vibrant work culture.

Source: Author's Creation

Table 4.6 Tabular presentation of case study 4- Sulabh International Social Service Organisation		
4.	Sulabh International Social Service Organisation (Bihar, 1970)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	The idea is to put up a mix of technical input and humanitarianism in the same ratio. Their work involves advocating human rights, environmental sanitation, non-conventional sources of energy, handling of wastes, and social reforms in the form of education.
2.	Enhancing Profitability	Through reinvestment of the profits in research, education, and hygiene activities. These are the people who use their toilet system in over a million households for the reduction of sickness hence enhancing the productivity of society.
3.	Maintaining Sustainability	It is in their use of Sociology, Innovation, and basic, nature-based Technology they make a distinctive contribution to the global Educational paradigm. Their pour-flush Sulabh Shauchalaya (compost latrine) ensures minimal pollution of the environment with additional aspects of WV's qualification of the sanitation facility as clean and befitting human dignity.
4.	Ensuring Accountability	It works for the eradication of untouchability and social discrimination against scavengers. They advance dignity and human rights by advocating for proper handling of human waste and the environment, and the use of non-conventional energy. It is clear from the following focus areas that they have adopted accountability measures to enhance the provision of sanitation facilities, free manual scavengers, and encourage sustainable solutions.
5.	Building Transparency	In this regard, it endeavors to be as open and accountable as possible in respect to their activities and concerning their various ventures and financial transactions as well as the effect that they have on the larger society. As professionals from the sanitation sector, and involved in the liberation of manual scavengers, and bringing out the concepts of sustainable living, which are reflected in their organizational work front, they stand for integrity and clean policies and practices.
6.	Promoting Leadership	It creates leadership since people and groups such as women and youth are encouraged to lead on sanitary issues, hygiene, and environmental issues. By so doing, they mobilize local leaders, volunteers, and beneficiaries and empower them to cause change for a sustainably improved future.
7.	Visioning of creating social value	By promoting sanitation, environmental hygiene, and non-conventional energy sources. Their commitment to dignity, human rights, and accountability contributes to positive change in marginalized communities.
II.	Convening Practices	

1.	Ensuring Productivity	By implementing efficient sanitation solutions, liberating manual scavengers, and promoting sustainable practices. Their commitment to productivity contributes to positive social impact.
2.	Building Capabilities	Through the methods of encouraging ownership and collective responsibility of people and groups in the management of sanitation, hygiene, and environmental concerns. They empower the community and stakeholders to transform their lives and make a difference that will be sustainable.
3.	Promoting Learning Culture	Through decentralization of power, provision of an environment that fosters knowledge sharing, staff development, and learning, as well as improving on existing best practices. As a direct result, they educate, inform, and liberate the people, societies, and communities to acquire knowledge on sanitation, hygiene, and environmental conservation impacting positively on their lives.
4.	Developing an Informal Communication Process	Depending on the change management approach that is being used, there are a number of ways that need to be adopted: Encouraging or facilitating an open discussion, listening, and cooperation. As a result of their actions, they facilitate the environment within which the stakeholders can give their opinion, and feedback and even contribute to the right changes.
5.	Promoting Team-work	By encouraging stakeholders, volunteers, and beneficiaries to engage in partnership with one another. In sanitation, manual scavenger freedom, and other sustainable activities, they come up with a positive image to the public.
III. Multivocality Practices		
1.	Promoting Networking/ word of mouth	This is through identifying and involving stakeholders, partnering with other organizations, and utilizing the community networks. By the many positive roles they play in giving successful results in the sanitation sector, manual scavenger rehabilitation, and sustainability, they touch the lives of everyone they come across and lead to others being sensitized on the goodness of the work they are doing from one mouth to another.
2.	Ensuring a cooperative Participatory environment	Included, is the participation of other stakeholders, volunteers, and beneficiaries in the decision-making process. In sanitation, manual scavenger release, and sustainable living, they produce meaningful work that you can share the voices of all people without discriminating against any group.
3.	Ensuring employing diversity	By incorporating the aspect of Diversity in their activities. They understand the importance of different views, origins, and experiences, which serve to make the whole team embrace everyone's input.
4.	Promoting inclusive-decision making	From the fact that they engage stakeholders, volunteers, and beneficiaries in the planning and implementation of their programs. For example, through their sanitation projects and manual scavenger liberation along with sustainable initiatives, they establish a positive face whose contributors provide meaningful choices to the wider population.
5.	Developing a less formal organizational structure	Concerning openness in communication, flexibility, and collaboration; It also promotes an encompassing environment where each member has the opportunity to contribute towards making vital decisions of the organization regardless of their rank.

Source: Author's Creation

Table 4.7 Tabular presentation of case study 5- Aravind Eye Care System		
5.	Aravind Eye Care System (Tamil Nadu, 1976)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	It defines expected daily outpatient attendance and operations. For instance, the Chennai hospital set a target of capacity providing 6,000 outpatient and 500 surgeries by 2028. Furthermore, its strategic plan over the next five financial years (FY 2023–2028) concentrates on priority areas such as Human Resources (Guarantee human capital), Operating Model (Effective), Cadence, Training and Education (Confronting knowledge), Research and Innovation (Expanding eye care) and Information Technology (Harnessing IT).
2.	Enhancing Profitability	It fosters more revenues because provides a sustainable business model that delivers quality eye care services and efficiency. This passion for patient care as well as organizational operation and impact on health makes the financial base stable and positively transforms the eye health impact positively.
3.	Maintaining Sustainability	-Low Carbon Footprint: Aravind's phacoemulsification procedures produce only 5% of the greenhouse gases compared to the UK. -Resource Optimization: They maximize reusable materials, reduce waste, and operate efficiently, performing an average of 2000 surgeries per surgeon annually.
4.	Ensuring Accountability	It also controls by providing annual activity reports. They also respect an Acceptable Use Policy when it comes to handling information resources. It is evident that they have improved the health of eyes through; passion in offering care and the use of entrepreneurship.
5.	Building Transparency	It can be done by issuing annual activity reports which include more or less detailed information on the institutions' activities within the year, the results achieved, and the way they have been financed. It also highlights the team's passion for offering empathetic care and acquiring better-led and executed methods as evidence of their remarkable changes in eye care.
6.	Promoting Leadership	By involvement of its staff, surgeons as well as volunteers to champion eye health enhancement. They are dedicated to providing quality and humanized care, promoting first-rate customer service, and ensuring their reach to society in turning the hearts of others to follow the same trend.
7.	Visioning of creating social value	As you will know, by delivering specialized and cost-effective eye care to those in need regardless of social income levels. Their warm attitude, high productivity, and since they serve the whole society make a difference in lives by promoting positive transformation in eye health.
II.	Convening practices	
1.	Ensuring Productivity	-Surgeon Productivity: The Aravind surgeons in particular are five times as efficient as industry standards, conducting 13 000 patient examinations and 1 500 eye surgeries in one day. -Assembly-Line Approach: Aravind has a similar assembly-line process of working; it annually performs more than 450,000 eye surgeries or procedures, making it the largest eye care provider. -Task Reassignment: By delegating mundane procedures to mid-ranking ophthalmic employees, the productivity of ophthalmologists increases by over four closures.

2.	Building Capabilities	The development emphasizes drawing on positive change in eye health by its staff, staff, and volunteers where surgeries are held. By adhering to the principles of patient-centeredness, creating value in their work, and engaging meaningfully in their communities, they lead by example.
3.	Promoting Learning Culture	In the context of capacity building and knowledge enhancement and sharing, organizations achieve the core of the loop by continuously focusing on improving competence. They embrace mission-focused, patient-centered care, effective, and efficient, quality services committed to community health promotion for improved learning outcomes.
4.	Developing an Informal Communication Process	Mainly with regards to encouraging people to be able to speak their minds, listen to what others have to say, and brainstorm. They vary from being dedicated to ensuring that they offer sensitive care to patients, enhance productivity in the healthcare facilities, and serve society in order to provide the best environment for stakeholders to share ideas, and suggestions and be part of healthcare improvements.
5.	Promoting Team-work	In this way, the staff, surgeons, and volunteers would be encouraged to work hand in hand. Together in the systematic, tactical, technical, and affective aspects of eye care, they foster a mutually beneficial and constructive change in eye care.
III. Multivocality Practices		
1.	Promoting Networking/ word of mouth	Through getting and seeking stakeholder involvement, partnership with other organizations, and use of community. Depending on their achievements in the field of highly appreciated clinical compassionate eye care and improved organizational efficiency, the organizations produce a ripple effect of the word-of-mouth promotion focusing on raising additional funds and awareness.
2.	Ensuring a cooperative Participatory environment	This can be done by empowering the encountered staff, the surgeons, and the volunteers in the decisions to be made. Being able to work in unison towards compassionate, efficient, and impactful eye care, seeing change and everyone's voice be valid and important to contribute to eye health.
3.	Ensuring employing diversity	By effectively using a different approach in its recruitment and training processes. 70% of its employees are female, including many paraprofessionals; the doctors are moved back and forth between free and paid compartments with an emphasis on eradicating disparities in treatment by emphasizing economy and cleanliness.
4.	Promoting inclusive-decision making	By incorporating all the employees in the main decisions. This encourages teamwork, creativity, and stewardship to the patient's advantage, as well as the organization's advantage.
5.	Developing a less formal organizational structure	By promoting open communication, flat hierarchies, and shared decision-making. This approach encourages collaboration, agility, and adaptability, contributing to its remarkable impact on eye care.

Source: Author's Creation

Table 4.8 Tabular presentation of case study 6- SELCO Solar Pvt. Ltd.		
6.	SELCO Solar Pvt. Ltd. (Karnataka, 1995)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	By customizing solar energy solutions to rural needs, facilitating appropriate financing, and building a network of partners dedicated to solving hyper-specific problems.
2.	Enhancing Profitability	It maintains modest profits with an annual average growth rate of 20% over the last 8 years. It reinvests these profits for further expansion and impact.
3.	Maintaining Sustainability	By designing robust solar solutions that withstand rural conditions, offering maintenance services, and fostering community ownership. This approach ensures long-term impact and environmental stewardship.
4.	Ensuring Accountability	By maintaining transparent financial records, tracking project outcomes, and engaging with stakeholders. This commitment fosters trust, drives continuous improvement, and enhances its social impact.
5.	Building Transparency	By openly sharing its impact metrics, financial performance, and decision-making processes with stakeholders. This commitment fosters trust, accountability, and collaboration.
6.	Promoting Leadership	By empowering employees to take ownership of projects, encouraging innovation, and fostering a culture of continuous learning. This approach drives impact and sustainability.
7.	Visioning of creating social value	By prioritizing impact over profit. It focuses on providing affordable solar solutions to underserved communities, empowering them with clean energy access, and improving their quality of life.
II.	Convening Practices	
1.	Ensuring Productivity	With regards to realizing cost efficiencies through activity-based cost reduction, organizations can undertake this through process mapping for effectiveness, productivity, and supply chain management. This focus enables them to supply efficient solar solutions fast and with high effect.
2.	Building Capabilities	Some of the strategies on how this organization can build a high-quality workforce include; Offering numerous training opportunities for its workforce, encouraging innovation as well as partnering with learning institutions. Such a commitment guarantees that they remain relevant in terms of solar technology and that they make appropriate impacts.
3.	Promoting Learning Culture	On the premise of promoting staff's lifelong learning, knowledge transfer, and multi-disciplinary integration. It also enables organizational citizens to be aware of the changes and to be able to facilitate positive changes within the industry.
4.	Developing an Informal Communication Process	It promotes information sharing at the workplace by establishing free communication through the workplace's formal and informal networks. It fosters flexibility, and adaptability, and people within these teams feel that they are part of a community.
5.	Promoting Team-work	It creates cross organizational project teams to enhance staff cooperation, promote knowledge exchange and reward teamwork. This approach makes the creation process more creative, effective and overall more efficient.

III. Multivocality Practices		
1.	Promoting Networking/ word of mouth	It creates word of mouth advertising through customer loyalty, encouraging customer recommendations and supporting community programs. This approach enhances their influence and helps them to reach many people more.
2.	Ensuring a cooperative Participatory environment	It fosters an organisational culture of grassroots decision-making and majority decision since it engages its employees, customers, and local communities. They ask for input, promote teamwork and enable the stakeholders to take decisions for the organization thereby taking ownership of the processes.
3.	Ensuring employing diversity	-Local Hiring: More than 90% of SELCO's 450 employees are from the local communities or regions they operate in. This creates understanding, and shared responsibility as the organization's clients also have to take responsibility, to play their part in the change. -Trust and Responsibility: Recruiting young people to look after solar systems in the rural areas introduces transparency and reliability, especially for firms intending to offer solar products to marginalized communities. -Inclusive Impact: SELCO reacts to inequities of field existence through its internal gender, caste, colour, and religion diversity. Other cultures such as upward mobility within the organization also supports such a framework. -Customized Solutions: SELCO works out solutions according to the life conditions of the poor in order to obtain economic and social security assets for endangered populations.
4.	Promoting inclusive- decision making	So, corporate decision-making is inclusive as it empowers employees at all organisational levels to participate in major decisions. It empowers staff on the job to work in teams, generate ideas, as well as take responsibilities; all of which are helpful concerning patient care and the general development of the organization.
5.	Developing a less formal organizational structure	It supports organic style of working with people through communication, informal reporting style, and shallow organizational hierarchy, and decentralized decision-making. This approach fosters people's cooperative and productive spirit and is, therefore, responsible for the remarkable results in the field of solar energy solutions.

Source: Author's Creation

Table 4.9 Tabular presentation of case-study 7- Jayaashree Industries		
7.	Jayaashree Industries (Tamil Nadu, 1998)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	That is, making cheap locally manufactured sanitary napkins and selling them through women-operated outlets. This approach liberates women and inspires them to lead a healthy life and also as a huge demand for an affordable form of sanitary protection in India.
2.	Enhancing Profitability	To produce affordable sanitary pads and making the same available through women-owned outlets. It helps women, provide healthy lifestyle, and caters to the need of sanitary napkin in India specially which is an unfulfilled need in the country.

3.	Maintaining Sustainability	-Safe Working Environment: Providing a safety environment for the employees. -Inclusiveness and Transparency: Preserving multiculturalism, non-discrimination, and the elements of installing concepts of diversity and openness. - Traceability: Compliance with the principles for traceability. -Information Security: Who is keeping information safe?
4.	Ensuring Accountability	It makes it possible to account for everything because it regulates the management of funds, records the results of implemented projects, and directly communicates with the stakeholders. Such commitment creates trust, encourages enhanced performance, and raises its social responsibility.
5.	Building Transparency	Transparency means that provides its impact metrics and financial performance indicators, work planning and decision-making to stakeholders. Commitment in a relationship creates trust, it leads to accountability and there is cooperation.
6.	Promoting Leadership	Through its franchise distribution, Women's assignable helps empower women. These women franchisees supply manufactured local sanitary pad whereby underprivileged women in India and other parts of the world get an opportunity for earning a living, fulfilling their hygienic needs and thus be empowered.
7.	Visioning of creating social value	It can do it by producing cheap sanitary napkin machines. These machines promote financial independence among women via local production and sales of affordable sanitary pads for women from rural communities to enhance on their dignity especially during their periods.
II. Convening practices		
1.	Ensuring Productivity	This can be done through making easily and cheap sanitary pads available to poor rural women via women-forms of franchises in over 1300 villages in India as well as 24 other countries around the world. Their role is to fight complications which affect the health of girls, and school dropouts.
2.	Building Capabilities	In this case, the program of aiming at empowering women through production and marketing of locally affordable sanitary pads are. The founder said has installed over 600 machines in India and other countries after identifying the need for the commodity in India.
3.	Promoting Learning Culture	In that way, improving the lives of many through local employment and provision of cheap make of sanitary pads.
4.	Developing an Informal Communication Process	By allowing conversation and or discussion to happen freely within the members of the particular team. For instance, they use the accessibility of the organizational chat and virtual 'coffee breaks' to build more transparency and increased cooperation.
5.	Promoting Team-work	By empowering women franchisees, develops cooperation of the women led franchises across over 1,300 villages. Their founder; for collective learning and support to accomplish their mission of offering affordable piece of sanitary pads.
III. Multivocality Practices		

1.	Promoting Networking/ word of mouth	Women frugal innovation across India and 24 other countries to ensure they avail affordable sanitary pads through franchise businesses. It has fostered an international network of change by developing small connections and support from the communities.
2.	Ensuring a cooperative Participatory environment	It encourages shared decision-making and collaboration to achieve their mission of providing affordable sanitary pads.
3.	Ensuring employing diversity	It champions gender equality and inclusion in their mission to provide affordable sanitary pads.
4.	Promoting inclusive- decision making	It encourages collaborative and participatory approaches to achieve their mission of providing affordable sanitary pads.
5.	Developing a less formal organizational structure	It encourages open communication, shared decision-making, and a collaborative approach to achieve their mission of providing affordable sanitary pads.

Source: Author's Creation

Table 4.10 Tabular presentation of case-study 8- Goonj		
8.	Goonj (New Delhi, 1999)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	By making decisions related to disaster relief, management operations, preparedness, and resource mobilization across India ¹ . Their approach ensures alignment with their mission and goals, contributing to sustainable development with dignity.
2.	Enhancing Profitability	By creatively utilizing underutilized urban materials. Their “cloth for work” movement involves local communities in infrastructure projects, fostering dignified giving and sustainable impact.
3.	Maintaining Sustainability	It practices sustainability through community farming. Under their ‘Vaapsi’ initiative, they support local communities in Beed, Maharashtra, providing seeds, farming materials, and leased land. Participants cultivate crops like soybean, cauliflower, and cabbage, yielding profits that cover operational costs and workers’ wages.
4.	Ensuring Accountability	By valuing localized solutions, engaging local resources, wisdom, and efforts. Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside.
5.	Building Transparency	By valuing localized solutions, engaging local resources, wisdom, and efforts. Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside
6.	Promoting Leadership	It empowers local leaders within communities by fostering collaboration, encouraging participation, and recognizing the unique expertise and insights of individuals. Through initiatives like “Cloth for Work,” Goonj promotes leadership at the grassroots level, ensuring sustainable impact and community-driven solutions.

7.	Visioning of creating social value	It envisions building an equitable relationship between cities and villages, using under-utilized material as a tool for development with dignity. They involve communities in designing and implementing their own solutions, emphasizing local wisdom, efforts, and material as a reward.
II. Convening Practices		
1.	Ensuring Productivity	It creatively utilizes urban surplus material. Their initiatives, such as “Cloth for Work,” engage local communities in infrastructure projects, fostering both economic development and dignity.
2.	Building Capabilities	By valuing localized solutions, and engaging local resources, wisdom, and efforts. Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside.
3.	Promoting Learning Culture	By valuing localized solutions, and engaging local resources, wisdom, and efforts. Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside.
4.	Developing an Informal Communication Process	By leveraging the wisdom, time, skills, and efforts of people. They build connections of empathy, dignity, and value between resourceful and resource-scarce communities, fostering collaboration and innovation.
5.	Promoting Team-work	By fostering collaboration among local communities, volunteers, and staff. Their initiatives, such as “Cloth for Work,” involve collective efforts, emphasizing shared goals and mutual support.
III. Multivocality Practices		
1.	Promoting Networking/word of mouth	By leveraging satisfied customers who voluntarily share their positive experiences with others. This organic process of personal recommendations builds trust, and credibility, and amplifies their impact.
2.	Ensuring a cooperative Participatory environment	By valuing localized solutions, and engaging local resources, wisdom, and efforts. Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside.
3.	Ensuring employing diversity	By engaging local resources, wisdom, and efforts. Their approach ensures that actions never undermine the self-worth of those they work with and stand alongside.
4.	Promoting inclusive-decision making	Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside.
5.	Developing a less formal organizational structure	It practices a less formal organizational structure by valuing localized solutions, and engaging local resources, wisdom, and efforts. Their approach centers on human dignity, ensuring actions never undermine the self-worth of those they work with and stand alongside.

Source: Author's Creation

Table 4.11 Tabular presentation of case study 9- Mitticool		
9.	Mitticool (Gujarat, 2001)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	Through use eco-friendly clay in their products with the MittiCool fridge being their innovation. This sustainable cooling product is in line with the United Nations Sustainable Development Goals (UNSDGs) of SDG3, SDG5 and SDG7.
2.	Enhancing Profitability	It improves supply chain efficiencies, cuts costs, develops new sources of income, and remains committed to social and environmental objectives. But the problem is, that social businesses also have a positive impact at the same time, they also pursue the goal of financial sustainability.
3.	Maintaining Sustainability	Through using localized material such as clay in the production of the products, through reduction of energy-consuming practices, and by encouraging the use of environmentally friendly products. Environmental stewardship, they consider, should always be positive for both the people and the environment.
4.	Ensuring Accountability	In this way, the bodies can be seen as keeping themselves accountable by maintaining transparency in their operations. They monitor their social media metrics, communicate with their stakeholders, as well as promote ethics. Of importance is that it builds trust, as well as guarantees responsible handling of the available funds and assets.
5.	Building Transparency	By making these and other pertinent information about processes and sourcing available to the public. They are always communicating with the stakeholders, releasing the reports, and keeping the channels open. It cultivates trust and responsibility among their members which is very important in any organisation.
6.	Promoting Leadership	First by encouraging its team members to take up responsibilities on their own. They spur creativity, and consecrate cultivation of talent, coaching, and skills, embracing a leadership culture within the daytime.
7.	Visioning of creating social value	Through delivery of eco-friendly clay products that are sustainable while promoting, accountability, and leadership within the company.
II.	Convening practices	
1.	Ensuring Productivity	It makes its processes and systems integrated, resources well managed, and people encouraged. In this way, they optimize the unique interconnection between their business and the surrounding world, remaining as effective as possible.
2.	Building Capabilities	As a result, to pursue a learning culture, invest in skills acquisition, and engage relevant partners. It allows them to think creatively and design proposals that would better solve various problems as efficiently as possible for sustainable growth.
3.	Promoting Learning Culture	Through the encouragement of learning and development of different skills, knowledge transfers, and cooperation. They trust their team to grow, find ways to overcome challenges, and create solutions to maintain the organization and generate positive and lasting improvement.

4.	Developing an Informal Communication Process	Through clearly defined communication within the working group and a free exchange of information among team members. They appreciate different opinions and approaches which lead to the invention of solutions constructively and with the possibility of conflicts being resolved among employees.
5.	Promoting Team-work	This can be achieved by working on building trust and consequently aligning the goals and objectives of its human resources. It is because they understand that collaborative work yields more results and sustainable development.
III. Multivocality Practices		
1.	Promoting Networking/ word of mouth	Through direct and indirect communication with stakeholders, partnering with other similar-minded organizations, and ensuring that its satisfied customers create demand through word of mouth. It is evident from their passion for attaining social impact through creating personal relativity and references.
2.	Ensuring a cooperative Participatory environment	Through promoting stakeholders' involvement in decision making and other management activities. This involves all employees customers and stakeholders in general including the local communities as they support the management to foster ownership. It plays a role in ensuring that the programmes will have a sustainable social impact by engaging both performance and distance learning education for the society.
3.	Ensuring employing diversity	Through recruiting and supporting a diverse range of workers with diverse gender, ethnicity, and ability. They consider the importance of representatives in their teams, insisting on the fact that diversity leads to improvement in solutions that are eventually created.
4.	Promoting inclusive-decision making	That is why stakeholder engagement involves involving them in key decisions. These involve employees, customers, and local communities thus managing to share important ideas thus having everyone feel that the company belongs to them. This way of work also ensures sustainability in producing the expected social change.
5.	Developing a less formal organizational structure	The facilitation of easy and free communication channels, embracing changes, and structuring the organization in a non-hierarchical way. They foster teamwork, avoid administration, and recognize the individual. It encourages creativity, flexibility, and applicability of the resulting solution in the context of society.

Source: Author's Creation

Table 4.12 Tabular presentation of case study 10- Kinneer Services Pvt. Ltd		
10.	Kinneer Services Pvt. Ltd (Uttar Pradesh, 2018)	
I.	Framing Practices	
1.	Ensuring Strategic Planning	Through participation in envisioning and stating goals, and by carrying out long-term sustainable measures in work operations. They also work towards the transgender communities of skills enhancement, employment, and launching of Project Trans-formation and Forgotten Families.

2.	Enhancing Profitability	It enunciates its vision of what the future should look like and charts a plan that aligns with environmental protection goals. It is invested in the development of skill and employment opportunities for TG populations along with projects such as Project Trans-formation and Forgotten Families.
3.	Maintaining Sustainability	It sustains itself by physically being involved with marginalized Transgender communities. They are centered on skills training, employment, and the positive People's and the Planet hits such as Project Trans-formation and Forgotten Families.
4.	Ensuring Accountability	Transgender communities are excluded from the dominant culture; therefore, it is accountable that it involves marginalized groups of people. This makes them dedicated to skill development training, specific job openings, and specific programs such as Project Trans-formation & Forgotten Families to be socially constructed and an environmental advantage.
5.	Building Transparency	Being one of the virtuous organizations, it offers all kinds of information about their work, collaboration, and effect. Reporting to stakeholders, putting out reports to the public, and asserting constant communication with the stakeholders they serve, these organizations have to operate with integrity when handling their stakeholders.
6.	Promoting Leadership	It promotes leadership since the alternative narrative is oriented towards disenfranchised trans people. They offer vocational training, employment assistance, and programs such as Project Trans-formation and Forgotten Families. By that, they make a good influence showing that they mentor to be a leader within the society.
7.	Visioning of creating social value	It anticipates generating social value by 'employing' excluded female-to-male transgender people. Projects such as Project Trans-formation and Forgotten Families are conducted to improve Employment readiness through other programs such as skill development and job placements that leave a positive influence on the whole leadership within the community.
II. Convening practices		
1.	Ensuring Productivity	This work claims to meaningfully interact with low-income, and particularly trans* communities. They partly rely on skill development and job placement and are dedicated to Project Trans-formation and Forgotten Families that help people and the earth.
2.	Building Capabilities	It creates more value by supporting learning organization culture, skill development, and partnership organization. In programs that include Project Trans-formation and Forgotten Families, they mobilize and support other marginalized trans people in a way that guarantees long-term success.
3.	Promoting Learning Culture	It creates a learning culture since it works directly with exploited transgender people. By doing so through Programs such as Project Trans-formation and Forgotten Families they can ensure they offer skill development and job placement thus guaranteeing more positive changes in the society.
4.	Developing an Informal Communication Process	It promotes an unstructured interaction process since it seeks to interact with marginalized transgenders. They foster communication and engagement, negotiation, and conflict resolution among their member. It fosters innovation, flexibility, and organizational culture at the place of work.

5.	Promoting Team-work	It encourages team work since the team members are known to understand and agree to work towards the set objectives. They understand that operational change best results from a collaborative process and that it is most successful when sustained.
III. Multivocality Practices		
1.	Promoting Networking/ word of mouth	It extensively encourages networking and word of mouth by providing a unique way of targeting marginalized Transgenders. The organisations partner with other NGO's and reach out to other beneficiaries to share their success stories and they rely on word of mouth. For instance, via Project Trans-formation and Forgotten Families, they cause a domino effect while building a supportive support system of their own.
2.	Ensuring a cooperative Participatory environment	This organization is headed by trans social activist Laxmi Narayan Tripathi ji and makes sure that everybody participates by providing decent employment for the trans-sexuals. There is a packaged drinking water division they have set for B2B category and run by community people having top most MNC support.
3.	Ensuring employing diversity	This institution employs and fosters candidates of color and those from the LGBTQ+ community like Transgenders. By doing so, they enable human capital to bring out the best of him/her by contributing his/her skills towards development of the organization thus enhancing the organizational culture.
4.	Promoting inclusive- decision making	It ensures people from all corners of the employer's establishment participate in deciding crucial matters. Because they value democracy as an important component of the group, they often encourage the sharing of ideas, and do a lot of listening and coming to agreements. But most importantly this liberates the employees and leads to sustainable and better decisions being made.
5.	Developing a less formal organizational structure	It supports the more relaxed organizational culture allowing free communication between employees, absence of numerous degrees of subordination and teamwork. Self-organizing empowers individuals, lets them think, adapt, and own responsibilities, making the process effective.

Source: Author's Creation

Analysis' Findings and Discussion

Exploratory Thematic Analysis captures those practices of social entrepreneurship aligned to the three themes of 'Framing, Convening, and Multivocality'. All the social enterprises in the case studies combine a passion for solving social problems and active practices of community inclusiveness coupled with sustainability and financial success in India. These business enterprises start with positioning their undertaking, and synchronizing business models with the mission. Initially, the 'framing' synchronizes their social value creation to the financial aspect of their operations to support sustainability and accountability (Qu et al., 2024; Oliver, 2023; Kuhn, 2012; Geib, 2017). These entities operate with the notion that achieving sustainable and multiple-value benefits for their main stakeholders is beneficial to everyone: staff, people in the community, beneficiaries, and regular partners (Corbin & Thomas, 2023; Habibi et al., 2017; Muthuri et al., 2012). It is then succeeded by 'convening' practices with a view of creating productive networks for capacity development and productivity. Lastly, 'Multivocality' plays a central role in ensuring that social enterprises remain inclusive and responsive to the needs of diverse stakeholders (Hajibayova, 2018; Knoop, 2020; Aggerholm et al. 2012). By embracing different voices in decision-making processes, social enterprises amplify their social impact and foster a sense of ownership among employees and communities. From the findings, Table 4.13, shows the tabular presentation of prevailing Social Entrepreneurship practices in India. Hence, to conclude the findings, each enterprise demonstrates unique yet converging strategies that highlight the role of social entrepreneurship as a transformative force for marginalized communities and society at large (Goldsmith, 2010; Vohra et al., 2015). Below is a summary of findings based on the insights from the provided case studies, addressing all 17 practices.

I. Framing Practices: Framing refers to how social enterprises identify, define, and structure their social issues, goals, and strategies (Fig 4.3) (Mowen & Mowen, 1986; Howard-Grenville & Hoffman, 2003; Høgevold & Svensson, 2016; Suthers et al., 2013; Qu et al., 2024).

- 1) ***Ensuring Strategic Planning*** - Most social enterprises like Amul and SELCO emphasize strategic planning that aligns business operations with social

missions, such as empowering marginalized communities (e.g., rural dairy farmers, and artisans) or providing clean energy access (Allen et al., 2014; Baffoe, 2013; Dutta & Patil, 2024; Badgett et al., 2021; Khalid & Vijayasingham, 2022).

- 2) ***Enhancing Profitability***- Enterprises like FabIndia and Aravind Eye Care maintain profitability through innovative business models (such as tiered pricing) without compromising their social mission (Willar, 2019; Kabeer & Natali, 2013; Armstrong et al., 2010; Kabeer, 2021).
- 3) ***Maintaining Sustainability***- A central practice across enterprises (e.g., SELCO, Mitticool) involves embedding sustainability into core operations by reducing environmental impacts and promoting the long-term viability of solutions like renewable energy and eco-friendly products (Vohra et al., 2015; Parizek & Evangelinos, 2021; Parizek, 2019).
- 4) ***Ensuring Accountability***- Accountability is ensured through transparency and responsible management. Social enterprises like Goonj and Sulabh International adopt transparent communication about finances and operations to maintain stakeholder trust (Irving, 2008; Khalid et al., 2022; Essers et al., 2023; Szyndlar & Wąsikiewicz-Firlej, 2019).
- 5) ***Building Transparency***- Organizations like Aravind Eye Care and SELCO maintain transparency in their financial records and social impact metrics, promoting trust among beneficiaries, investors, and communities (Tapscott & Ticoll, 2003; Errigo III, 2016; Essers et al., 2023; Pulcher, 2018; Spain et al., 2015).
- 6) ***Promoting Leadership***- Leadership is cultivated within organizations by empowering employees and beneficiaries to take ownership of their roles, as seen in Kineer Services and Jayaashree Industries (Warren, 2022; Fram & Cavallaro, 2024; Fassinger et al., 2010; Thomas, 2022).
- 7) ***Visioning of creating social value***- All case studies highlight the creation of social value as a central mission. For example, Amul focuses on farmer empowerment, while Kineer Services creates opportunities for transgender individuals through dignified employment (Perrini & Vurro, 2006; London &

Morfopoulos, 2009; Yousafzai et al., 2022; Kidd & McKenzie, 2014; Chatterjee, 2022; Fletcher et al., 2024).



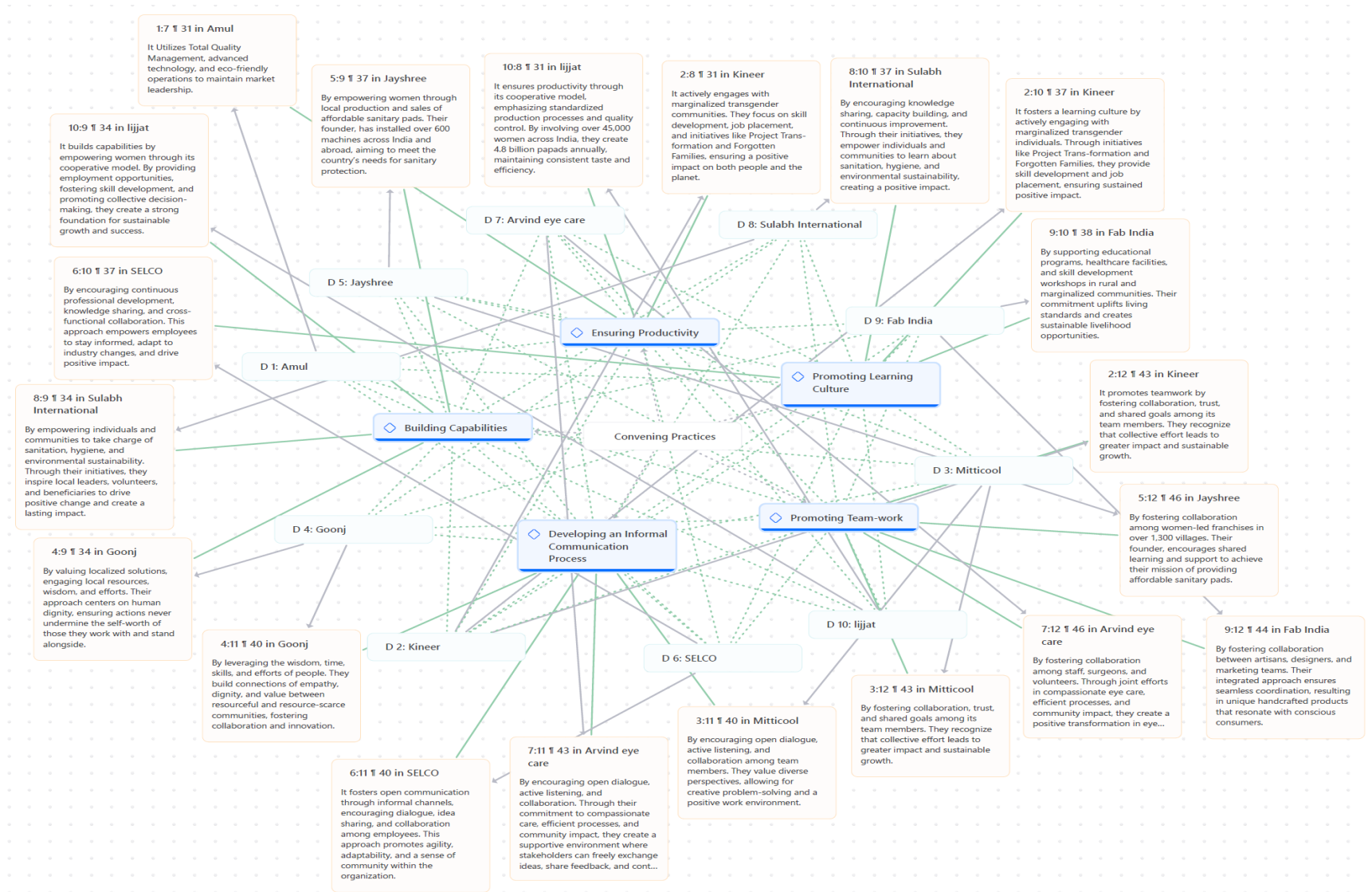
Fig 4.3 Social Entrepreneurship Practices under Framing construct
Source: Author's Creation (ATLAS.ti software)

II. Convening Practices: Convening practices describe how social enterprises bring together various stakeholders and communities to collaborate and achieve their goals (Fig 4.4) (Pettit & Pitingolo, 2016; Corbin & Thomas, 2023; Habibi et al., 2017; Muthuri et al., 2012).

- 1) ***Ensuring Productivity***- Efficiency is central to convening practices, as shown by Aravind Eye Care's assembly-line approach, enabling high productivity while maintaining service quality. SELCO also ensures productivity by providing tailored solar energy solutions (Guaracino & Salvato, 2017; Bornstein & Davis, 2010; Levin, 1999; Vohra et al., 2015; Bell et al., 2011).
- 2) ***Building Capabilities***- Social enterprises like Lijjat and FabIndia enhance capabilities by fostering skill development and providing resources for artisans and women, creating economic opportunities (Walters et al., 2020; Sayce, 1998; Stuart et al., 2011; National Academies of Sciences, Division of Behavioral, 2016).
- 3) ***Promoting Learning Culture***- A culture of continuous learning and capacity building is promoted in enterprises like FabIndia and Goonj, where employees and community members are offered workshops, educational programs, and skill development (Dutta & Patil, 2024; Fantappiè, 2022; Liu, 2023; Figueroa, 2022).
- 4) ***Developing Informal Communication Process*** - Organizations foster informal communication to promote innovation and collaboration, as seen in Kineer Services and Mitticool. They encourage open dialogue among teams and stakeholders, enhancing adaptability (Vohra et al. 2015; Zachariah & Nandini, 2023; McFadden, 2015; Ladwig, 2022; An, 2021; Willar, 2019; Eger, 2018).
- 5) ***Promoting Team-work***- Enterprises such as Aravind Eye Care and Goonj highlight the importance of teamwork, where collaboration across different levels ensures shared goals and collective achievements (Neumeyer, 2020;

Torres Valdés et al. 2019; Miller et al. 2002; McCarty Kilian et al. 2005; Mishra, 2021).

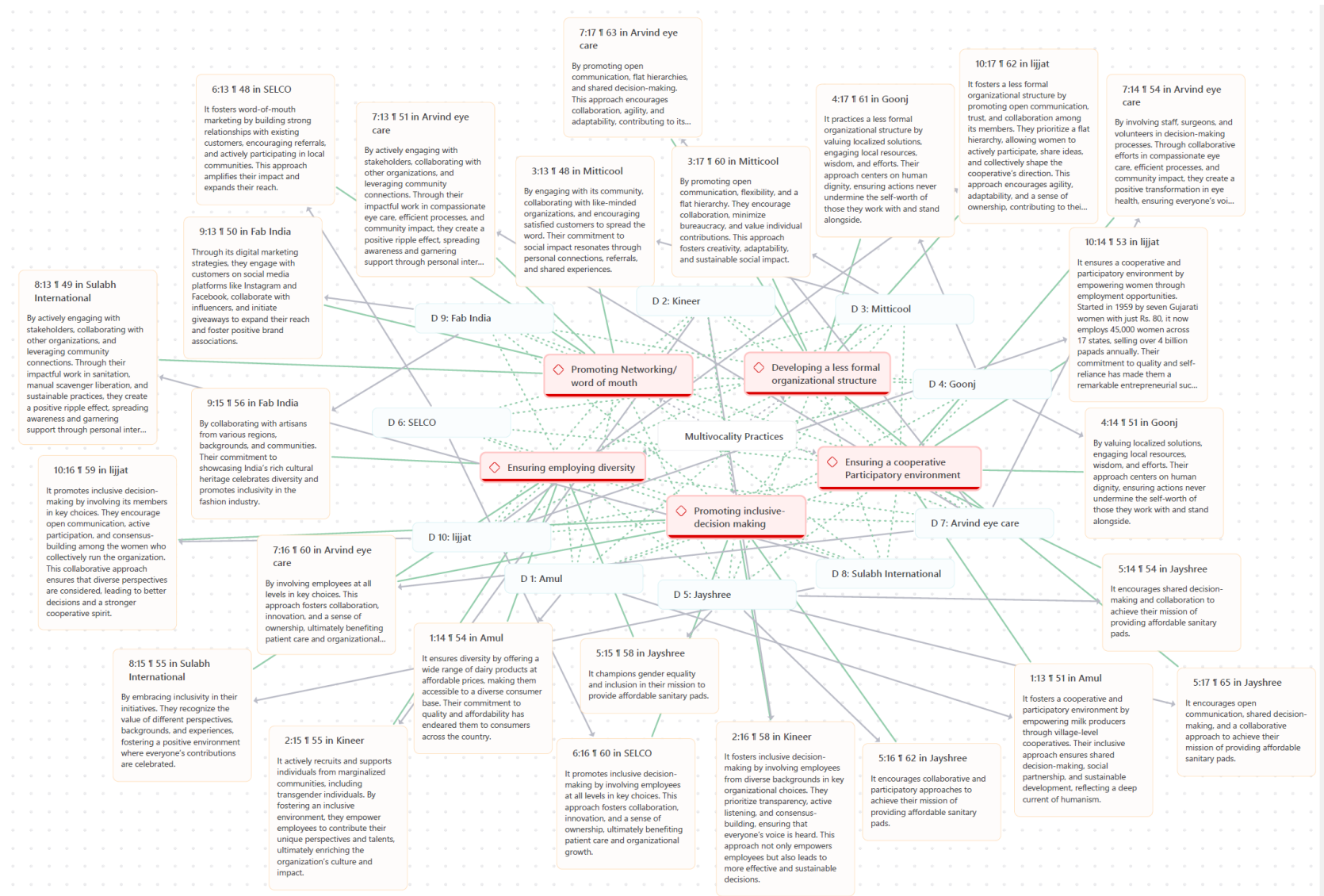
Fig 4.4 Social Entrepreneurship Practices under Convening construct
Source: Author's Creation (ATLAS.ti software)



III. Multivocality Practices: Multivocality refers to the inclusion of diverse voices and perspectives in decision- making and strategy formation within social enterprises (Fig 4.5) (Aggerholm et al. 2012; Alexandra Beauregard et al. 2018; Rudin et al. 2014; McNulty et al. 2018; Mehta, 2022).

- 1) ***Promoting Networking/Word of Mouth-*** Word- of- mouth marketing is a powerful tool for organizations like Amul and Lijjat, where customer satisfaction leads to organic promotion through communities (Fantappiè, 2022; Sender, 2002; Fulp, 2018; Narendran, 2022; Hoang & Oosterhoff, 2016; Gadgil et al., 2018; Preethi Sarah & Karthigai Prakasam, 2021; Dutta & Patil, 2024; Haimson et al., 2020).
- 2) ***Ensuring a co-operative Participatory environment-*** Inclusive environments are fostered by most enterprises, where stakeholders and employees participate in decision- making processes. For example, Goonj involves local communities in designing their own solutions (Kornginnaya, 2020; Sweeney & Bothwick, 2016; Ladwig, 2022; Pretty, 1995; Lepischak, 2004; Haimson et al., 2020).
- 3) ***Ensuring employing diversity-*** SELCO and Kineer Services actively ensure diversity in their workforce by hiring from marginalized communities and creating inclusive work environments (Vertovec, 2012; Pulcher et al., 2020; Iizuka & Costa, 2022; Ozturk & Tatli, 2016; Vohra et al., 2015).
- 4) ***Promoting inclusive-decision making-*** Organizations like Lijjat and FabIndia promote inclusive decision-making by involving employees and stakeholders from diverse backgrounds in shaping the enterprise's future (Frost & Kalman, 2016; Ozturk & Tatli, 2016; Priola et al., 2014; Blossom Harper, 2019; Noronha et al., 2022).
- 5) ***Developing a less-formal organizational structure-*** Many social enterprises, such as Kineer Services and Mitticool, adopt less formal organizational structures, promoting flat hierarchies and open communication, leading to agility and innovation (Rosé & Lund, 2013; Sequeria et al., 2018; Greer & Minnis, 2022; Molla & Shawlin, 2023).

Fig 4.5 Social Entrepreneurship Practices under Multivocality construct
Source: Author's Creation (ATLAS.ti software)



S. no	Social Enterprise's Name	FRAMING							CONVENING					MULTI-VOCALITY				
		Strategic Planning	Profitability	Sustainability	Accountability	Transparency	Leadership	The vision of social-value creation	Productivity	Capability Building	Learning Culture	Informal Communication Process	Team Working	Networking/word-of-mouth abilities	Cooperative, participatory environment	Less-formal organizational structure	Employing diversity	Inclusive-decision making
1	Amul (Anand et al. Limited)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	Lijjat	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	FabIndia	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	Sulabh International Social Service Organisation	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5	Aravind Eye Care System	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	SELCO Solar Pvt. Ltd.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	Jayaashree Industries	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
8	Goonj	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9	Mitticool	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
1	Kinneer Services Pvt. Ltd	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

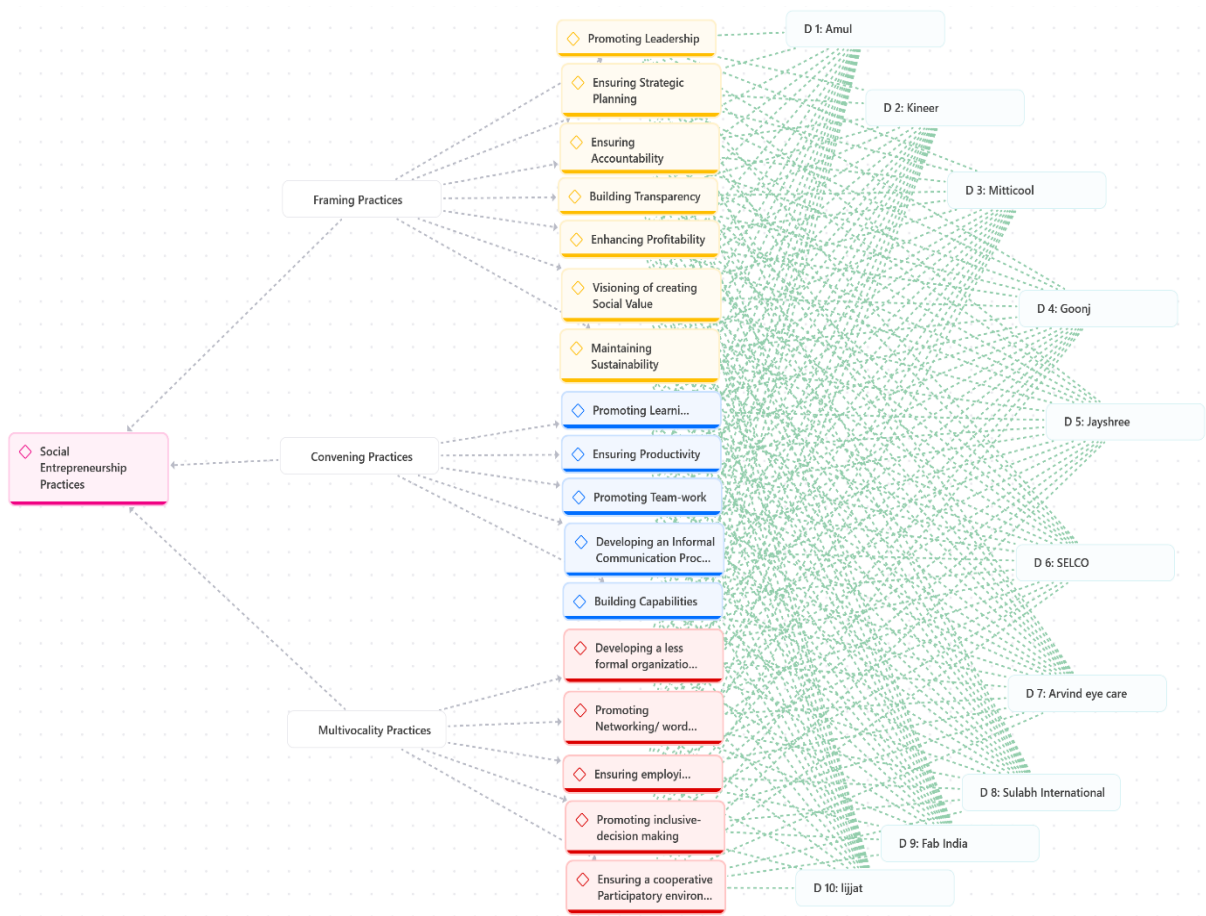


Fig 4.6 Social Entrepreneurship Practices prevailing in India
Source: Author's Creation (ATLAS.ti software)

Discussion & Conclusion: OBJECTIVE 1:

'TO EXPLORE THE VARIOUS SOCIAL ENTREPRENEURSHIP PRACTICES PREVAILING IN INDIA'

These case studies show that Indian social enterprises are not only coming up with new ways to solve social problems, but they are also changing the way businesses are run by putting sustainability, inclusion, and community service at the top of their list of priorities (Sender, 2005; D'amato et al., 2009). By looking closely at their work through the lenses of "Framing, Convening, and Multivocality," we can see that the future of social entrepreneurship lies in these methods that combine generating revenue with doing good for society (Fig 4.6) (Suchman 1995; Kimberly 2006). In India, social entrepreneurship

comes out as a powerful way to deal with long-lasting social problems while still making revenue. Problems like poverty, unemployment, and not having enough access to schooling, health care, clean water, and electricity are dealt with by these businesses (Kimbu & Ngoasong, 2016; Narendran, 2022). They put a lot of emphasis on strategy planning and making sure that business operations are in line with social missions (e.g., Amul, SELCO) (Badgett et al., 2021; Khalid & Vijayasingham, 2022). At the same time, they keep profitability and sustainability at the center (e.g., FabIndia, Mitticool). Through responsible management, these businesses (like Goonj and Aravind Eye Care) make sure that everyone is held accountable and that everything is clear (Essers et al., 2023; Vohra et al., 2015). Leaders and people with a passion for making the world a better place are encouraged (see Kineer Services and Amul) (Zachariah & Nandini, 2023; Vohra et al., 2015). productivity (e.g., Aravind), teamwork, skill-building, and informal communication (e.g., Goonj, Mitticool) are the main topics of convening practices (Bornstein & Davis, 2010; Levin, 1999; Vohra et al., 2015; Bell et al., 2011; Hafiz et al., 2022). Lastly, multivocality makes sure that there is diversity, that everyone has a say in decisions, and that people can network (e.g., Lijjat, SELCO) by using "less-formal structures" and "cooperative environments (Essers et al., 2023; Williamson et al., 2024; Vohra et al., 2015; Bruce & Packard, 2016)." Collectively, these practices give power to underrepresented groups, encourage new ideas, and make organizations stronger.

Three main points stand out from the results of these case studies. First, "Empowerment of Marginalized Communities." For example, "Kineer Services" gives transgender people respectable jobs, and "Lijjat" gives women across India more power (Díaz-Foncea & Marcuello, 2012; Narendran, 2022). These and other social enterprises create welcoming places where marginalized groups can grow socially and economically (Narendran, 2022; Abu-Saifan, 2012). Second, "Sustainability and Environmental Stewardship": Companies like Mitticool and SELCO support environmental sustainability by providing goods and services that lower their impact on the environment and help people who aren't getting enough help (Essers et al., 2023; Osunmuyiwa & Ahlborg, 2019; Pimpa, 2023). Third, "Scalability and Replicability." Companies like "Aravind Eye Care," "FabIndia," and "Amul" have shown that scalable business models can work with a strong social mission.

This can inspire other companies to copy and adapt these models across industries and locations Perrini & Vurro, 2006; London & Morfopoulos, 2009; Yousafzai et al., 2022; Kidd & McKenzie, 2014; Chatterjee, 2022.

Some of the most important social effects are that these businesses help disadvantaged people, lower inequality, and support long-term growth (Korsgaard & Anderson, 2011; Faludi, 2023; Ruebottom & Toubiana, 2021; McFadden, 2015; Sharma, 2024; Metcalf & Rolfe, 2011; Chakkunny & Sundara Raj, 2020; Badgett, 2014). In real life, their business models show how to balance making profits with doing good in the world. They teach us a lot about how to use resources wisely, give communities power, and make sure everyone has a say in how things are run (Díaz-Foncea & Marcuello, 2012; Narendran, 2022). As these models keep changing, they will have a big impact on the future of social entrepreneurship in India and around the world (Narendran, 2022). They will help create a new generation of businesses that care about both people and the environment (Hietschold et al., 2023). To make these businesses have a bigger effect, policymakers, investors, and other interested parties need to back them up with good policies, financial incentives, and programs that build their skills. More studies like this one will help us learn more about the best ways to be a social entrepreneur. This will open the door for new ideas that can solve new social problems in a way that is balanced between making money and helping people.

4.3 Application of Social Entrepreneurship Practices Among the Transgender Community in India

“Entrepreneurship has potential because it proves that it can’t work on Charity, empathy, or sympathy solely. It is based on capabilities, skills, and potential... only then any business venture can survive. So, it’s an opportunity for the trans community to show their potential before the world.”

-Aman, owner of CHISSA Foods, Delhi

For this study, data has been collected from Transgender entrepreneurs as well as Transgender Employees working under them to gain more insightful knowledge about social entrepreneurship and its role in community empowerment. In this Chapter, all the information regarding Transgender entrepreneurs, their enterprises, and Transgender

employees is discussed in detail and data analysis and results are presented. Also, the Objective wise results of the analysis are discussed in length. This chapter is focused on exploring the on-ground reality regarding the existence of Transgender Social Enterprises in India.

To assess the application of social entrepreneurship practices in the transgender community in India, firstly information is gathered about how transgender entrepreneurs and transgender employees are operating their work. Here, data is collected, starting from their demographics and then about their working culture to know how social entrepreneurship is being practiced among them. Secondly, the analysis is presented in a step-by-step manner starting from informing about Transgender entrepreneurs, which includes all the details about them and their enterprises like, their educational qualifications, nature and field of enterprise, the investment made, social mission and their contribution towards community. Lastly, all the details of transgender employees are also presented which highlights their employment leading to their empowerment as a whole.

Also, National Human Rights Commission, in collaboration with a research organisation Kerala Development Society (KDS) conducted a research study in 2018, to study the overall profile of Transgender encompassing important socio-economic variables, like age, caste, religion, education, employment, income, etc. The sample size was 900 transgender individuals. The mixed method study includes both primary and secondary sources of data. The data was collected from four districts of two states namely Uttar Pradesh (Mathura & Bijnore) and Delhi (East Delhi & Shahdara) through Purposive Sampling Technique and results were presented using descriptive statistics. This study provides the grounds to present demographic information for the research study and facilitates the findings and results.

Respondent 2: *“Parents should provide every possible support to their Children’s because when they face abuse from family, trans children become more vulnerable to the ills of Society. So, Parent’s protection should be there. When Trans child gets abandoned by parents, then its most probable they left with no option but to join Hijra Culture! Hijra Culture is a Vicious circle from which there is no way out.”*

Respondent 17: *“Regarding entrepreneurship we can say that as we want acceptance, we are looking for it and we need something for ourselves. So, ultimately, we think that we*

will not be going to depend on someone else. We want to become independent. So, it's a kind of Survival instincts which kickstarts and make us do the things like entrepreneurship which mainly focus on skills and will power."

Box. 4.1. Case study: Acceptance and support from parents are need of the hour for every trans child

Kevin, a transman from Haryana, is an inspiring story of how acceptance and support from parents can change the lives of transgenders. When Kevin was growing up in a conservative state, he was troubled by anxiety, depression, and internal conflict for years, unable to tell his parents about his gender identity. He only shared it with them after he graduated; it was a new period in his life, after which he no longer suffered any psychological issues. Not only they accepted him but also supported him with pride through his surgeries and his business endeavors as an entrepreneur. This support enabled Kevin to concentrate the saving in a mobile accessory distributing business; the boy became independent and was committed to the employment of the transgender. It is very important for the trans people to get the support of their families so that they can lead a normal life and free themselves from the prejudice of society and motivate others to be who they are confidently.

4.3.1 Demographic Information: Transgender Entrepreneurs

1) Transgender Entrepreneurs: State & Union Territories

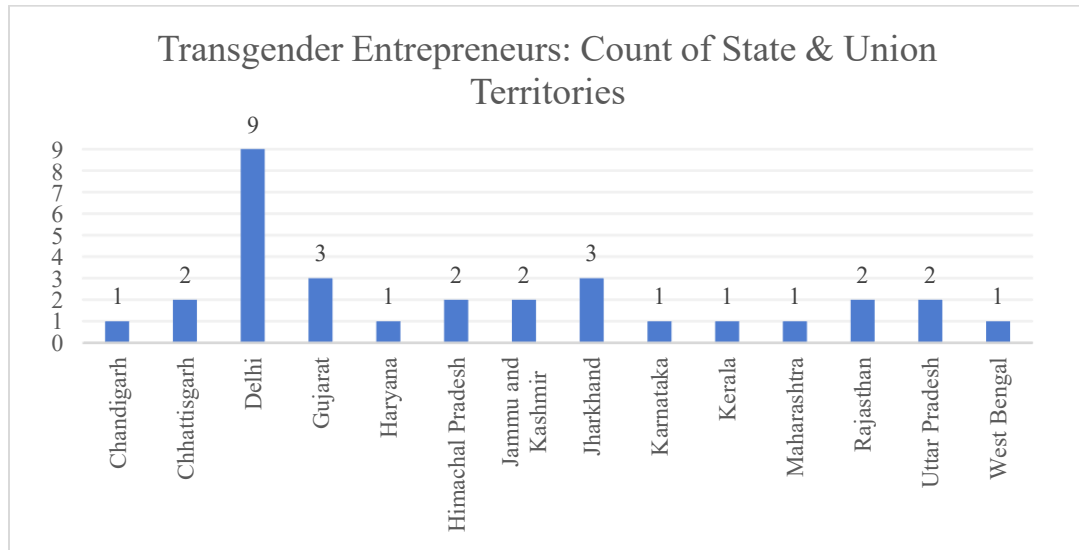


Fig 4.7 Transgender Entrepreneurs: State & Union Territories

Table 4.14 Transgender Entrepreneurs: State & Union Territories	
States	Count of State & Union Territories
Chandigarh	1
Chhattisgarh	2
Delhi	9
Gujarat	3
Haryana	1
Himachal Pradesh	2
Jammu and Kashmir	2
Jharkhand	3
Karnataka	1
Kerala	1
Maharashtra	1
Rajasthan	2
Uttar Pradesh	2
West Bengal	1
Grand Total	31

According to Census 2011, it was found that the overall population of transgender is 4,87,803 and the state-wise distribution of transgender in India, with UP having most of the transgender population 1,37,465 and Lakshadweep having only 2 transgenders. Transgender population is very high in the states like Uttar Pradesh (28.18%), Andhra Pradesh (8.97%), Bihar (8.37%), West Bengal (6.22%) and Tamil Nadu (4.58%). The analysis of transgender entrepreneurs from various states and union territories in India reveals a diverse yet uneven distribution (Table 4.14), reflecting the socioeconomic and demographic trends of the transgender community with Delhi leading with 9 entrepreneurs (around 29% of the total sample of 31 individuals), benefiting from better access to resources and support networks (NHRC, 2018; Dutta & Patil, 2024). In contrast, the data collected from transgender entrepreneurs in India, Gujarat and Jharkhand each have 3 entrepreneurs (around 10%), while states like Chhattisgarh, Himachal Pradesh, Jammu and Kashmir, Rajasthan, and Uttar Pradesh contribute 2 each (about 6.5% per state). The least representation comes from Chandigarh, Haryana, Karnataka, Kerala, Maharashtra, and West Bengal, each with only 1 entrepreneur (approximately 3%) (Fig 4.7). This distribution highlights the challenges transgender individuals face in accessing entrepreneurial opportunities, particularly in less-represented states, largely due to discrimination and socio-economic exclusion (NHRC, 2018; Preethi Sarah & Karthaigai Prakasam, 2021). The need for more inclusive policies and support systems is critical for fostering

entrepreneurship among the transgender community across different regions in India (NHRC, 2021; Chakkunny & Raj T, 2020).

2) Transgender Entrepreneurs: Age

Table 4.15 Transgender Entrepreneurs: Age	
Age	Numbers
20-30	10
30-40	16
40-50	5
Grand Total	31

According to NHRC (2018), The age distribution data of transgender persons reveals several key insights. A significant portion of transgender individuals are young, with around 47% falling within the 21-40 years age group. Specifically, 10.56% are aged 15-20 years, 6.56% are 20-25 years, and 13% are 26-30 years. The largest age group is 31-35 years, comprising 18% of the population. Additionally, 9% are aged 35-40 years, 14.56% are 41-45 years, 13.56% are 46-50 years, 7.88% are 51-55 years, and 6.88% are above 55 years. Notably, there is little variation in the age pattern of transgender persons between Uttar Pradesh (UP) and Delhi. These insights are valuable for understanding the demographic distribution and can aid in planning targeted support services or policies for transgender communities in these regions. Aligning this with the data collected from transgender entrepreneurs in India, we see that out of 31 individuals actively engaged in social entrepreneurship (Table 4.15), 10 entrepreneurs (32.26%) are in the 20-30 years age group. The majority, 16 entrepreneurs (51.61%), fall within the 30-40 years age bracket, and the remaining 5 entrepreneurs (16.13%) are aged between 40-50 years. This distribution highlights a significant concentration of transgender social entrepreneurs in the 30-40 age group, suggesting that individuals in this age range are more likely to engage in entrepreneurial activities aimed at empowerment within the transgender community in India. This underscores the critical role that entrepreneurship plays in fostering economic empowerment within the transgender community (NHRC, 2018).

3) Transgender Entrepreneurs: Caste

Table 4.16 Transgender Entrepreneurs: Caste	
Caste	Numbers
General	21
OBC	3
SC	2
ST	5
Grand Total	31

According to the 2011 Census of India, the transgender population has a diverse socio-economic backdrop that often influences their access to resources and opportunities. About Scheduled Tribe transgender population, Madhya Pradesh (15.80%), Orissa (13.68%), Jharkhand (11.22%), Maharashtra (10.60%) and Andhra Pradesh (9.69%) these states are leading in Schedule Caste Transgender population. States like Uttar Pradesh (33.50%), West Bengal (8.21%), Bihar (7.99%), and Andhra Pradesh (7.90%) are extremely highly populated by Scheduled Caste transgender (Naik, 2019). The analysis of caste distribution among 31 transgender social entrepreneurs in India (Table 4.16) reveals that the majority, 21 individuals, belong to the General category, constituting approximately 67.74% of the total. Entrepreneurs from the Other Backward Classes (OBC) are 3 in number, representing about 9.68%. Those from the Scheduled Castes (SC) total 2, accounting for 6.45%, while 5 entrepreneurs belong to the Scheduled Tribes (ST), making up 16.13% of the sample. From the same data, one can conclude a large number of respondents from the General category and representatives of the ST category among the transgender social entrepreneurs, which indicates different caste origins of people who want to engage in social business in India, which in the context of insufficient targeted support for the development of business initiatives, especially in vulnerable populations, requires targeted support measures to establish a decent level of economic activity and inclusion in the craft and labor market (NHRC, 2018; Mair et al., 2012; Wallace, 1999).

4) Transgender Entrepreneurs: Religion

Table 4.17 Transgender Entrepreneurs: Religion	
Religion	Numbers
Christian	4
Hindu	18

Muslim	7
Sikh	2
Grand Total	31

Report by NHRC (2018) revealed the religious categorization of Transgender persons in Delhi and Uttar Pradesh, out of 100 persons, 90.68% were Hindus in Delhi and 87.1% in UP. Also, 8.44% of the respondents in Delhi and 12% of the respondents in UP belong to the Muslim community and, only 0.22% are Christian and 0.67% from other religious groups. In line with this religious breakdown (Table 4.17), among 31 transgender social entrepreneurial exist in India; primarily, 18 of which are Hindu constituting 58.06% of the total respondents. There are 7 Muslim entrepreneurs, representing 22.58%, and 4 Christian entrepreneurs, accounting for 12.90%. Additionally, 2 individuals identify as Sikh, constituting 6.45% of the sample. This data highlights a diverse religious background among transgender entrepreneurs, with a predominant representation of Hindus, followed by Muslims, indicating that social entrepreneurship within the transgender community spans various religious affiliations in India.

5) Transgender Entrepreneurs: Marital Status

Table 4.18 Transgender Entrepreneurs: Marital Status	
Marital Status	Numbers
Married	3
Unmarried	28
Grand Total	31

India decriminalized homosexuality in 2018, but same-sex marriages are still not recognized. In 2024, All five judges of Supreme Court in the Constitution bench agreed that transgender people in heterosexual relationships enjoyed the right to marry under existing laws governing marital unions, including personal laws. “Transgender persons in heterosexual relationships have the right to marry under existing law including personal laws which regulate marriage. Intersex persons who identify as either male or female have the right to marry under existing law including personal laws which regulate marriage,” said Chief Justice of India (CJI) Dhananjaya Y Chandrachud.

The marital status of the 31 transgender social entrepreneurs in India (Table 4.18) reveals that the vast majority, 28 individuals, are unmarried, accounting for approximately 90.32% of the total. Only 3 entrepreneurs are married, representing 9.68% of the sample. This data suggests that a significant proportion of transgender social entrepreneurs in India are unmarried, indicating potential social or personal factors influencing their marital status (Fletcher, Incretin, & Essers, 2024).

6) Transgender Entrepreneurs: Identity card

Table 4.19 Transgender Entrepreneurs: Identity Card. (Multi response question)	
ID Card	Count
Aadhaar card	30
PAN card	28
Voter ID	24
Transgender ID	19
Transgender certificate	16

As per the NHRC report 2018, only 16.6% of transgender individuals across India had an Aadhaar card, while just 1.6% possessed a PAN card. Similarly, voter ID card possession was 15.4%. The ID card possession of the 31 transgender social entrepreneurs in India reveals that out of the total respondents (Table 4.19), 30 individuals (96.77%) possess an Aadhaar card, making it the most common form of identification. PAN card holders are close behind, with 28 respondents (90.32%) having one. Voter ID cards are held by 24 respondents, representing 77.41% of the group. Transgender-specific identification shows a significant presence, with 19 respondents (61.29%) holding a Transgender ID, while 16 respondents (51.61%) possess a Transgender certificate. These percentages suggest a high usage of general ID cards which are Aadhaar and PAN cards and also you see around 7% of the total had some form of Trans documents showing that they do aware that they have legal IDs. This growth has increased the awareness about legal identification and the success of government activities like the National Portal for Transgender Persons where more than 14000 transgender certificates & IDs have been issued.

Respondent 14: *“I have got transgender card. As per my experience, government officials are not sensitized in dealing with transgender. People are still afraid of us. But now many police officials and collectors are very Trans friendly. They listen us, understand us and support us in every possible way.”*

7) Transgender Entrepreneurs: Educational Qualification

Table 4.20 Transgender Entrepreneurs: Educational Qualification	
Educational Qualification	Number
High-school (10th)	1
Senior-secondary (12th)	5
Graduate	14
Graduate, Technical Diploma/Degree	1
Post-graduate	9
Post-graduate, Technical Diploma/Degree	1
Grand Total	31

As per the NHRC Study (2018), nearly 62% Transgenders have experienced severe barriers to Education mostly leads to low educational achievements and restricted chance to get opportunities. This research study analyses the educational attainment of thirty-one Transgender social entrepreneurs in India; this country shows that there is a diverse performance in terms of the level of education attained. From the above results (Table 4.20), it was found that 14 of the total 31 entrepreneurs are graduates and hence graduates make up about 45.22% of the total. Nine individuals have attained post-graduate degrees, accounting for 29.07%. One entrepreneur has completed high school (10th) education (3.23%) while, five entrepreneurs have completed their senior-secondary (12th) education (16.13%). One individual hold both a graduate degree and a technical diploma/degree (3.23%). Lastly, one individual has completed post-graduate degree and a technical diploma/degree (3.23%). This diverse educational background underscores the varying levels of formal education among transgender entrepreneurs, highlighting the presence of both highly educated individuals and those with foundational education. This analysis indicates that despite these challenges, a considerable number of transgender entrepreneurs have pursued higher education, which likely contributes to their capacity for innovation and engagement in social entrepreneurship, underscoring the importance of educational support systems to further empower the transgender community in India (*Right of Children to Free and Compulsory Education Act, 2009, 2024; Ganguli, 2023*).

Respondent 9: “Every transgender is very talented but most of them are uneducated. Trans entrepreneurship is having a wider scope for uneducated trans community.”

Respondent FGH: Message to young transgenders- “Jo nayi generation hai transgenders ki main unse yahi kehana chahti hun ki aap please apne education par focus kijiye aur apna ghar na choriye aur apna career se divert mat hoiye... kyunki koi bhi ma-baap ko achcha nahin lagega ki unka baccha ghar-ghar jakar tali peethe to isliye unsub bacchon se yahi kehana chahti hun ki apne ghar mein hi apne padhaai puri kijiye, apne parents ko samjhane ki koshish kijiye, apni education puri kijiye kyunki ek bar jab aap apne pairon per khade ho jaiyenge to aap apni life ke decisions lene ki kabiliyat rakhenge aur tab aapke parents aapko easily accept kar payenge aur jayada problem nahin aaiyegi kyunki aajkal ladki, ladka aur trans... sab ek barabar hain.”

8) Transgender Entrepreneurs: Occupation before starting the entrepreneurship venture

Table 4.21 Transgender Entrepreneurs: Occupation before starting the entrepreneurship venture. (Multi response question)	
Occupation	Count
Advocacy and Activism	19
Worked in NGOs	19
Worked in Private Institutions	30
Performed Hijra community roles	21
Performed Arts at events (dance, music, drama, etc.)	26
Begging & sex-work	5

Among the respondents (Table 4.21), 19 individuals (61.29%) have been involved in advocacy and activism, while an equal number have worked in NGOs (61.29%). The largest group, 30 individuals (96.77%), have worked in private institutions. A significant portion, 21 respondents (67.74%), have performed hijra community roles, while 26 individuals (83.87%) have participated in arts events like dance, music, and drama. A smaller group, 5 respondents (16.13%), have been involved in begging and sex work. This shows a diverse range of occupations, with the majority having experience in private institutions and performing arts. This aligns with the broader findings of the NHRC (2018), only 6% of transgender people are employed, primarily in the private or NGO sector, with none employed in the government sector. The majority are engaged in informal sectors, with 24.44% involved in activities like badhai, blessings, singing, and dancing. Additionally, 4.56% are sex workers, 10.44% are engaged in begging, and 13.11% are involved in sales of food items, fruits, vegetables, flowers, and clothes. Another 4.56% are engaged in miscellaneous work, including domestic help. reflecting a marginalization that limits access to formal employment opportunities. This comparative analysis underscores

the persistence of structural barriers, pushing most transgender individuals into informal, culturally specific, or survival-driven occupations.

9) Familiarity with the business field

Table 4.22 Familiarity with the business field		
Questions Asked	Yes	No
Have you taken any prior managerial, business, or entrepreneurship-related training?	20	11

The familiarity with the background of the business field of transgender entrepreneurs (Table 4.22) demonstrates a strong base of knowledge through prior training as, 20 entrepreneurs (64.52%) have taken prior managerial, business, or entrepreneurship-related training, while 11 (35.48%) have not. This data highlights that a significant portion of transgender entrepreneurs have accessed training relevant to their entrepreneurial endeavors. Hence, the presence of formal training among these entrepreneurs suggests that targeted support programs are effectively empowering members of the transgender community (Welfare of transgender persons in India: a slew of measures by the central government in last three years, 2022). The availability of entrepreneurship training can equip them with essential skills and knowledge, enhancing their ability to establish and sustain their businesses (Godrej, 2018; A Framework for Transgender-inclusive India, 2023). According to the NHRC Report (2021) titled ‘Transgender Inclusivity: A reality check’ ‘There should be a constant capacity-building drive. They can be a young workforce if trained properly, highlighting the need and significance of prior managerial, business, or entrepreneurship-related training among the transgender community.

Respondent 18: *“My family background is from the business so I have the knowledge about how to deal with customers & suppliers, and how to calculate margins.”*

10) Transgender Entrepreneurs: Social Mission

Table 4.23 Transgender Entrepreneurs: Social Mission (Multi response question)	
Social Mission of Enterprise	Count
Economic growth and development	30
Empowerment	24
Social-Inclusion	17
Education	10
Healthcare	13
Political & Civic Participation	19

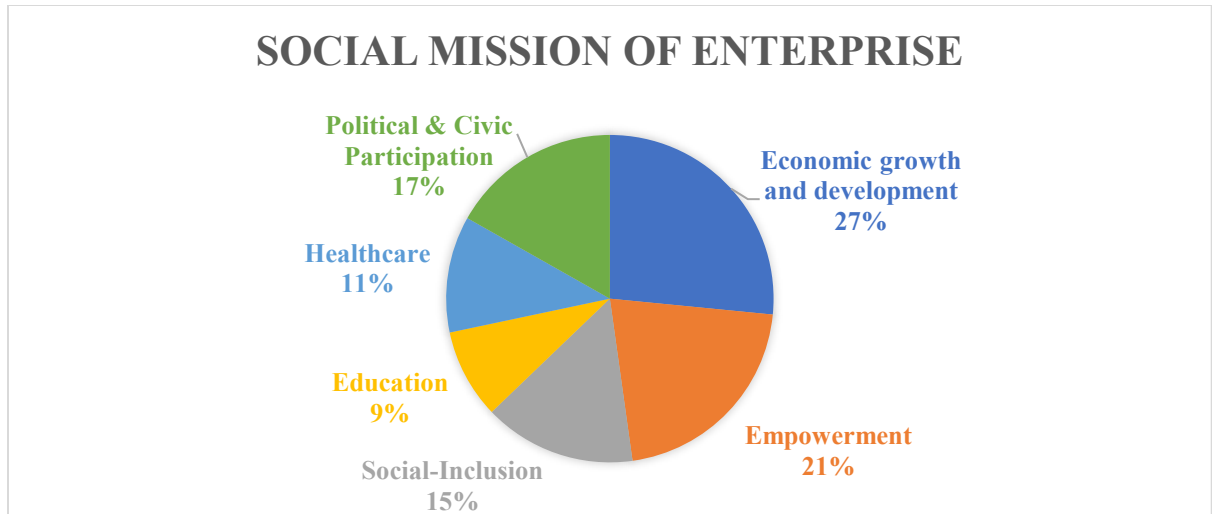


Fig 4.8 Social Mission of Enterprise

The social missions of the enterprises show a strong emphasis on various aspects of community development (Table 4.23). A total of 30 respondents (96.77%) identified economic growth and development as a primary mission, indicating a significant focus on enhancing financial stability within the community. Empowerment follows closely with 24 respondents (77.42%), highlighting the importance of enabling individuals to achieve their full potential. Recategorization was mentioned by 17 participants (54.84%), indicating the importance of the accommodation of stigmatized populations. Ten (10) of the respondents mentioned education as a priority most likely due to issues of education and 13 (13) out of the respondents mentioned health care most probably because of basic needs of health. Finally, political and civic participation was mentioned by 19 respondents (61.29%) aware of the significance of educated society's engagement in the social problem (Fig 4.8). In summary, these findings show a methodical way of enriching the full potential in establishing trans-population wellbeing (Dees J. G., 2001). This distribution shows that social entrepreneurship is not solely a source of economic returns, but also a system of empowered health care, education, and active citizenship in pursuit of inclusion and community development (Handy, 1997; Zahra et al., 2009; Wallace, 1999).

Respondent 7: *“The main challenge before community members is that a very smaller number of people are educated who might anyhow get a job and secure future, but at present majority of transgenders in India are uneducated due to which they can't get jobs*

and their future is not secure on which health care issues like HIV AIDS add more burden on their living. So, at present, we should work on their skill building like communication skills, English speaking skills, decision-making skills, competency, etc., through which they can get a stable source of income based on their capabilities.”

Respondent 16: *“Workplace harassment is very pervasive transgender children who were placed in reputed companies like Amazon, Flipkart, and Call Centres quit their jobs within a week or month because they are Harassed at workplaces. Many of them come to me and say they don’t want to work outside because they face sexual abuse and harassment and they want to start their own business. These children have taken the initiatives of soap making. My transgender children motivated me and showed immense interest and will to set up and run our own business where they will feel safe and protected at the workplace.”*

Respondent 16: *“During covid-19 there were no-one for transgenders because we have left our homes in our childhood. So, pandemic has given us a lesson that we need to stand on our own feets, we need to have stable Source of income. Badhai is our ethnic profession which can’t be end but begging and sex work needs to be end. after all, Kitne Dino Tak Hamare Kinnar bacche bheekh Mangenge ya, sex-work Kareng, unko bhi equal jobs opportunities Milani chahiye.”*

Respondent 18: *“During coronavirus, I realised that earning through begging and sex work is not a solution for our miserable life, So I decided to do something for my living so that I will not be going to depend solely on begging.”*

* About Transgender Enterprises

1) Year of establishment

The prominence of self-made transgender businesses has slowly risen over these years which is a sign of more independence granted to the community and more chances to start own businesses. Among the 31 businesses (Table 4.24), 1 is two years old (3.2%) and the numbers are have risen in the subsequent years. Three (9.7%) were opened by 2011; one (3.2%) in 2012 and two (6.5%) in both 2013 and 2014. The %s were even higher in 2016 and 2017 with 4 (12.9%) and 5 (16.1%) enterprises founded during each of these years. The highest yearly incidence was recorded in 2018 where 7 (22.6%) to involves showing a high level of business formation by entrepreneurs. This momentum slightly slowed in 2019 with 3 enterprises (9.7%) and dipped to 1 in 2020 (3.2%), potentially due to the global pandemic. The data reveals a growing trend of transgender entrepreneurship over the last

decade, driven by increasing opportunities and support for the transgender community in India (*A Kolkata Venture is Challenging Transphobia Through Handicrafts*, 2017; *Ramjas College students help transgender people open beauty parlor for all*, 2024; *Home. connecting-dreams*, n.d.). The increase in businesses founded during this period highlights not only the resilience of the transgender community but also the importance of sustained efforts in promoting economic independence and inclusivity through entrepreneurship (LGBT+ Entrepreneurship and Supplier Diversity in India Ecosystem and the Way Forward, n.d.; *Home. Pride Circle*, 2024; LGBT+ Entrepreneurship and Supplier Diversity in India Ecosystem and the Way Forward, n.d.; *Satrangi Bazar*, Hosted by Queerkala – *Retropoplifestyle*, 2024).

Respondent 18: “When we talk about business then we can say that it is not associated with a particular Gender and anybody can do it, as it solely grows on the principles of quality and hard work and not on sympathy.”

Table 4.24 Year of establishment	
Year	Count of Years of Establishment
2010	1
2011	3
2012	1
2013	2
2014	2
2015	2
2016	4
2017	5
2018	7
2019	3
2020	1
Grand Total	31

2) Activity Performed/ Field of enterprise

Table 4.25 Activity Performed/ Field of Enterprise				
Field	Frequency	Percent	Valid Percent	Cumulative Percent
Agriculture	4	12.9	12.9	12.9
Handicrafts	3	9.6	9.7	22.6
Interior Designing	1	3.2	3.2	25.8
Clothing Boutique (shop)	3	9.6	9.7	35.5
Tailoring (sewing & stitching)	4	12.9	12.9	48.4
Fashion & Beauty (parlor)	6	19.3	19.4	67.8

Food industry	9	29.0	29.0	96.8
Weaving	1	3.2	3.2	100.0
Total	31	100.0	100.0	

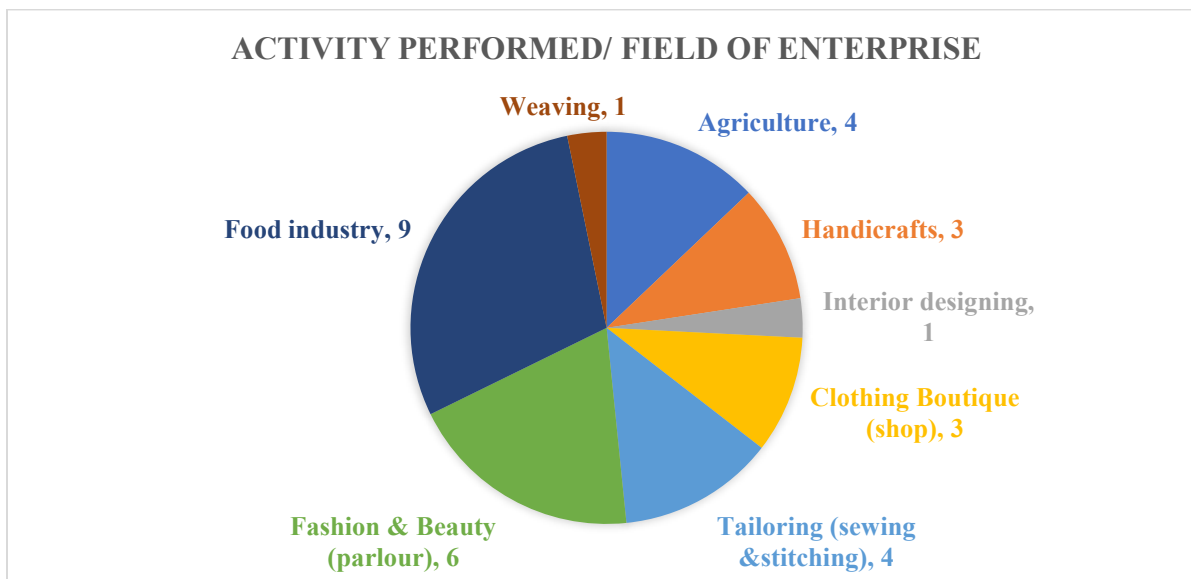


Fig 4.9 Activity Performed/ Field of Enterprise

The breakdown of the respondents according to their field of business shows that the activities of transgender individuals cut across many fields (Table 4.25), but the food industry is the most dominant taking 29% of the total respondents. Next is fashion and beauty that embraces 19.3% of entrants, which also suggests a desire to be creative and to express individuality. Agriculture and tailoring, each contributing 12.9% are traditional callings characterized by steady income and skills. Handicrafts and clothing boutiques each attract 9.6% of the entrepreneurs, mainly those with creative talents and a flair for fashion. Two per cent for interior designing and 3.2% for weaving reflects the fact that these are contained industries with prospects of expansion. Penned in the data is the conclusion that the transgender people can engage in any kind of business according to their skills, interests and desires contributing to the economy. Therefore, targeting and supporting such entrepreneurs by using special interventions can improve their business performance and results (Fig 4.9). The data is compatible with various fields of works. In the NHRC Study conducted in 2018 about the transgenders 3.22% were beautician, 3.44% were doing tailoring and 13.11% were in the business of selling food items, fruits & vegetables, flowers

& cloths etc., thus arising out of different fields of work involvement. Capitalizing such performers through these labeled approaches can also improve business performance and public profile in India, which can lead towards economic sustainability and raising the visibility of the Transgender population in the country (Aquino et al., 2018; Rissel, 1994; Rodwell, 1996). Apart from diversifying entrepreneurial engagement, such efforts also signify the importance of formulating policies that support certain creativity and skills development for transgender people in entrepreneurship activities (NHRC, 2018; NHRC, 2021; Eyal & Kark, 2004; Suddaby et al., 2015).

3) Nature of Enterprise

An assessment of the enterprises of 31 transgender social entrepreneurs in India (Table 4.26) reveals that most of them prefer sole ownership of their enterprises. Of the total, 23 are single enterprises, thus constituting about 74.19 percent of the sample. Out of the 29 enterprises, 5 are partnerships accounting for 16, 13%, and 3 are owned by the community members or SHGs, representing 9, 68%. According to this data, most of the transgender social entrepreneurs are interested in operating individual ventures, although there is a smaller segment interested in group or collaborative business models (Fig 4.10). This data shows that most of the Transgender SEs like to operate their social businesses single-handedly, expecting freedom and independence over business activities as the need of the hour (Little, 1991; Holec, 1985). But partnership and group-owned businesses indicate the possibility of collaboration with the same community as a way of gaining leverage since the Base of the Pyramid is all about sharing resources and supporting a community (Alvord, et al., 2004; Mair and Marti, 2006; Peredo and McLean, 2006).

Table 4.26 Nature of Enterprise	
Nature of Enterprise	Number
Owned by a group of community members/SHGs	3
Partnership	5
Sole	23
Grand Total	31

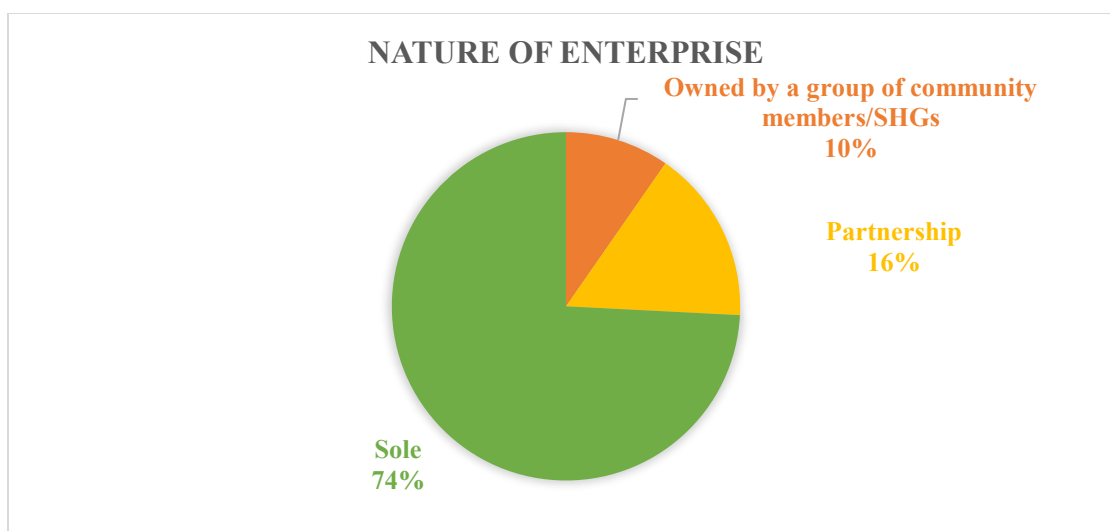


Fig 4.10 Nature of Enterprise

4) Enterprise registration status

This study found that, from the registration status of various enterprises led by the transgender has indicated that many of them have registered (Table 4.27). Among 31 businesses, 29 are fully registered (93.5%) and 2 (6.5%) businesses are partially registered. This is an indicator that many of them are keen on seeking formalization on their businesses with a percentage having not fully registered. Legalization of enterprises also confirms the struggle of transgender business people, as well as ensures them greater acceptance in the market (Chakkunny & Raj T, 2020; Khalid et al., 2022; Badgett et al., 2019).

Table 4.27 Enterprise registration status	
Registration Status	Numbers
Registered	29
Under-process of registration	2
Grand Total	31

Respondent 12: *“My business is under the process of registration.”*

Respondent 7: *“I have registered business. Also, I have an FSSAI license, MSME license, and vendor license.”*

Respondent 16: *“When we have seen sustainability in our business, we decided to register our business and we are running our business smoothly.”*

Respondent 18: *“I have registered my business as ‘Simran Arts and Crafts’.”*

Box 4.2. Case study: Significance of Registered Business

Aman, a transgender entrepreneur from Delhi, exemplifies the transformative power of registered businesses within marginalized communities. Through his venture, Chissa Foods, which embodies the community spirit with its name meaning "beautiful" or "wonderful," Aman has established a self-employment initiative that not only fosters economic independence but also creates a safe and supportive environment for his fellow community members. The importance of operating a registered business is evident in his ability to secure vital licenses, such as the FSSAI and MSME, and receive funding from organizations like the Mitra Trust and Connecting Dream Foundation. These elements not only enhance the legitimacy of his enterprise but also open doors for collaboration and support. Despite challenges, including societal stigma and bureaucratic hurdles, Aman's registered business serves as a beacon of hope, showcasing the potential for entrepreneurial success in the transgender community. By prioritizing employment opportunities for fellow transgender individuals and emphasizing the need for societal awareness, Aman demonstrates that entrepreneurship is a pathway to empowerment, dignity, and community visibility.

5) Innovative/new feature of enterprise

Table 4.28 Innovative/new feature of the enterprise (Response question)	
Innovative/New Feature of Enterprise	Count
Creating a dignified & safe working environment for transgenders	26
Promoting training and skills within transgender community members	28
Working towards transgender community's growth and development	28
Hiring Transgenders	20
Self-employment	10

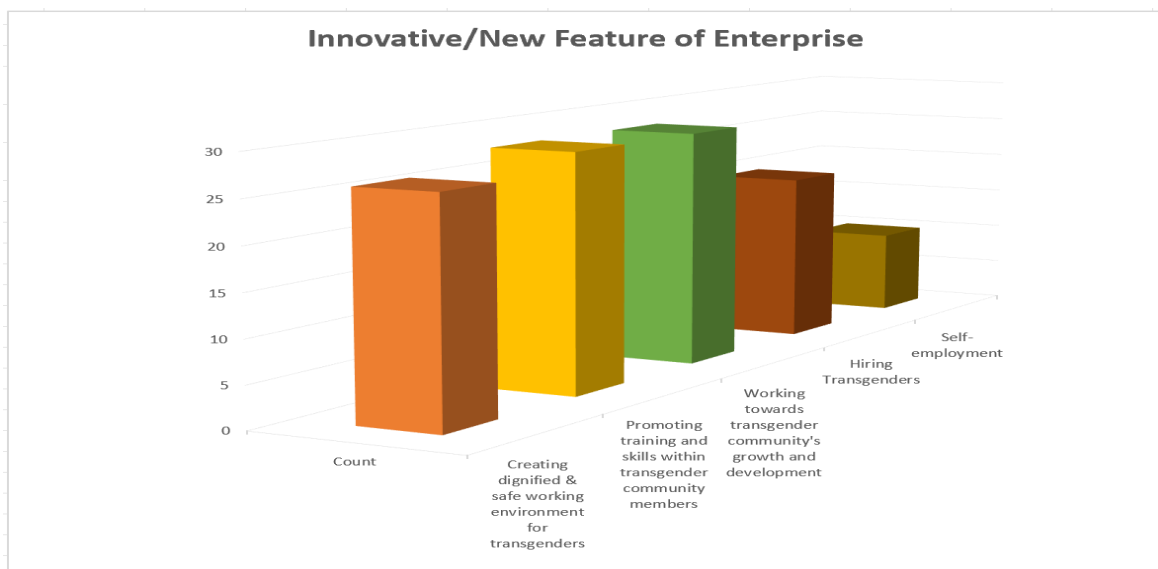


Fig 4.11 Innovative/new feature of enterprise

Innovative features of enterprises linked with the transgender group point towards an assurance of empowering and developing this community (Table 4.28).III Among the 31 enterprises, as many as 28 respondents (90.32%) underlined the need for training and skills promotion among the transgender population, pointing at the capacity development efforts. Also, 28 respondents (90.32%) also highlighted the not-for-profit organization goal of working for the development of the transgender community as a key feature indicating that aspect of the community upliftment (Fig 4.11). The necessity to develop a comfortable working environment that will allow respecting the employees was also recognized by 26 participants (83.87%) which indicates the importance of the topics on respect and safety at work. Out of the 20 respondents cautiously reported that they have hired transgenders, emphasizing the employment of transgender individuals. Finally, self-employment was mentioned by 10 subjects (32.26%) indicating that more ought to be done to support people to engage in business back in the community. Altogether, these features put into focus the versatile approach that will help to introduce the concept of diversity and inclusion, as well as develop practical skills for gender minorities. Following the earlier research, it follows these initiatives demonstrated the entrepreneurs' integrity in employment, training, and providing a working environment in supporting the transgender community by having a mission of empowering and ensuring sustainability within their businesses (Barth et al., 2007; Ngah & Salleh, 2015; Adro & Fernandes, 2021; Andersson & Ford, 2016).

Respondent A: *“We Don't want to work in the corporate sector due to discrimination and workplace harassment. So, we started our own enterprise for self-employment. We want to create trans-friendly work environment addressing Transphobia. If the community is visible, only then awareness & inclusion can be seen...So, Acceptance of Community members should be ensured.”*

Respondent 8: *“My motivation is self-employment because I want money & respect both, at the same time.”*

Respondent 16: *“Starting a business by transgender is itself an innovation for us because it's new for us.”*

6) Investment Made

Table 4.29 Investments Made	
Investment Made	Number
50,000- 1 lakh	6

1 lakh to 2 lakh	6
2 lakh and above (please specify in next column- 'other')	19
Grand Total	31

This research analyses the extent of investment being made within enterprises (Table 4.29). Among these businesses, 19, (61.3%) have got an investment of ₹2 lakhs and above meaning that a good number of businesses are financially well supported. At the same time, 6 enterprises (19.4%) with investments between ₹1 lakh and ₹2 lakhs, and 6 (19.4%) with investments between ₹50,000 and ₹ 1 lakh have been identified. This distribution also reveals that a considerable number of enterprises have comparatively higher investment, which indicates there are some enterprises that start a business with average capital while others can mobilize great sources of investment. As this data shows, it is also clear that both the volume of initial investments and the methods of funding that transgender entrepreneurs use to finance and expand their enterprises differ significantly. The availability of sufficient capital and funding remains essential for the further development and growth of transgender-led businesses because society continue discriminating against business persons and the majority of them cannot balance their financial books (McCann & Brown, 2017; Greenburg & Gaia, 2019; Case et al., 2009; Darden, Kellermanns, & Best, 2022).

7) Sources of Financial Investment

Table 4.30 Sources of Financial Investment					
Sources		Frequency	Percent	Valid Percent	Cumulative Percent
Personal wealth	Very Frequently	23	74.1	74.1	74.1
	Frequently	6	19.4	19.4	93.5
	Occasionally	2	6.5	6.5	100.0
	Rarely	-	-	-	-
	Very Rarely	-	-	-	-
	Total	31	100.0	100.0	
Bank loan	Very Frequently	3	9.7	9.7	9.7
	Frequently	12	38.7	38.7	48.4
	Occasionally	4	12.9	12.9	61.3
	Rarely	9	29.0	29.0	90.3
	Very Rarely	3	9.7	9.7	100.0
	Total	31	100.0	100.0	

The loan from family friends	Very Frequently	4	12.9	12.9	12.9
	Frequently	10	32.3	32.3	45.2
	Occasionally	5	16.1	16.1	61.3
	Rarely	6	19.4	19.4	80.6
	Very Rarely	6	19.4	19.4	100.0
	Total	31	100.0	100.0	
Private Financial Institutions	Very Frequently	4	12.9	12.9	12.9
	Frequently	11	35.5	35.5	48.4
	Occasionally	3	9.7	9.7	58.1
	Rarely	8	25.8	25.8	83.9
	Very Rarely	5	16.1	16.1	100.0
	Total	31	100.0	100.0	
NGOs Charitable institutions	Very Frequently	7	22.6	22.6	22.6
	Frequently	7	22.6	22.6	45.2
	Occasionally	3	9.7	9.7	54.9
	Rarely	8	25.8	25.8	80.6
	Very Rarely	6	19.4	19.4	100.0
	Total	31	100.0	100.0	
Others	Very Frequently	9	29.0	29.0	29.0
	Frequently	6	19.4	19.4	48.4
	Occasionally	-	-	-	-
	Rarely	3	9.7	9.7	58.1
	Very Rarely	13	41.9	41.9	100.0
	Total	31	100.0	100.0	

Based on the results of the study, most of the transgender entrepreneurs still use their own money to support their businesses financially (Table 4.30). About personal wealth, 23 out of the 31 respondents (74.2%) used this source very frequently and hence revealed high levels of self-financing. This data speaks to the difficulties of getting either institutional or outside help due to trust issues or barriers to external funding and suggest a preference for or need of using personal wealth (Dutta & Patil, 2024; Narendran, 2022). In contrast, bank loans are also found among the important, yet less steady sources of financing of the transgender entrepreneurs. 3 participants (9.7%) claimed that they use bank loans very frequently, while 12 (38.7%) often or frequently use bank loans, and 9 (29%) other respondents rarely access such loans. Here, mixed response points towards partial accessibility to formal financial systems, probably due to the discriminating factors, eligibility criteria or inadequate collateral (Sarah & Prakasam, 2021; Chellammal, 2020; Chakkunny & Sundara, 2020; NHRC, 2018; NHRC, 2021). Loans from family and friends are a moderately common source of financial investment for transgender entrepreneurs,

with 45.2% relying them frequently or very frequently, while nearly 39% reported using rarely or very rarely. Overall, this data shows uneven portion of transgender entrepreneurs turn to their personal connections for financial assistance, possibly highlighting stigma and financial limitations. (Rabiya & Sheela, 2021; Chellammal, 2020; Chakkunny & Sundara, 2020; NHRC, 2018; NHRC, 2021). Private financial institutions (like microfinancing agencies) as a source of funding shows a moderate pattern. 48.4% use private financial source for funding frequently or very frequently, and 41.9% use them rarely or very rarely suggesting that while some finds these institutions helpful while other face barriers or avoids them due to mistrust or unfavorable terms. (Thirunarayanasamy & Tamilarasi (2020); Chellammal, 2020; Chakkunny & Sundara, 2020; NHRC, 2018; NHRC, 2021). Another key area of funding available for Transgender entrepreneurs is funding from NGOs and charitable institutions – but relatively underutilized, with only 45.2% accessing them frequently or very frequently, and 45.2% rarely or very rarely. This reflects limited outreach, availability or awareness, illustrating the volatility of charitable funding for supporting entrepreneurship among the transgender entrepreneurs (Mehta, 2022; Naseer et al., 2020; Bansal, & John, 2021; NHRC, 2018). The usage of the ‘Others’ financial investment sources potentially including informal lenders or community-based funds shows opposite trend while 48.4% access them very frequently and frequently, a significant 51.6% use them very rarely and rarely, indicating inconsistency or unreliability in these sources. This data shows that funding from other sources is as diverse and unpredictable as the sources are pointing to the difficulties and diversification of funding other than from traditional means (EJAZ, & FAROOQ, 2023; Oosterhoff & Hoang, 2018; CHELLAMMAL, 2020; Chakkunny & Sundara, 2020; NHRC, 2018; NHRC, 2021).

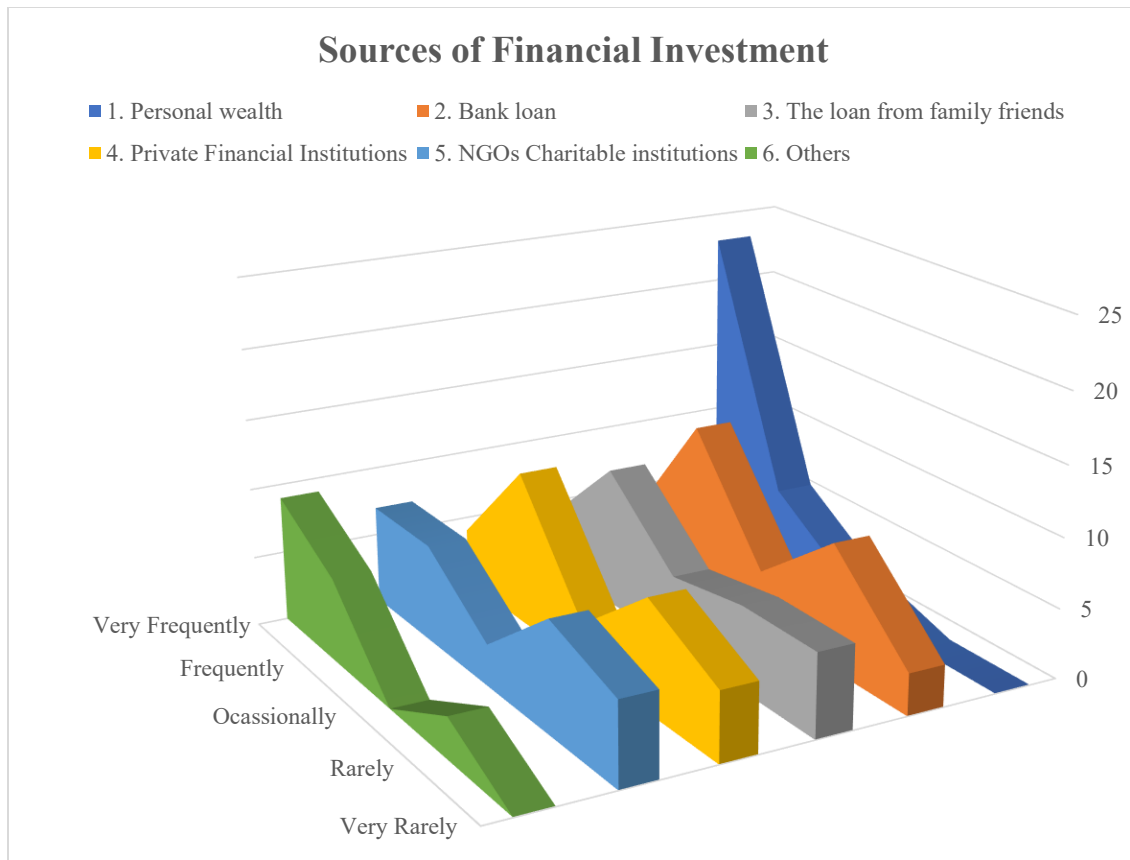


Fig 4.12 Sources of financial Investment

To conclude, 3D area graph shows the frequency of various financial investment sources (Fig 4.12). It shows that Personal wealth remains the most frequently used source, which is understandable as it requires no external approval or interest payments. Loans from family/friends and private financial institutions are moderately relied upon, reflecting that social connections and private lenders are viable but not dominant funding sources. While bank loans are utilized, they are not a primary source for most respondents, possibly due to associated risks, collateral requirements, or interest rates. NGOs and charitable institutions, as well as unspecified "Others," are least used, showing that external funding or uncommon funding avenues play a minor role in most respondents' financial strategies. This pattern highlights the need for more inclusive and accessible financial programs for supporting transgender entrepreneurship in India.

Respondent 1: *"We started the business in partnership and invested our Savings. Also, we got a financial aid, through CDF (Connecting Dreams Foundation) of 50000 Rs."*

Respondent 2: *“I didn’t go for availing loan from a bank because its paperwork is very tiring & time-consuming.”*

*** About hiring Transgender employees**

Table 4.31 About Hiring Transgender Employees		
Questions Asked	Yes	No
Do you hire/ want to hire Transgender employees?	31	00

All transgender-led enterprises show a strong commitment to hiring transgender employees (Table 4.31). Out of 31 respondents, 100% expressed a desire or have already hired transgender employees, indicating a clear preference for supporting and uplifting their community through employment. This unanimous response highlights the role of transgender entrepreneurs in creating inclusive job opportunities and fostering empowerment within the transgender community. By prioritizing the hiring of fellow community members, these entrepreneurs not only help alleviate economic disparities but also promote social acceptance and integration, thereby reinforcing the importance of inclusive business practices that empower marginalized groups (Patowary & BoraProfessor, 2019; Diwakar et al., 2024; CHELLAMMAL, 2020; Chakkunny & Sundara, 2020; NHRC, 2018; NHRC, 2021).

Respondent 2: *“Right now, whatever jobs are being created in Society by Corporates under CSR project, almost all jobs are for ground level worker or cleaning staff, even after their higher Qualification. So, allotment of Jobs should be based on their Qualification and not just for the sake of merely D&I (Diversity & Inclusion) or CSR projects with few and restricted jobs and least number of opportunities.”*

Respondent 7: *“Regarding the hiring employees, my priority is to hire my community members and create a safe environment or work-friendly environment for them because I faced workplace harassment and safety issues.”*

1. About hired Transgender Employees

Table 4.32 About Hired Transgender Employees (*E=Enterprise)				
S.no.	State/UT	Total No. of Employees	Total No. of TG Employees	% of TG Employees (%)
1	Chandigarh	12	8	66.67

2	Chhattisgarh (E1)	28	18	64.29
3	Chhattisgarh (E2)	8	6	75.00
4	Delhi (E1)	22	14	63.64
5	Delhi (E2)	12	9	75.00
6	Delhi (E3)	23	13	56.52
7	Delhi (E4)	14	8	57.14
8	Delhi (E5)	22	10	45.45
9	Delhi (E6)	18	14	77.78
10	Delhi (E7)	18	12	66.67
11	Delhi (E8)	22	18	81.82
12	Delhi (E9)	19	14	73.68
13	Gujarat (E1)	12	10	83.33
14	Gujarat (E2)	8	5	62.50
15	Gujarat (E3)	16	7	43.75
16	Haryana	14	8	57.14
17	Himachal Pradesh (E1)	30	19	63.33
18	Himachal Pradesh (E2)	18	14	77.78
19	Jammu and Kashmir (E1)	12	4	33.33
20	Jammu and Kashmir (E2)	2	2	100.00
21	Jharkhand (E1)	22	11	50.00
22	Jharkhand (E2)	14	7	50.00
23	Jharkhand (E3)	31	12	38.71
24	Karnataka	16	6	37.50
25	Kerala	15	10	66.67
26	Maharashtra	22	14	63.64
27	Rajasthan (E1)	44	22	50.00
28	Rajasthan (E2)	28	22	78.57
29	Uttar Pradesh (E1)	32	23	71.88
30	Uttar Pradesh (E2)	12	8	66.67
31	West Bengal	12	10	83.33

The social enterprises led by transgender entrepreneurs across various Indian states and regions showcase a remarkable commitment to inclusive employment practices (Table 4.32), particularly for the transgender community:

- **Chandigarh:** Chandigarh has 66.67% of its employees being transgender, Chandigarh stands out as a leader in inclusive employment practices, suggesting a robust support system for the transgender community.
- **Chhattisgarh:** In Chhattisgarh, two enterprises exhibit impressive transgender representation. Enterprises 1 has 64.29% of its workforce identifying as transgender, reflecting the enterprise's commitment to diversity and inclusion.

Enterprises 2, with 75.00% transgender employees, showcases that even smaller teams can prioritize significant representation, setting an example for other areas to follow.

- **Delhi:** Delhi demonstrates varying levels of transgender representation across its enterprises. Enterprise 1 shows 63.64% transgender employment, and Enterprise 2 has a notably higher rate at 75.00%, indicating a strong commitment to inclusivity. Enterprise 3 (56.52%) and Enterprise 4 (57.14%) maintain solid but slightly lower percentage, while Enterprise 5 (45.45%) suggests room for further inclusivity efforts. Enterprise 6 (77.78%) and Enterprise 8 (81.82%) are standout examples of high transgender representation, making them leaders in diversity, while Enterprise 7 (66.67%) and Enterprise 9 (73.68%) further reflect a strong culture of inclusion.
- **Gujarat:** Enterprise 1 leads with 83.33% of its employees identifying as transgender, reflecting a strong and supportive environment for the community. Enterprise 2 follows with 62.50%, highlighting consistent efforts toward diversity. However, Enterprise 3 lags with only 43.75% transgender representation, indicating a need for more targeted inclusion initiatives in this area.
- **Haryana:** While 57.14% of its employees are transgender women, Haryana is gradually improving the employment rate for the community. Despite the portrayal, there is still some improvement needed to increase equal opportunities for employment for the transgender in this area.
- **Himachal Pradesh:** Overall Himachal Pradesh appears to be very sensitive towards transgender people in workplace, where Enterprise 1 has hired 63.33% transgender employees and Enterprise 2 77.78%. Such numbers denote a good effort towards and advocacy and positive outlook for the Transgender workforce in the region.
- **Jammu and Kashmir:** In contrast to the region of Jammu and Kashmir their representation is relatively fair. At Enterprise 1, only 33.33% consists of transgender employees; therefore, there should be better recruiting policies in place for such a group. On the other hand, Enterprise 2 states that on achieving

a 100% transgender workforce for its staff despite the fact that its operations with a minimal total staff population every at time Gate 2 noted that enterprise 2 has a very minimal total staff population.

- **Jharkhand:** Jharkhand gives insight into regularity in employment of transgender in diverse regions. The results show that both the Enterprise 1 and Enterprise 2 have equal representation of 50.00% of the participants who are transgenders. However, a comparatively low percentage of Transgender candidates exist at Enterprise 3, which is only 38.71%.
- **Karnataka:** This area is slightly worse with 37.50 % implying the need for action strictly related to the matters of diversity.
- **Kerala:** This can be represented in broader numbers of 66.67% proving that the region focuses on diversity in the workplace.
- **Maharashtra:** This region still has good policies towards the Transgender employees since it's records 63.64% support.
- **Rajasthan:** Transgenders only present intermediate level in Rajasthan. Enterprise 1 is at the center with the 50.00% meaning moderate emphasis on inclusion. Instead, the result response was highly contrasting with 78.57% viewed in the Enterprise 2 revealing the higher concern and inclusive policy for the transgender employees.
- **Uttar Pradesh:** The three enterprises represent a highly supportive environment for the transgender persons in Uttar Pradesh; Enterprise 1 recorded 71.88% transgender participation; Enterprise 2 recorded 66.67%. These high %s also suggest that the region cares about employment and accepts the transgender staff warmly.
- **West Bengal:** Another good example of the region's performance is the rate of TG employment- in the amount of 83.33%, which proves the region is concerned with the issue.

In conclusion, the study supports the existing literature in recognizing the increasing visibility of trans persons in India who are also the businessmen and trying to create trans-friendly workplaces (Fig 4.13) (Chakkunny & Raj T, 2020). The variation of the

employees' count in the enterprises ownership of the transgenders is similar to the prior study conclusion that notwithstanding their passion, skill, and brilliance in entrepreneurship, the transgenders confront challenge when it comes to expansion (Suraiya, 2017; Chakkunny & Raj T, 2020). Research has focused on the fact that most trans people run SMEs like the overall samples of this analysis, where most have no more than 20 employees (Jennings et al., 2016). Also, from the literature, there is a cross-verification of the fact that transgender entrepreneurs tend to employ other transgender people thus supporting the improvement of returns for their communities (Austin et al., 2006; Sheldon et al., 2017; Zahra et al. 2009). For example, previous studies pointed out that in sectors such as those in Gujarat and West Bengal where several transgender individuals venture into business, these encourage the employment of other members of the marginalized group with an aim of providing them with economic autonomy. The high inclusion rates specifically in States like Gujarat and West Bengal at 83 % and Jammu and Kashmir at 100 % strong existing literature about the role of the transgender entrepreneurs as change makers (Narendran, 2022; Natarajan, 2022).

Furthermore, comparing the states and enterprises inclusion rates indicate that the support, legislation, and acceptance of the transgender people are either better or worse in the different regions of India (A Framework for Transgender-inclusive India, 2023). This supports other findings that show that regions with favourable policies and supportive networks have better representation and survival rates for Trans owned business ventures (Díaz-Foncea & Marcuello, 2012; Narendran, 2022). In conclusion, the presented research findings collectively corroborate that the TG people are not only creating viable and sustainable business undertakings but are also striving hard to create a socially inclusive environment for oneself as well as majority of the target population in the Indian context (Kimbu & Ngoasong, 2016; Narendran, 2022).

Respondent 9: *“If we talk about job openings, they are of a small levels so even graduate and postgraduate transgender have to do the job of sweeper or cleaning is because of laugh lack of job opportunities. also, discrimination and harassment are severe at lower level because the co-workers are not educated. So, it’s very difficult to sensitize them. That’s why transgenders are quitting jobs. We till date placed around 500 to 600 transgenders at Flipkart, Amazon, Pepsi-co and other big companies. White collar jobs are not that much*

hard to pursue by trans person in comparison to lower-level jobs, they are hardest to pursue. Though, companies are trying and working on sensitization program, but the challenge is still there. It is found that the acceptance is there at top level only but not at lower level and transgender jobs of lower level. This is the reason or we can say concept behind starting our own enterprise unit. Our social mission is about those who want to do job. First, we will provide skill-based training to them and then hire them directly. We are trying to take the concept of Trans entrepreneurship in a forward direction. it's in its initial steps at present. For skill-based training, we collaborated with Cyrus Poonawalla. And we are providing training under different areas or we can say fields like beauty and Spa, fashion designing, Interior designing, foreign language courses, Bakery, mobile repairing, etc.”

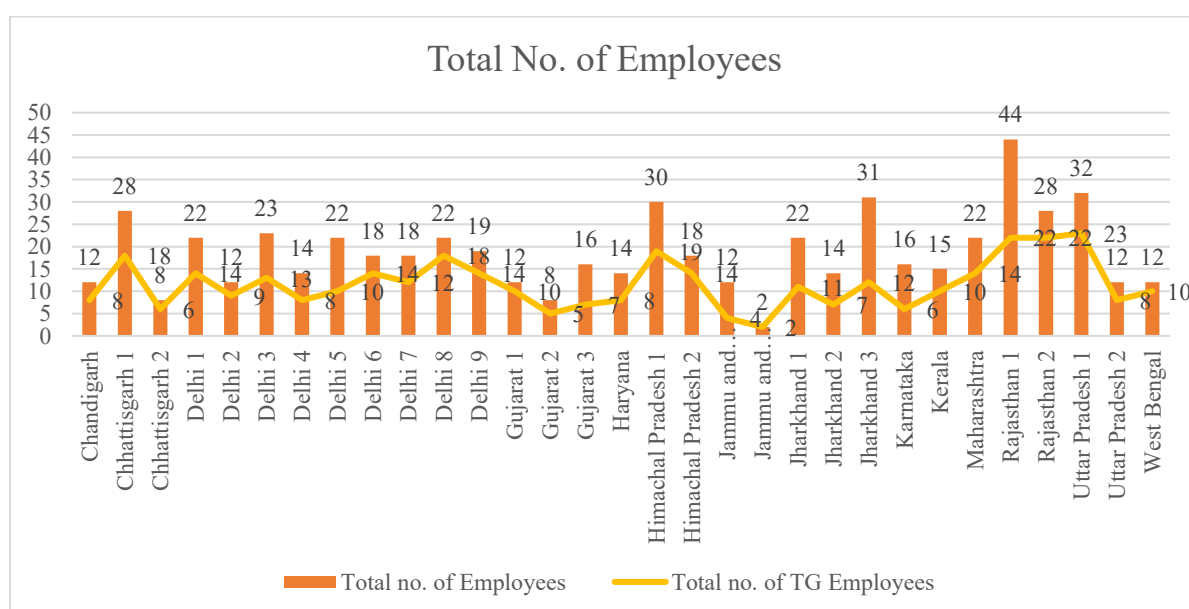


Fig 4.13 Total number of employees in transgender-led enterprises

2. Reason for hiring Transgender community members

Addressing		Frequency	Percent	Valid Percent	Cumulative Percent
Unemployment	Agree	16	51.6	51.6	51.6
	Strongly Agree	15	48.4	48.4	100.0
	Total	31	100.0	100.0	

Poverty	Agree	12	38.7	38.7	38.7
	Strongly Agree	19	61.3	61.3	100.0
	Total	31	100.0	100.0	
Illiteracy	Agree	19	61.3	61.3	61.3
	Neither Agree, Nor Disagree	1	3.2	3.2	64.5
	Strongly Agree	11	35.5	35.5	100.0
	Total	31	100.0	100.0	
Discrimination and Transphobia	Agree	19	61.3	61.3	61.3
	Neither Agree, Nor Disagree	1	3.2	3.2	64.5
	Strongly Agree	11	35.5	35.5	100.0
	Total	31	100.0	100.0	
Workplace harassment	Agree	12	38.7	38.7	38.7
	Neither Agree, Nor Disagree	1	3.2	3.2	41.9
	Strongly Agree	18	58.1	58.1	100.0
	Total	31	100.0	100.0	
Social exclusion	Agree	12	38.7	38.7	38.7
	Strongly Agree	19	61.3	61.3	100.0
	Total	31	100.0	100.0	

All transgender entrepreneurs show a strong commitment of addressing social-problems, behind hiring transgender employees (Table 4.33). A significant majority (100%) of respondents agree or strongly agree that addressing unemployment is a key reason for hiring transgender employees. This indicates a strong commitment among transgender entrepreneurs to provide job opportunities within their community, helping to reduce unemployment rates (Diwakar et al., 2024; Jennings et al., 2016; Sheldon et al., 2017). All respondents recognize poverty alleviation as a crucial factor, with a higher percentage (61.3%) strongly agreeing. This suggests that transgender entrepreneurs are highly motivated to combat poverty by offering employment, thereby improving the economic conditions of transgender individuals (Alter, 2006; see also Bacq & Janssen, 2011; Ganguli, 2023). The majority (96.8%) agree or strongly agree that addressing illiteracy is important, though a small fraction (3.2%) neither agree nor disagree. This should reveal

the endorsement of education and skill acquisition as important for the improvement of the employment status of the transgender employees as well as their unethical skills (Narendran, 2022; Abu-Saifan, 2012). Like with the case of illiteracy, 96,8% of the respondents either agree or strongly agree with regard to eradicating discrimination and transphobia as some of the reasons for the hiring practices within the gay community. This goes to reinforce the role of establishing healthy work places that are free from discrimination and prejudice (Raynor, 2022; NHRC, 2018; Suraiya & Rose, 2019). The respondents' opinions on the importance of workplace harassment are impressive; (96.8% responded in agreement or strongly agree). This suggests a commitment towards the respect of the transgender workforce and a free of harassment policy (A Framework for Transgender-inclusive India, 2023; NHRC, 2018; Suraiya & Rose, 2019). On the importance of addressing social exclusion, affirmed while 75% strongly agreed. This remains a clear-cut sign of social responsibility meant to champion employment, and by extension, support of social causes. Finally, based on the collected data, there is a consensus over the need to employ transgenders to benchmark the resolution of the prevalent societal vices including unemployment, poverty, illiteracy, discrimination, workplace bullying, as well as social exclusion (Suraiya, 2016; Suraiya, 2017; Hummer, & De Rose, 2020; Narendran, 2022; Patowary, It is very clear the motivation is high to help out the transgender community and ensure they gain meaningful employment (Srinivas N, 2022; Transforming India, Transgender-inclusive India, 2023; NHRC, 2018; NHRC, 2021).

In addition, the involvement of the target group of transgender entrepreneurs in social justice and the economic advancement of society is a justification that you can underline regarding best practices in recruiting policies demonstrated to bring positive change to marginalized populations (Diwakar et al., 2024; Jennings et al., 2016; Sharma & Singh, 2020). These practices also engage people in the creation of employment and social contacts which is very important to the mental health and well-being of the transgender population (Sharma et al., 2020; Shaikh et al., 2016; Singh et al., 2014). These entrepreneurs invest in the employment of transgender people and thus are directly working against prejudices and discriminations and reaffirming the notion that equal workplace environments can lead to a change in the rest of the society (Narendran, 2022; Abu-Saifan,

2012). Such initiatives are in tandem with the goals of several governmental and non-governmental bodies fighting for the welfare and representation of transgenders in society stressing the need to carry out collective efforts to support the principles of social justice and equality (Kaur, 2022; Natarajan,2022).

Respondent 8: “*Trans- entrepreneurship provides a safe working environment.*”

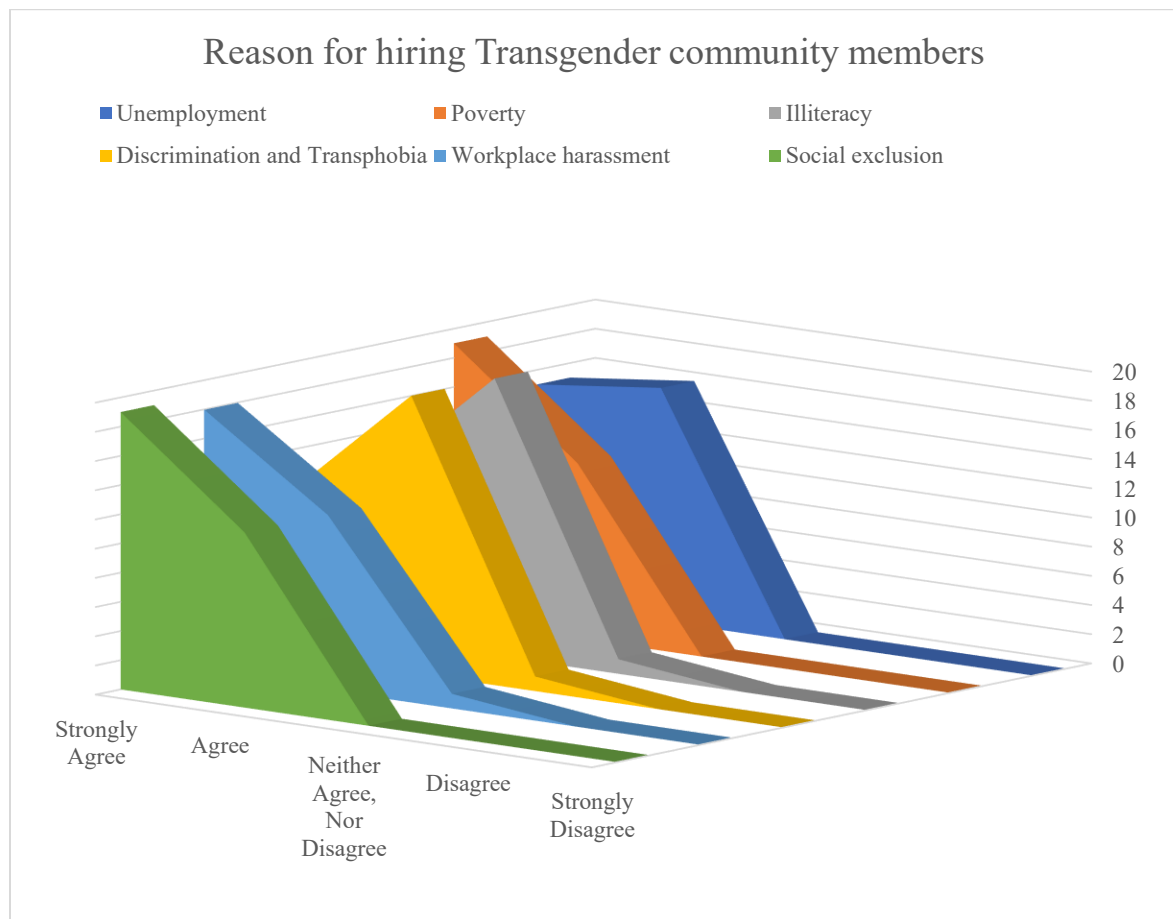


Fig 4.14 Reason for hiring Transgender community members

The 3D stacked area graph shows the various reasons for hiring Transgender community members by transgender entrepreneurs such as Social Exclusion, Workplace Harassment, Discrimination, Violence, Illiteracy, and Unemployment (Fig 4.14). Among the factors identified, Social Exclusion received the highest rating which means hiring transgenders shall assist in combating social exclusion. Commitment has low levels of disagreement, while Autonomy, Employee Rights, and Community also show an average level of agreement implying that people do care about these factors. Work-related Harassment,

Poverty, and Discrimination as well as Transphobia can also be ranked a bit high since people care about these issues. The coefficient of illicit and unemployment is varied benefits in the recognition of educational and employment issues of the TG community. In total, it can also be identified that there are numerous and diverse reasons that support the employment of the representatives of the transgender community, but the primary reason is social exclusion for which the maximal number of respondents showed their agreement.

Respondent 2: *“My motivation is self-employment & creating employment for members of the Trans Community.”*

Respondent 7: *“No one wants to do demeaning work, but social exclusion leads to denial of employment opportunities. Then what options are left with the transgender community other than begging and sex work? First, society closes all doors of respectful and dignified earning & living, and secondly, society blames, trans in the community itself for getting involved in sex work or begging. What a hypocritic society we have... society should think twice before blaming transgenders Kyunki- ‘Jab pet ki Bhookh ka Sawal Hota Hai to Kuchh Sahi aur galat yah Ijbat aur bajati dimag mein nahin aati, sirf majboori samajh mein Aati Hai. For survival, transgenders involves in such works. Society Tana Marne Aati Hai jobs dene Kyon nahi aati’.”*

Respondent 9: *“There will always be a positive zone among trans employees when working under a transgender entrepreneur, then working in corporates. Safe spaces will build confidence and will ultimately lead to empowerment, acceptance, and social inclusion.”*

3. Regarding getting external support

Table 4.34 Regarding getting external support		
Questions Asked	Yes	No
Are you getting any support from any NGO?	13	18
Are you getting any support from any government scheme?	14	17

Box 4.3. Case study: Redefining Trans Narratives

Pride Café, a food truck initiative managed by Sasha and operated by the Solidarity Foundation, exemplifies a successful model for empowering the transgender community in Bengaluru. Established with the goal of creating employment opportunities and fostering social inclusion, Pride Café has recruited and trained ten transgender individuals in culinary and operational skills over a three-month program. This initiative not only provides stable employment but also generates awareness and acceptance within the community, allowing employees to express their identities in a supportive environment. The food truck serves as a platform for promoting dialogue about transgender rights and issues while encouraging self-reliance and financial independence among its staff. Despite challenges such as training dropouts and societal prejudices, the team's resilience and commitment to service have led to positive growth and a sense of belonging. Pride Café stands as a testament to the transformative power of entrepreneurship, aiming to redefine societal perceptions of transgender individuals and highlight their capabilities beyond stereotypes.

Several insights emerge from survey responses of 31 transgender social entrepreneurs in India about support (Table 4.34). About 13 of the respondents (13/31; 41.94%) said they had received support from an NGO and 18 (18/31; 58.06%) said they had received no support from an NGO. In response to the question of support from government schemes, 14 (45.16%) of the respondents stated yes while 17 (54.84) stated no. From this data, it has been observed that the majority have not been assisted by NGOs or government schemes – areas that might require more attention in terms of support and funding. These results support the conclusion of other research on the need for immediate, context-sensitive interventions that might increase the visibility and availability of support services – including mentoring, stipends, and training programs – appropriate for Trans business owners (Dutta & Patil, 2024; Bornstein & Davis, 2010). The stakeholders should improve NGO activity and support government programs to affect the socio-economic change that would allow the improvement of the transgender community status and promote entrepreneurship as a way towards facilitating significant changes towards the increase in independence and social justice for the Transgender community (Khalid et al., 2022; EJAZ & FAROOQ, 2023; Fletcher et al., 2024; Ross et al., 2016; Hoang & Oosterhoff, 2016).

Table 4.35 Monthly Profits	
Monthly Profits	Numbers
Below 25,000	5
25,000-50,000	4
50,000-1,00,000	7
1,00,000 and above	15
Grand Total	31

A snapshot of thirty-one profits of the TG social entrepreneurs from India presents a very diverse picture of earnings but with a decent sized good number of happy earners (Table 4.35). Currently, 15 entrepreneurs (48.39%) have monthly profits above or equal to one lakh rupees. 3 of the participants (12.50%) claimed a monthly earning of between 25000-50000 rupees and 4 (12.50%) other participants claimed to have monthly profits of between 50000 and 100000 rupees. 5 participants (16.13%) earn less than 25000 rupees per month while acting as an entrepreneur. This distribution implies that slightly below a percentage of the transgender entrepreneurs are generating high monthly profits, which demonstrates successful business operations, a further small proportion earns meager amounts. The findings are in concordance with the works of NHRC (NHRC 2018 and 2021), which show that high levels of successful entrepreneurship can make a positive socio-economic change in the lives of transgender community members including reducing stigma and discrimination in broader society. Entrepreneurs making high-profit levels are demonstrated here to draw attention to the success of their business strategies and the benefits of support and resources targeted at such vulnerable groups (Narendran, 2022; Darden, Kellermanns, & Best, 2022; Hummer & De Rose, 2020; Dutta & Patil, 2024), at the same time, the results presented by the lower profit bracket show This implies that going forward, investment in skills training for all the transgender entrepreneurs and market access would be useful to improve the income status of each of the business persons and improve the economic status of the community (McFadden, 2015; Badgett et al., 2019; Hughto et al., 2015; Mohini & Sinha, 2023).

4. Future Sustainability of Enterprise

Table 4.36 Future Sustainability of Enterprise	
Is your enterprise reaping enough profits for its survival in the future?	Numbers
Yes	29
No	2
Grand Total	31

The vast majority of transgender-led enterprises are profitable enough to ensure future sustainability (Table 4.36). Out of 31 respondents, 29 (93.5%) indicated that their businesses are generating sufficient profits for long-term survival, while only 2 (6.5%) reported otherwise. This suggests that most transgender entrepreneurs have successfully established ventures that are not only operational but also positioned for continued growth and stability in the future. The high percentage of profitable enterprises indicates that transgender entrepreneurs are increasingly becoming key contributors to the economy, driving social change while reinforcing the importance of support mechanisms that enable their continued success and resilience (Jennings et al., 2016; Barraket et al., 2010; Ridley et al., 2015; Mair et al., 2012). This positive outlook on profitability reflects a broader trend of empowerment within the transgender community, as these entrepreneurs pave the way for future generations seeking to enter the business landscape (Dutta & Patil, 2024; Fletcher, Incerti, & Essers, 2024; Suraiya, 2016; Darden, Kellermanns, & Best, 2022; Sarah & Prakasam, 2021).

5. Visible outcomes/results of the enterprise's social mission concerning the transgender community

a) Empowerment Creation (self-awareness, self-acceptance, self-reliance, competence, participation, autonomy, and decision-making power)

Table 4.37 Empowerment Creation					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	6.5	6.5	6.5
	Agree	29	93.5	93.5	100.0
	Neither Agree, Nor Disagree	-	-	-	-

	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on the visible outcomes of social missions in transgender social enterprises concerning empowerment creation reveal a strong positive impact (Table 4.37). Out of 31 respondents, 29 (93.5%) agree that their enterprises have significantly contributed to empowerment aspects such as self-awareness, self-acceptance, self-reliance, competence, participation, autonomy, and decision-making power within the transgender community. That is: Furthermore, 2 (6.5%) of respondents strongly support this statement. This is a 100.0% response which shows that the social mission of these enterprises is empowering transgender individuals to establish self-awareness, self-employment, and active participation. This evidence supports other similar research that shows that these enterprises not only solve economic demands, but also largely contribute to social transformation by providing opportunities, skills, and self-confidence for postoperative transgenders to tackle various societal problems (York et al., 2016; Mair et al., 2012). This positive outcome underlines the need to extend support for the transgender-headed organizations charged with the task of advocacy for power between communities and various dimensions in life (Dees J. G., 2001; Handy, 1997). In conclusion, the effectiveness of these social enterprises in driving empowerment also looks into the formulation of social justice or equity within the community (Suraiya, 2017; Chakkunny & Raj T, 2020).

b) Stable source of income/ Livelihood

Table 4.38 Stable source of income/ Livelihood					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	30	96.8	96.8	96.8
	Agree	1	3.2	3.2	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-

	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The results of the survey on the manifestations of social missions of transgender social enterprises regarding the ability to secure income or a living are highly positive (Table 4.38). Among all, only 1(3.2%) of the respondents said that the enterprise has achieved this goal while 30 (96.8%) strongly agreed. This unanimous satisfaction rate of 100.0% shows that those establishments provide stable income and work opportunities among the TGs in an exceptional way, which speaks of the social purpose of the enterprises for creating productive stability and financial sustainability among the TGs. These findings bore out the studies and argue the achievement of such enterprises' goals as essential beckons for economic and social emancipation. These successful changes in livelihood opportunities support the need to sustain support for transgender-spearheaded projects that seek to enhance income generation opportunities and forge sustainable economic avenues (Zahra et al., 2009; Sheldon et al., 2017; Austin et al., 2006). Finally, the focus of these enterprises towards offering sustainable sources of income which seems to point acts as proof of the responsiveness of the enterprises in addressing essential social and economic challenges among the TG individuals.

Respondent 8: *“I was terminated from my private job due to my gender identity. So, I decided to create a job for myself. Therefore, I opened a fast-food stall in Bhubaneswar, in which I got financial help from ‘Kineer’, which is run by Dr. Laxmi Narayan Tripathi Ji.”*

Respondent 18: *“I am working for a stable source of income. For me, my empowerment is like if I will do business then I will get a stable source of income so that I will become self-independent and financially independent. So, that I will be able to provide employment opportunities to other transgenders from my community also.”*

c) Improved dignity, respect, representation, and visibility in society

Table 4.39 Improved dignity, respect, representation, and visibility in society.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	9.7	9.7	9.7

	Agree	28	90.3	90.3	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

A summary of the responses collected from the survey on the manifestation of social mission enactments by the transgender social enterprises are significantly positive with regard to the change in perceptions of dignity, respect, representation, and visibility of society (Table 4.39). When asked about their perception of the impact of their enterprise on these improvements, 28 respondents agree (90.3%) and 3 respondents (9.7%) strongly agree. The response rating of 100.0% of the enterprises receiving a top score proves that all these enterprises are successfully performing their social tasks to enhance the social status, recognition, representation, and representation of Trans people in society. This is in line with the findings of the NHRC Study (2018) and the NHRC study (2021), where the authors postulated that societal visibility and representation of TG individuals and TG Organizations in all sub-sectors can be a good strategy towards eradicating stigma and discrimination. These enterprises uplift the dignity and recognition of the trans people also shifting the databases for stereotype and mainstreaming for an inclusive society. The study emphasizes such partnership in trying to increase appreciation and acknowledgment of the transgender populace, which in turn promotes the social inclusion of the community (Dutta & Patil, 2024, Darden, Kellermanns, & Best, 2022; Narendran, 2022). Strengthening dignity and representation needs to be understood as one of the driving roles of those transgender-led enterprises in changing the overall societal attitude and improving the recognition, as well as rights, for all transgender persons (Sarah & Prakasam, 2021; Diwakar et. al., 2024; Mehta, 2022).

Respondent 7: *“Through business, we will be able to take our community forward in the true sense and make it visible with dignity in society.”*

Respondent 19: “Transgender community members have a lot of creativity and talent and need opportunities to highlight their potential. If we get opportunities, then we will live dignified lives too.”

d) Creation of social awareness, acceptance, and inclusion

Table 4.40 Creation of social awareness, acceptance, and inclusion					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	71.0	71.0	71.0
	Agree	9	29.0	29.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The Survey findings on the perceptual imperative of visible social missions on Transgender Social Enterprises directly related to the creation of social awareness, acceptance, and inclusion all depict a very positive trend (Table 4.40). Among 31 respondents 9 respondents (29.0 %) partially agree that their enterprise has successfully contributed to these goals and 22 respondents (71.0 %) strongly agree. With an average conformity rate pegged at 100.0%, this means that these enterprises have been quite successful in the promotion of the social causes of the enterprise whereby they support social causes such as acceptance and integration of gender-sensitive individuals such as transgender individuals in society. This is consistent with other research-related evidence since the NHRC Study (2018) and NHRC study (2021) revealed that there is a need to work for change in social perspectives to eradicate discrimination against the transgender community. The desirably related to social awareness and inclusion demonstrates how Transgender entrepreneurs not only run businesses but also provide opportunities for creating a more inclusive society where Transgender people will be accepted and valued (Oosterhoff & Hoang, 2018; Naseer et al., 2020; Bansal & John, 2021). Such efforts are beneficial for the formation of social justice

and formation of more inclusive future for all the members of the community (Narendran, 2022; Suraiya, 2016).

Respondent 19: *“Whatever information society is having about a transgender committee is very toxic and wrong in sense, due to which our community faces the exclusion. So, sensitization and creating awareness in the society as well as among the government officials and employees is very important for social inclusion.”*

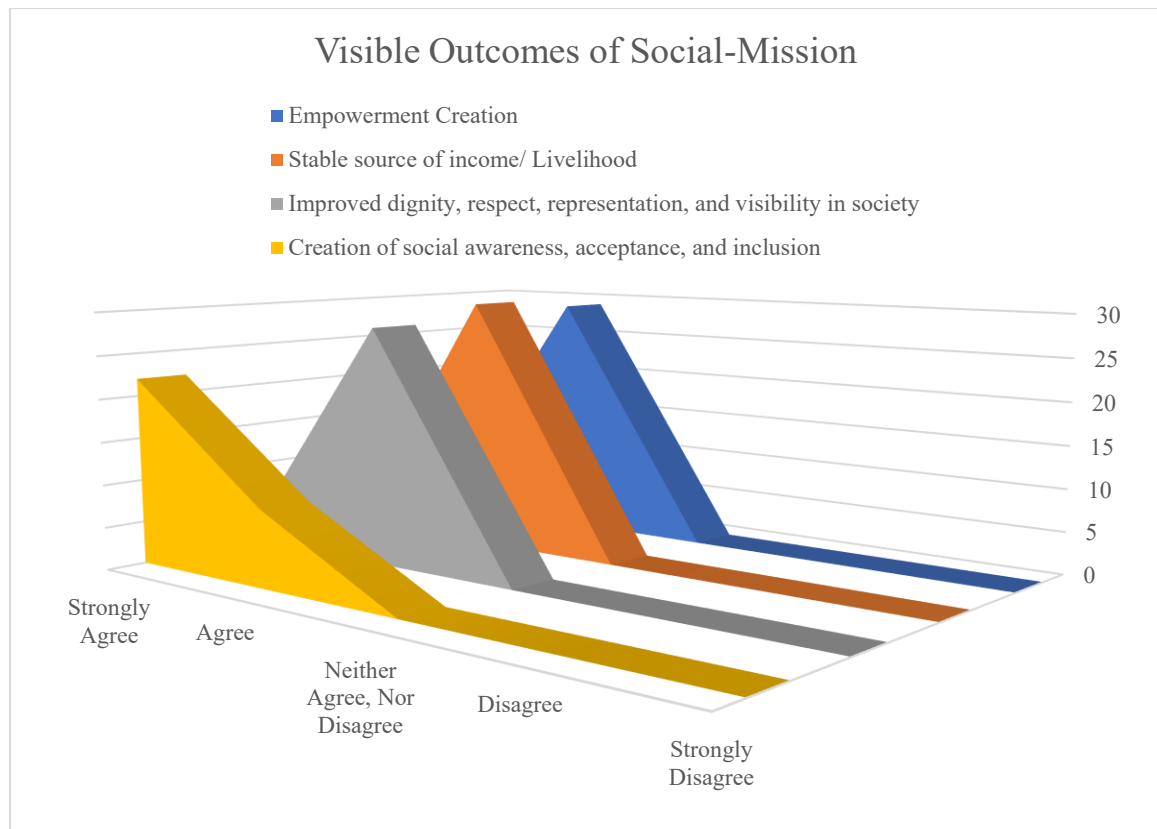


Fig 4.15 Visible outcomes/results of the enterprise's social mission

Visible Outcomes of Social-Mission of the enterprises owned by the Transgenders are depicted in this 3D area graph (Fig 4.15). On the question of income and livelihood, the majority of the respondents express a positive attitude towards it by agreeing or strongly agreeing that these enterprises contribute to the stability of income and livelihood. Similarly, regarding recognition in society, the enterprises' reputation and visibility are seen as rather a positive phenomenon, though, the level of agreement with the statement that such enterprises ensure a constant source of respect and recognition in society varied. The formation of social awareness, acceptance as well as inclusion is also seen as positive

as the majority of respondents agree or strongly agree to show positive efforts in cases. Altogether, the overall empowerment creation is also appreciated with higher agreement levels. Supplying the focus here in this analysis is the positive effect of social-mission enterprise on diverse social results such as income, respect, consciousness, and dignity.

4.3.2. Demographic Information: Transgender Employees

1) Transgender Employees: State & Union Territories

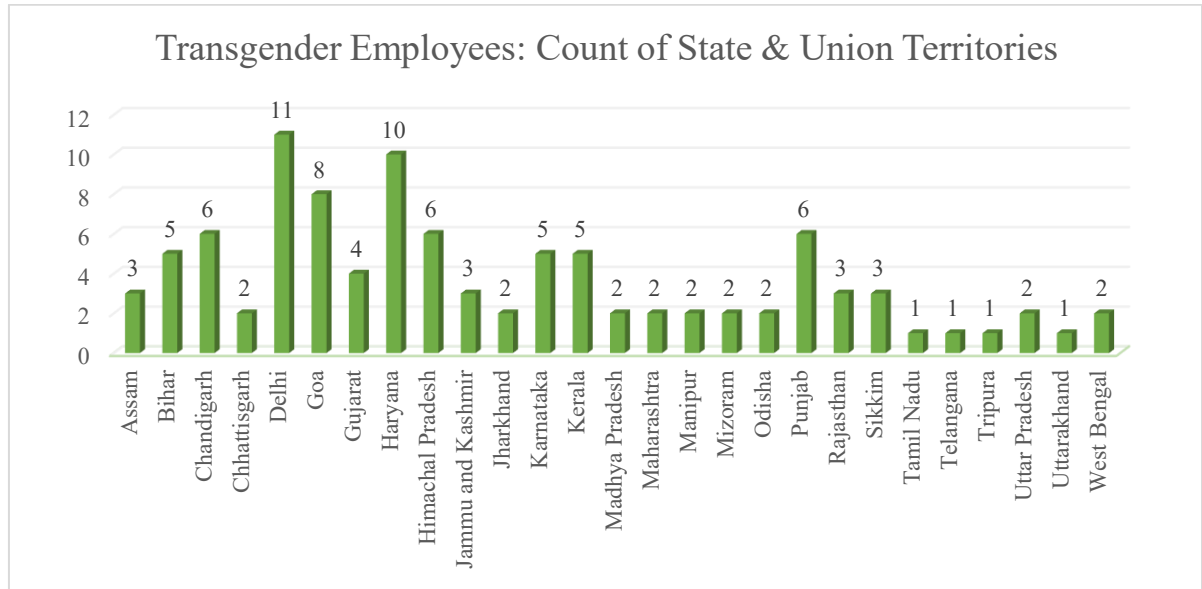


Fig 4.16 Transgender Employees: State & Union Territories

Based on the responses gathered from the transgender employees (Table 4.41), it has been identified that the largest population of the respondents' hail from Delhi representing 11 percent of the overall 100 employees surveyed. Haryana takes the second place varying at 10% and then followed by Goa with 8%. Respectively 6% contribution from Chandigarh, Himachal Pradesh, and Punjab. The states of Bihar, Karnataka, and Kerala contribute 5 percent each and 4 percent is from Gujarat. 3% Constituencies are present in Assam, Jammu and Kashmir, Rajasthan, and Sikkim. There are other small representations observed in Tamil Nadu, Telangana, Tripura, and Uttarakhand representing 1% respectively. Together, 14 states and union territories contributed less than 3 respondents, accounting for 28% of the overall respondents and thus polarized distribution of transgender employees in India (Fig 4.16). This is because the societies' acceptance, support, and reception of transgender people and the possibilities they are presented with

differ significantly. The NHRC (2018) Study suggests that social prejudice, discrimination, and economic hurdles compromise the transgender's employability and consequently, their representation is relatively low in many states. The fact that the majority of the respondents belong to the Delhi region underlines the role of local governments and people in promoting the employment of people with disabilities. The data supports the need for trans-specific interventions and the utilization of relevant programs and support which may assist in elevating representation and employment propositions for trans-people in underrepresented states to support the overall goals of social equity and subsequent trans-economic opportunities (Mair et al., 2012; Justin, McCarthy, & O'Connor, 2018).

Table 4.41 Transgender Employees: State & Union Territories	
Row Labels	Count of State & Union Territories
Assam	3
Bihar	5
Chandigarh	6
Chhattisgarh	2
Delhi	11
Goa	8
Gujarat	4
Haryana	10
Himachal Pradesh	6
Jammu and Kashmir	3
Jharkhand	2
Karnataka	5
Kerala	5
Madhya Pradesh	2
Maharashtra	2
Manipur	2
Mizoram	2
Odisha	2
Punjab	6
Rajasthan	3
Sikkim	3
Tamil Nadu	1
Telangana	1
Tripura	1
Uttar Pradesh	2
Uttarakhand	1
West Bengal	2
Grand Total	100

When analyzing the age distribution of transgender employees, the data reveals that a majority of the 100 employees are aged 30-40 years, 39%. The 20-30 age group comes second taking 37% of the total. 30-39 years account for 20% of the respondents, 40-50 years 18% of the respondents, and only 4% of the respondents are below 20 years of age. The smallest percentage comes from the respondents whose age exceeds 50 years- 2%. A clear trend that emerges through such distribution analysis is that of a higher prevalence of the respondents belonging to the Middle Ages in their employment careers.

2) Transgender Employees: Age

Table 4.42 Transgender Employees: Age	
Row Labels	Count of Age
Below 20	4
20-30	37
30-40	39
40-50	18
Above 50	2
Grand Total	100

The survey results on the age distribution of the transgender employees presented below (Table 4.42) show that the largest segment of the employees are aged 30-40 years, comprising 39% of the total respondents of 100 in total. This is trailed by the 20-30-year age group as it only contributed 37% of the population of the respondents. While 40-50-year people constitute 18 percent of the respondents, only 4 percent are those people aged 20 years below. The lowest representation is from those above 50 years, with only 2% of the whole population. This distribution shows that a fairly large population of transgender employees falls within the middle age bracket as compared to other age categories. The NHRC Study conducted in 2018 shows the importance of having access to employment and suitable environments in the professional advancement of transgender individuals, especially during these ages. These findings emphasize the significance of the specific programs aimed at supporting the aged peculiarities of the Transgender population to improve their employment opportunities and facilitate their successful labor market reintegration (Alvord et al., 2004; Austin et al., 2016).

3) Transgender Employees: Caste

Table 4.43 Transgender Employees: Caste	
Caste	Count of Caste
General	75
SC	8
ST	9
OBC	8
Grand Total	100

The breakup of Transgender employees by caste (Table 4.43) shows that the majority of the 50 respondents fall under the General category accounting for 75%. The respondents belonging to ST category is 9%, respondents of OBC category is 8% and SC category is 8%. This distribution clearly shows that the greatest number of transgender employees belongs to the General category but the community includes SC, ST, and OBC members though to a comparably smaller extent. As much as the official line within the Hijra community inhibits the practice of the caste system, NHRC (2018) points out that in essence a type of caste system is practiced. Hijra members in NGOs of Delhi and UP showed upper, middle, and lower caste systems affecting the livelihood of its members. Upper caste people usually go to houses for some good occasions; middle caste people beg in the streets and lower caste people are generally prostitutes. The largest number of the surveyed population of the transgenders represents the Other Backward Classes (OBC). Furthermore, 15% of Delhi & 16% of UP transgender participants are from the scheduled castes category. Most of the literate participants below 22% in Delhi and 26% in UP have no idea about their caste as many ignored questions on caste.

4) Transgender Employees: Religion

Table 4.44 Transgender Employees: Religion	
Religion	Count of Religion
Hindu	43
Muslim	21
Christian	22
Sikh	14
Grand Total	100

Looking at the religious preference of transgender employees (Table 4.44), we notice that Hindus formed the largest group with 43% of total employees. This comes second after 22% who are Christians while 21% are Muslims. Sikh is 14% of the overall population. It is further expressed in terms of religion where Hinduism has the largest representation among the Transgenders employees followed by other major religions such as Christianity, Islam, Sikhism etc. This shows that the TGs originate from a variety of religious background, this religious orientation plays a major role in defining the TGs' interaction with the employers in the workforce. Based on the findings of the NHRC Study (2018), it was established that religion and gender had rather a strong correlation between the sample participants' willingness to accept and integrate transgenders into their societies. The availability of multiple religious symbols suggests that the levels of the transgender workers' acceptance can vary depending on their religion.

5) Transgender Employees: Marital Status

Table 4.45 Transgender Employees: Marital Status	
Row Labels	Count of Marital Status
Married	14
Unmarried	86
Grand Total	100

The result of the analysis based on transgender employee's demonstration shows that the responses of married and unmarried employees are distinctly different (Table 4.45). Based on the findings the level of marriage among 100 transgender employees revealed that 86 of them are unmarried, constituting 86% while 14 are married, constituted 14%. Such disparity may well indicate a range of social, cultural, and legal issues that transgendered persons may encounter on the matter of marriage. The rate of married homosexual staff is also far less in many regions because, in several places, where the unions of transgender people are yet to be allowed or are not recognized at all. Such data raises questions about marriage equality and the necessity of adopting legislation promoting the rights and recognition of transgender people in marriage and family contexts (NHRC, 2018; NHRC 2021).

6) Transgender Employees: ID card

Table 4.46 Transgender Employees: Identity card	
ID Card (Multi response question)	Count
Aadhaar card	93
PAN card	65
Voter ID	57
Transgender ID	42
Transgender Certificate	23

Results of the survey done among Transgender employees (Table 4.46) indicate that data shows how different types of ID cards were distributed among the targeted community. The Aadhaar card emerged as having the highest distribution with 93, 100 percent of the respondents having this particular card proving its importance as the most widely used identification card in India. The PAN card comes next with 65 holders (approximately 65 %) which shows the card's relevance for banking activities and for identification when dealing with taxes. 57 respondents possess a Voter ID, which is crucial for exercising voting rights; only 32 of them have a Transgender ID. This implies the dire need to exercise more awareness and access to the Transgender ID considering the realities of the difficulties transgender people in getting their documentation. All in all, the findings call for the importance of those IDs in confirming people's identity and granting them access to the services they need. Some of the challenges noted in the NHRC Report 2018 included; Limited education, Lack of awareness, and continued use of old names and gender status on the ID cards. The findings of this study however show a positive change, especially among transgender employees. The possession of proper documents that this group has in a larger proportion than others reveals that they have joined the mainstream economic and social/political activity. In general, the aggregate trend indicates the growing use of the resources and legal status for advancing the role of transgender people including those who engaged in business management.

7) Transgender Employees: Educational Qualification

Table 4.47 Transgender Employees: Educational Qualification	
Education	Numbers
Illiterate	3
High school (10th)	18
Senior-secondary (12th)	19

Graduate	36
Post-graduate	21
Graduate, Technical Diploma/Degree	2
Post-graduate, Technical Diploma/Degree	1
Grand Total	100

According to the 2011 Census, the literacy rate of transgender people is 55.8% in UP and 62.99% in Delhi. The NHRC (2018) study discusses the education of transgender people in Delhi and Uttar Pradesh (UP), India. It states that about 29.11% of transgender people in Delhi and 33.11% in UP have never attended school. A total of 20% of transgender people have completed primary school education in both regions. Approximately 45.11% in Delhi and 48.89% in UP have education below the 10th standard, while about 15.12% in Delhi and 10% in UP have completed 10th-12th standard education. Only 5.33% of transgender people in Delhi and 4% in UP have a graduation degree, and the same percentages apply to those with postgraduate degrees. In the present research (Table 4.47), the data on the educational qualifications of transgender employees reveals a varied educational background. A significant portion, 36%, are graduates, while 18% have completed only high school (10th grade), and another 19% have completed senior secondary (12th grade). Post-graduates make up 21% of the respondents. A smaller group of 2% have both graduate and technical diplomas/degrees. Notably, 3% of respondents are illiterate. Additionally, 1% have a combination of post-graduation and technical qualifications. This distribution highlights a wide range of educational achievements among transgender employees, with a majority having completed at least high school, and a significant number pursuing higher education. The combined analysis of the NHRC (2018) study and data on transgender employees' education highlights significant disparities in educational attainment among transgender individuals in Delhi and Uttar Pradesh (UP). The NHRC study reveals that a large proportion of transgender individuals in both regions have limited access to education, with 29.11% in Delhi and 33.11% in UP having never attended school, and a substantial number (over 45%) having education below the 10th standard. Education, however, is still low with less than 5% having graduation or postgraduate degrees. On the other hand, the education level among the transgender people within the employed bracket is significantly higher; 36% of the employed transgender

people have graduated; 21% of the employed transgender people have postgraduate education; showing that those who find a job will likely get more education than their unemployed counterparts. However, this contrast raises a more general problem – the violation of the rights of many transgender people to education despite the Right to Education Act 2009; there is still a need to see the inclusion of more textbooks supporting the policy.

Respondent 13: *“While living in the Garima-grew, I realized that the majority of trans-population is illiterate or school dropouts due to depression and other family issues. So, I want to create jobs that will prioritize skill over educational qualification.”*

8) Have you taken any prior vocational, skill-development, or employment-related training?

Table 4.48 About any prior vocational, skill-development, or employment-related training		
Question Asked	Yes	No
Have you taken any prior vocational, skill-development, or employment-related training?	68	32

The survey that has been administered among transgender employees shows that a greater number 68% have had prior vocational, skill development, and employment-related training while 32% have not pursued any prior training (Table 4.48). These findings describe the degree of external support and training availability regarding the issues among the Trans People. The noted high prevalence of vocational and skill-development training points to an understanding of the need for such programs for economic enfranchisement and career progression (Asghar, 2022; Suraiya, 2016; Chellammal, 2020; Naseer et al. 2020). It is essential for the transgenders, who needs training and skill development, owing to the problems stemming from their transition, The existence of such training programs shall positively transform employment opportunities and curb poverty within the society (McCarthy, & O’ Connor 2018).

9) Occupation/Job in the past?

Table 4.49 Occupation/Job in the Past (Multi response question)	
Occupation	Count
Advocacy and Activism	72
Worked in NGOs	75
Worked in Private Institutions	66
Performed Hijara community roles	59
Performed Arts at events (dance, music, drama, etc.)	36
Begging & sex-work	4

From the respondents' occupational history, engaged in before joining the transgender-owned ventures, the results revealed a diverse occupational profile with most of the employees having past association with advocacy activism and community-centered job responsibilities. In this table, there are descriptions of 100 transgender employees' previous jobs before they worked at the transgender's own business (Table 4.49). What needs to be understood here is that this data was collected out of multiple response questions and therefore each of the employees was practicing more than one type of job. Out of the 109 employees, 72 exercised advocacy and activism, and a total of 75 employees worked in NGO hence most of these employees were involved in social work. Furthermore, 66 of the employees stated that they did have prior practice from private institutions, indicating a variant skill acquired from classical organizations. 59 employees had responsibilities for the Hijra community as a reflection of the cultural and traditional practices that the society holds in high esteem. Moreover, 36 of the employees also engaged in performing arts to capture the artistic side of employees. Nine employees were involved in begging and prostitution; they expressed socioeconomic problems encountered before joining the enterprise. In any case, such diverse experience contributes to the transgender enterprise ownership and underline the significance of equal employment opportunities. On the other hand, the NHRC (2018) shows that the informal and traditional employment sector is dominant among transgender individuals where 24.44 % have been engaged as blessings, singers, and dancers. A sizeable number is still involved in begging (10.44%) followed by sex work (4.56%) and, therefore, employment opportunities in the community are still limited. As for employment, the majority of transgender people remain unemployed or employed in sectors that do not match their education, skills, or preferences: of the

transgender respondents, only 1.44% have been employed in NGOs. Therefore, it reinforces the prospects of functional employment procedures for marginalized sexes as seen in transgender business owners, which oxidize chances for transgender people, while tapping into their unique skills and learning (Canestrino et al., 2020; Terziev & Nichev, 2018).

10) Designation/Position held at present?

Table 4.50 Designation/Position held at present (Multi response question)	
Designation/Position Held at Present	Count
Manager	3
Accountant	19
Sales/Marketing Staff	20
Supervisor	12
Worker (Production, Packaging, Operating)	24
Helper	39

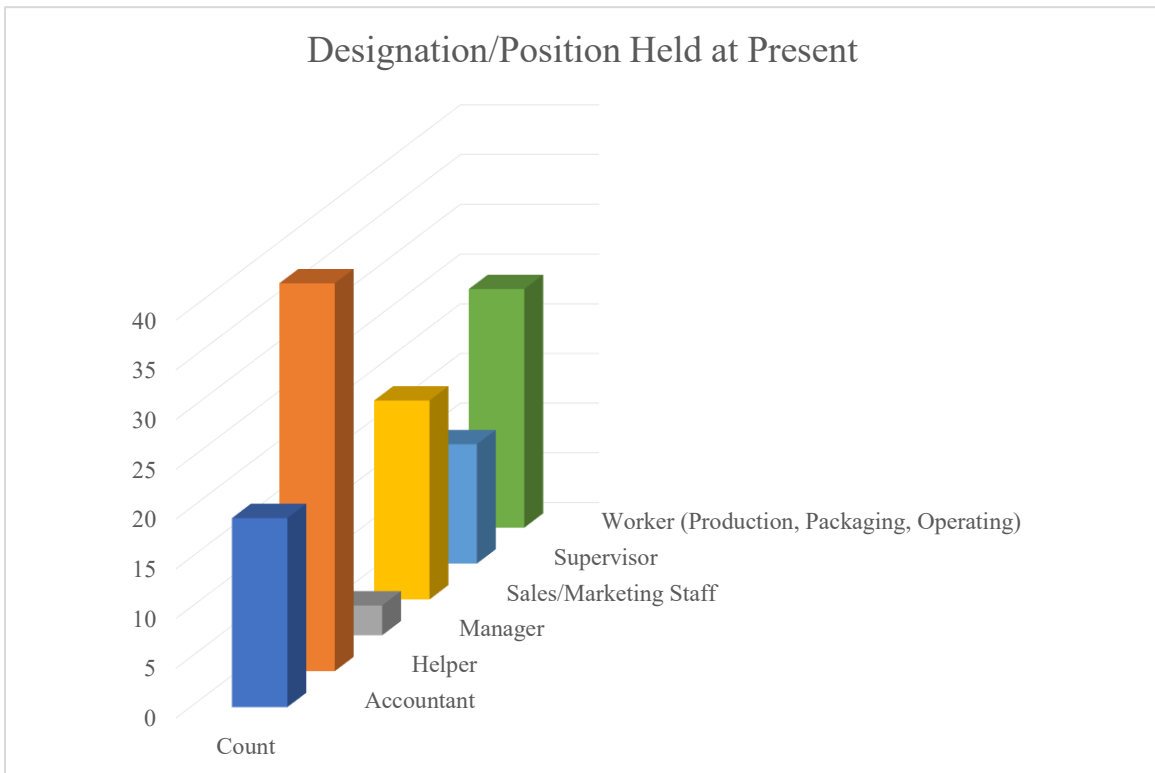


Fig 4.17 Designation/Position held at present

It implies that the distribution of the designations presently with the employees is fair enough to accommodate the diverse organizational population with solely their careers

varying in the different business sectors (Table 4.50). There is quite a large number of respondents, 39 out of 100 persons, in the position of Helper in enterprises, which represents a distinct dependence on clerical personnel. On the other hand, Accountants were also employed in a significant number with 19 of the respondents (19%) holding this position which confirms the significance of accounting function in these firms. Another considerable percentage is Sales/Marketing Staff, with 20 respondents (20%), created to sell services and products to the community. The Worker (Production, Packaging, Operating) category consists of 24 respondents (24%), indicating that there is a continuous demand for workers in the operational functions. As for the Supervisor title, 12 respondents (12%) speak of a clear hierarchy of management and supervisory functions. Last, of all, there are fewer respondents pointing to the existence of the Manager's position, namely, only 3 from 101 respondents (3%), which shows a probable absence of numerous managerial positions or simple structure favored by the organization of operations instead of numerous managers' ranks. Taken all together these percentages depict a population that is predominantly comprised of support and operations employees as opposed to management employees (Fig 4.17). Some are dually employed, either as Supervisor or Workers in functions like Production, and packaging operations) or Accountants Sales/Marketing staff, Helpers, and many more. From this data, it is clear that the transgenders are employed at various levels of the organization, right from lower ranks to managerial levels, although their proportionate representation is not very high, it does imply that they are participating at all levels across enterprises (Zachariah & Nandini, 2023; Vohra et al., 2015). The versatility of the roles suggests that transgender persons are involved in almost every sector of business, but most prominently in low-skill jobs that involve manual labor, bookkeeping, and marketing (Transgender Entrepreneurship in India. n.d.; Opening Doors to Entrepreneurship for Transgender, 2024; Walters et al., 2020; Sayce, 1998).

11) Employment status

Table 4.51 Employment status	
Employment Status	Numbers
Provided by a Transgender employer	77
Provided by a non-transgender or cisgender employer/ Private institution	21

Provided by NGOs working for transgenders	2
Grand Total	100

This research looks at the work status of Indian Transgender through a report by NHRC (2018) and finds them economically deprived. Realizing the dilemma of livelihood or employment for the TG community in Delhi and UP, only 25.6% of TG citizens are employed in India, and they are mostly found in the private/NGO category and no TG persons are working in the government sector. Many transgender individuals engage in informal work, including ‘badhai’ (blessings, singing, and dancing) at 24.44%, sex work at 4.56%, begging at 10.44%, and sales of various items like food and clothes at 13.11%. Additionally, 4.56% are involved in miscellaneous jobs, including domestic help. This data highlights the significant challenges and limited formal employment opportunities faced by the transgender community in these regions. In the present research, the employment status of transgender employees shows a clear preference for working with transgender employers (Table 4.51). Out of 100 respondents, 77% are employed by transgender employers, highlighting a strong inclination towards community-based employment. This trend may reflect a sense of comfort, inclusion, and understanding within transgender-led enterprises, which prioritize the needs and challenges of transgender employees. In contrast, 21% of transgender employees work for non-transgender employers or private institutions. This ratio means that even in the expanded private sector, the potential for transgender people might be still low, or they can face discrimination or non-acknowledgment. Furthermore, for Transgender people, NGOs work for them, and only 2% of the TG employees work for these NGOs. This is, however largely inconsequential, which may mean whilst the NGOs are a factor as support structures for the transgender population in Malaysia, this organization is not the main body of employment for the population. In general, the data indicates a heavy obsession with transgender-led employment prospects to begin with, proving that the community strives to build self-supporting businesses that offer safe spaces of work for transgender folks (Pol & Ville, 2009, Canestrino et al. 2020, Wallace, 1999, Kimbu & Ngoasong, 2016, Narendran, 2022).

12) Monthly Income?

Table 4.52 Monthly Income

Monthly Income	Count of Monthly Income?
Below 10,000	24
10,000-25,000	60
25,000-50,000	14
50,000-1,00,000	2
Grand Total	100

The money statistics of the monthly earnings of transgenders employed (Table 4.52) reveal that 60% of transgenders have a monthly income of ₹10,000-₹25,000. In addition, another 24% of the participants earn less than ₹ 10,000 per month. 14 percent of respondents get a monthly income between ₹ 25000-50000 and 2 percent get a monthly income of ₹ 50000-₹ 1,00,000. A similar distribution reveals that a vast majority of transistor employees earn below 25000 Rupees per month and, therefore, are categorized into the lower income earners. Nevertheless, the findings of the NHRC Study (2018) are even more alarming with regard to income distribution for the whole TG population as 3.8% of the participants have income below ₹5,000, and 22.35% of the TG participants have income between ₹5,001 to ₹7,500. %s for the second, third, and fourth pay bands are 26.46% for ₹7,501-₹10,000 and 26.35% for ₹10,001-₹15,000, while only 1.11% salary earners have a pay exceeding ₹25,000. This strong poverty-income divide means that, while the wages of transgender people in the formal employment sector are marginally higher, the rest of the community remains severely economically vulnerable and the majority earns below a decent living wage standard.

13) Regarding getting external support

Table 4.53 Regarding getting external support		
Questions Asked	Yes	No
Are you getting any support from any NGO?	54	46
Are you getting any support from any government scheme?	52	48

The survey conducted among transgender employees (Table 4.53) reveals that 54% of respondents reported receiving support from NGOs, while 46% did not. When it comes to government schemes, 52% of the participants indicated they are benefiting from such programs, with 48% not receiving any support. These findings highlight the level of

external support accessibility within the transgender community. Overall, these findings highlight the importance of increasing awareness and accessibility of both NGO resources and government schemes, ensuring that all transgender individuals can benefit from the support necessary to improve their livelihoods and social inclusion (NHRC, 2018; NHRC, 2021; *Welfare Board for Transgenders*, 2024; Poornima, 2021; Iqbal, 2022).

*** Chi-Square Testing**

State & Union Territories: Are you getting any support from any NGO?

Chi-Square Tests			
Table 4.54 Chi-Square Testing			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	125.688 ^a	52	.000
Likelihood Ratio	41.780	52	.844
N of Valid Cases	100		
a. 79 cells (97.5%) have an expected count of less than 5. The minimum expected count is .01.			

The Chi-Square test results for the data collected from transgender employees across various Indian states and union territories regarding NGO support indicate a significant association between the geographic location and the likelihood of receiving support (Table 4.54). The Pearson Chi-Square value is 125.688 with 52 degrees of freedom, and the p-value is 0.000, showing a statistically significant relationship at the 5% significance level. This suggests that the distribution of NGO support is not uniform across the states.

4.3.3 Conceptual Findings: Evolution & Structure of ‘Trans-Social Entrepreneurship’

Various reports suggest that the primary means of income for transgender individuals involve prostitution or sex work, begging on trains, performing in bars, and receiving blessings from others, which results in their social exclusion. Addressing this challenge of unemployment due to discrimination, we can see many great examples of Transgender Entrepreneurs who are redefining the potential of the Trans community. Kalki Subramaniam, an example, stands as India's pioneering transgender entrepreneur in

jewelry commerce and serves as the founder of the Sahodari Foundation (Srinivas N, 2022). Furthermore, Rudrani Chettri manages 'Bold,' India's inaugural transgender modeling agency (*India Gets Its First Transgender Modelling Agency*, 2016). Dr. Laxmi Nrayan Tripathi spearheads 'Kineer Services,' a bottled water enterprise (*Packaged Drinking Water – Kineer Services*. 2023. *Packaged Drinking Water – Kineer Services*. <https://www.kineerblessed.com/packaged-drinking-water/>), while Adhidhi Achyuth occupies the distinction of being the first transgender individual in India's fisheries sector to embark on an entrepreneurial endeavor (*India Celebrates Its First Transgender Seafood Entrepreneur*, 2023). Mumbai claims the presence of the 'Transformation Salon,' the city's inaugural salon managed by transgender individuals (*Mumbai's First Trans Salon Injects Pride in Community*, 2023), while the 'Trans Tea Stall' represents the first transgender-owned tea shop at Guwahati Railway Station in Assam (*First-of-its-kind et al. Set up at Guwahati Railway Station*, 2023). These instances, along with others, serve as exemplifications of recognition of Trans-Social-Entrepreneurship, as when they are being denied employment opportunities, they become self-employed and create employment for their community members by initiating a range of diverse entrepreneurial endeavors, which directly promotes upliftment, empowerment, and social-Inclusion of Transgender community in India. As per their testimonies, they express a sense of security and acceptance within their community, as there exists an absence of discrimination and equal treatment prevails among community members (Davis, 2009). The recognition of Trans-Social-Entrepreneurs will promote the Trans-Social-Entrepreneurship environment. Following is the structure of this concept:

1) Impact of Social Entrepreneurship on Community Empowerment.

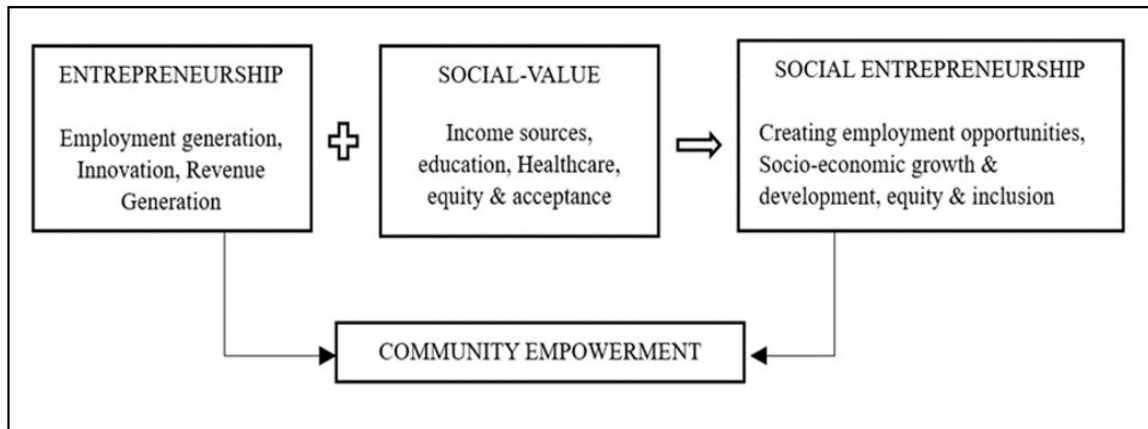


Fig 4.18 Impact of Social Entrepreneurship on Community Empowerment, *Source:* Author's creation

As entrepreneurship is associated with employment, innovation, and revenue generation, when performed with the aim of social gain to increase social value, Social Entrepreneurship takes place, directly resulting in the empowerment of communities and the nation as a whole (Fig 4.18).

2) Aim behind Introduction of Trans-Social-Entrepreneurship.

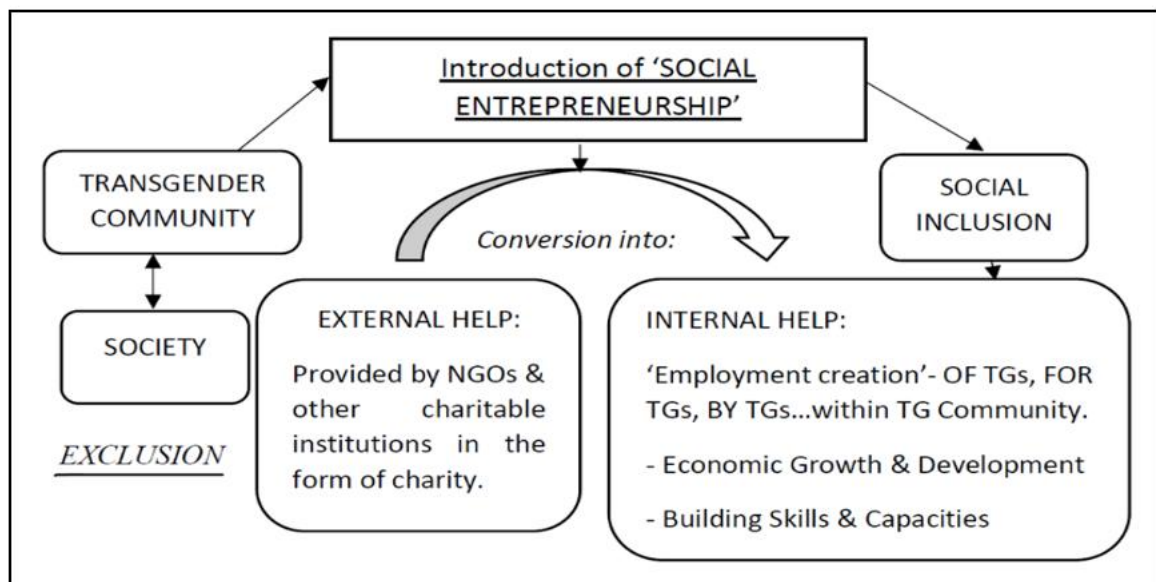


Fig 4.19 Aim behind Introduction of Trans-Social-Entrepreneurship, *Source:* Author's creation

At present, the transgender community is excluded from the mainstream of Society, due to which only external help is provided to them by the Society through NGOs and charities

like- providing free AIDS medication kits, distribution of free contraceptives, and awareness regarding STDs, etc., which does not help in any way towards their financial stability. The positive impact of Trans-Social-Entrepreneurship can be seen, as it encourages them not to wait and depend any further for anyone's help and start acting towards creating help within their community by starting their ventures, employing other transgender people as employees, fully operating and managed by their community members (Fig 4.19).

3) Role of Social Entrepreneurship in empowering Transgender community through Trans-Social-Entrepreneurship.



Fig 4.20 Role of Social Entrepreneurship in Empowering Transgender Community through Trans-Social-Entrepreneurship *Source:* Author's creation

When transgender people are engaged in entrepreneurial ventures, employment opportunities are generated as a result, to which Transgender entrepreneurs employ other transgender members of the community (Fig 4.20). This cycle, then continuous over time, generates income and employment stability, leading to a better and more dignified living standard. Through this process, the overall economic growth and development among the trans community members can be achieved. Once completed, one can see the positive change in the Transgender community's Acceptance and Inclusion in our Society as a dignified and respectable community.

4) Cyclic Process of Empowerment through Trans-Social-Entrepreneurship.

As already discussed above, the creation of Trans-Social-Entrepreneurship ventures by transgender people for other transgender people within the community, leading to the

creation of employment, is a cyclic process that continues again and again over some time, resulting in empowering more and more transgender people as it generates stable income earning sources leading to their self-sufficiency and economic growth and development (Fig 4.21). Their dedicated hard work results in the success of their Trans-Social-Entrepreneurship ventures, through which more profits/revenues will be generated, leading to more advancement in their research and development and innovation work, through which their demand and supply of goods and services will be increased, resulting in the decision making of the transgender entrepreneur to create more jobs for other transgender people leading to overall empowerment, social inclusion & acceptance of this community in terms of economical, psychological, social, technological, political, environmental etc.

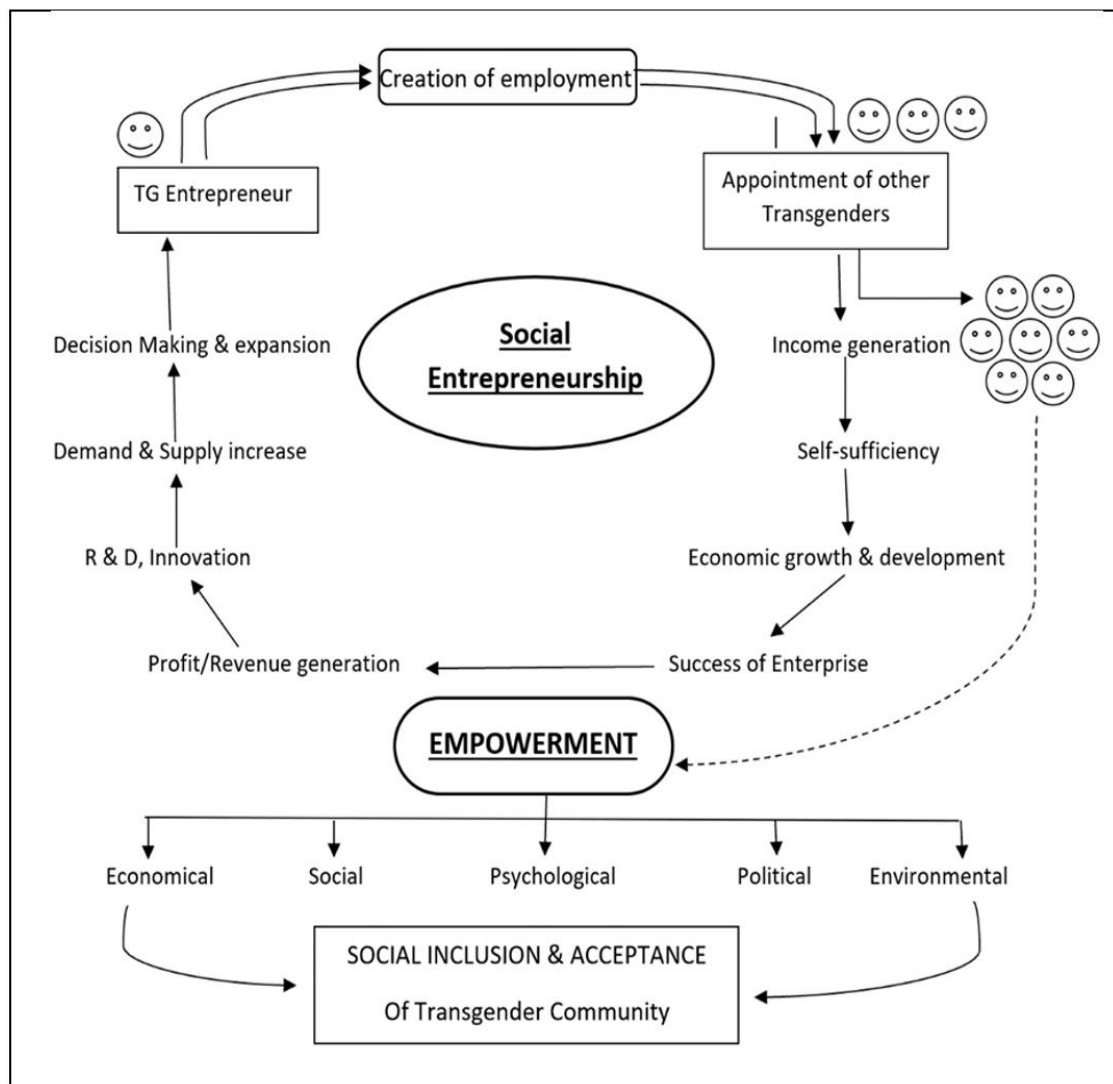


Fig 4.21 Cyclic Process of Empowerment through Trans-Social-Entrepreneurship *Source:* Author's creation

5) Social Entrepreneurship Ladder of Social Inclusion via Trans-Social-Entrepreneurship.

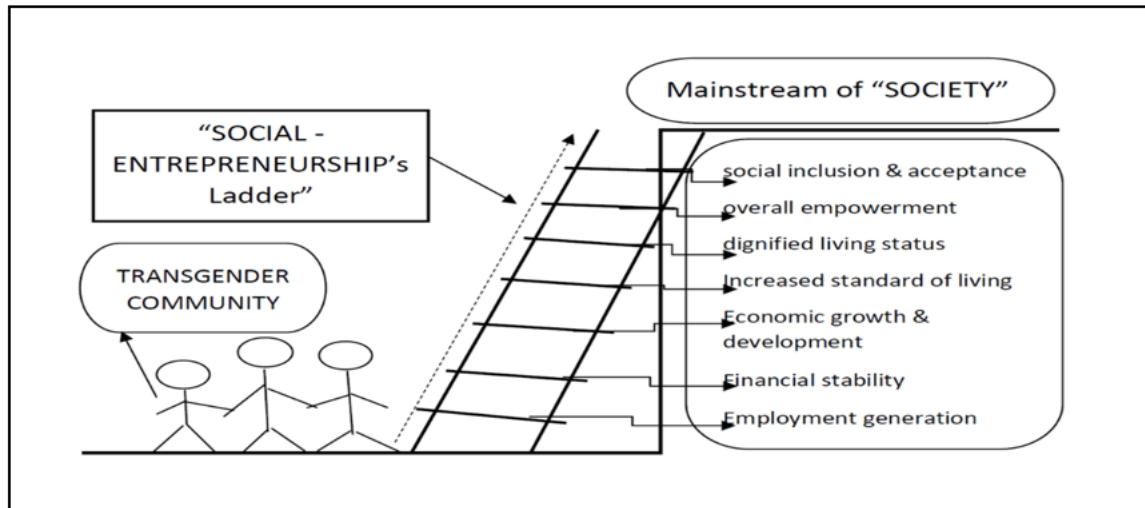


Fig 4.22 Social Entrepreneurship Ladder of Social Inclusion via Trans-Social Entrepreneurship, *Source:* Author's creation

Trans-Social-Entrepreneurship improves the poor demining conditions of the transgender community in terms of their socio-economic parameters like - their income and employment sources, skills capacity building status, Financial stability increase in purchasing power, availability of proper food supplies and other necessities for the eradication of poverty hunger, education status and literacy rate, affordability to healthcare services, access to comfortable and spaced accommodation with proper sanitation facilities, their dealing with psychological problems like stress, depression etc., access to Public utilities and law and order, Friends and family relationships, Increase in Living standard, Social inclusion & acceptance in the mainstream of Society and ultimately overall empowerment through climbing the 'Ladder of Social Entrepreneurship' (Fig 4.22). Trans-social entrepreneurship lays the foundation of the Transgender Community's Empowerment, as this will help them build skills and capacities within the community members, boosting their socio-economic growth and development. This will lead to

changing old-fashioned, ill-informed thinking about Society and finally to their social inclusion, acceptance, and equity in the mainstream of our culture with dignity.

Respondent 18: *“Mera jo inspiration rehata hai woh yahi rehata hai ki jo bhi mere pass transgender bacchein aate hain aur mein jin se bhi milti hun to veh bahut interested hote hain aur bolte hain ki Didi humein bhi aapke sath kam karna hai, hamein bhi kaam de do... toh meri koshish hoti hai ki mein unhein kam de sakun... aur mein hamesha un bacchon ko yeh baat sikhati hun ki tumhare pass at least ek hunar ya skill honi chahiye jiski help se tum kal ko aage jakar apni jindagi chala sako, jiss se ki tumhein kisi par bhi depend hone ki zaroorat nahi padhegi.”*

4.3.4 Social Entrepreneurship Practices & Transgender Community

Based on the Literature review, a conceptual framework directly identifies seventeen social entrepreneurship practices. Out of three constructs, 'Framing' is the first construct under which seven items are identified. Framing facilitates the process by which individuals can enhance their ability to discern and categorize concepts using the framework of "schemata of interpretation" proposed by Goffman in 1974. A varied array of institutions effectively employs framing techniques to establish internal and external credibility with stakeholders (Suchman 1995) and shape public and media perspectives (Kimberly 2006). The seven items identified under the 'Framing' construct which can be referred to be social entrepreneurship practices are Strategic Planning, Profitability, Sustainability, Accountability, Transparency, Leadership, and Vision of Social-Value creation (De Vries, 2012; Mathur, 1986; Svensson et al., 2016; De Bruin & Swail, 2024; Sundaramurthy et al., 2013; Altinay et al., 2016; Lahtinen & Yrjölä, 2019; Wehmeier & Raaz, 2012; Janning et al., 2020; Christensen & Skaerbaek, 2007; Schneider, 2021; Martin Jr, 2017; Graham et al., 2015). 'Convening' is the second construct under which five items are identified. Convening, a procedure that allows multiple parties with different perspectives or understanding of a problem to examine solutions beyond their perspectives and expertise collectively (Gray 1985; Gray and Wood 1991), has been successfully implemented in various organizational domains. The five items identified under the 'Convening' construct, which can be referred to as social entrepreneurship practices, are Productivity, Capability Building, Learning Culture, Informal Communication Process, and teamwork (Nampala et

al., 2016; Wenger-Trayner & Wenger-Trayner, 2021; Neal & Neal, 2011; Sorenson, 2011; Kotey, 2007). 'Multivocality' is the third construct under which five items are identified. The concept of multivocality, the ability to merge these multiple voices and communicate with stakeholders in a comprehensible manner while simultaneously catering to different groups, can be witnessed in various domains of multivocality research, extending from professional social networks (Carolan 2008) to the significance of 'social embeddedness' (Padgett and Ansell 1993). The five items identified under the 'Multivocality' construct, which can be referred to as social entrepreneurship practices, are Networking/word-of-mouth abilities, Cooperative participatory environment, less formal organizational structure, employing diversity and Inclusive-decision making (Fletcher et al., 2024; Suthers et al., 2013; Qu et al., 2024; Oliver, 2023; Kuhn, 2012; Geib, 2017; Bal et al., 2021). Based on a systematic literature review, we can conclude that seventeen social entrepreneurship practices are identified, which lays a platform that can be further researched in the future.

As already discussed, this study contributes to the understanding of social entrepreneurship (SE) practices through a Systematic Literature Review (SLR), followed by exploratory thematic analysis, which identified three constructs or themes namely 'Framing, Convening, and Multivocality' and categorized 17 SE practices. Hence, to assess the application of social entrepreneurship practices among the transgender community in India, responses from transgender entrepreneurs were solicited based on their experiences regarding every aspect of social entrepreneurship practices identified in this study. Following are the social entrepreneurship practices identified among transgender social entrepreneurs:

I. FRAMING CONSTRUCT

Transgender entrepreneurs apply framing practices in their businesses by shaping the narrative around their identities and experiences. They also use framing to challenge stereotypes and promote inclusivity. By doing so, they are contributing to a more diverse and equitable business landscape (Le Ber & Branzei, 2010; Mathison et al., 2014; Dijkema et al., 2006; Albu & Flyverbom, 2019; Onkila et al., 2014; Martin Jr, 2014; Mowen &

Mowen, 1986; Howard-Grenville & Hoffman, 2003; Høgevold & Svensson, 2016; Suthers et al., 2013; Qu et al., 2024; Oliver, 2023; Kuhn, 2012; Geib, 2017; Bal et al., 2021; Irving, 2008; Ladwig, 2022).

1) Ensuring Strategic Planning

Transgender entrepreneurs are applying strategic planning in innovative and resilient ways. They often face significant social stigma and discrimination, which can hinder their access to resources (*Transgender Entrepreneurship in India*. n.d.). They are identifying supportive networks, resources, and training opportunities. They are learning about developing and realizing a business idea, creating a marketing plan, calculating product and service costs, finding sources of capital and investments, and starting their financial planning (Nutt, 1998; Mathur, 1986; Badgett, 2020; Willar, 2019; Mbugua, 2020; McCann & Sharek, 2016; Pinto et al., 2008; Allen et al., 2014; Baffoe, 2013; Dutta & Patil, 2024; Badgett et al., 2021; Khalid & Vijayasingham, 2022).

Table 4.55 Ensuring Strategic Planning					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	23	74.2	74.2	74.2
	Strongly Agree	8	25.8	25.8	100.0
	Total	31	100.0	100.0	

The responses regarding the framing practices in social enterprises, specifically focusing on setting strategic objectives for transformation and consensus mobilization of resources, indicate a strong commitment to ensuring strategic planning among transgender social entrepreneurs in India (Table 4.55). Out of the 31 respondents, 23 (74.2%) agree with the statement on strategic planning, while 8 (25.8%) strongly agree. This unanimity reflects a high level of importance placed on strategic planning within these enterprises, as all respondents (100.0%) either agree or strongly agree with the necessity and implementation of strategic objectives and resource mobilization activities. The cumulative % underscores that strategic planning is a universally accepted practice among these entrepreneurs,

highlighting its critical role in the success and sustainability of their social enterprises (Nutt, 1998; Mathur, 1986; Badgett, 2020; Willar, 2019; Mbugua, 2020).

Respondent 8: *“The key strategy for a successful business is building positive customer relationships.”*

Respondent 12: *“I used to be a salesperson earlier in 2012. So, from that experience, I focus on producing only those products that are in demand in the market.”*

Respondent 16: *“In starting, we started making samples of soaps, which we distributed to our friends and relatives and later we received orders from them.”*

Respondent 17: *“We have sponsoring partners, CSR partners, and location partners.”*

Respondent 18: *“I am going to launch my business on social media soon. I am going to display my products on Flipkart and Amazon’s websites.”*

2) Enhancing Profitability

Transgender entrepreneurs are applying profitability in their businesses by leveraging various funding options and strategic planning practices. Despite facing discrimination, they are finding ways to increase profitability and productivity. This includes employing gender equality practices, which have been shown to increase profitability (Fletcher, 2003; Svensson et al., 2016; Willar, 2019; Kabeer & Natali, 2013; Armstrong et al., 2010; Kabeer, 2021; Brannback & Carsrud, 2015; Bornstein & Davis, 2010; Cavalcanti & Ferreira, 2022; Fantappiè, 2022; Sequeria et al., 2018)

Table 4.56 Enhancing Profitability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	9	29.0	29.0	29.0
	Strongly Agree	22	71.0	71.0	100.0
	Total	31	100.0	100.0	

The responses regarding the framing practices in social enterprises, specifically focusing on enhancing profitability through setting strategic objectives and consensus mobilization of resources, indicate a robust emphasis on profitability among transgender social

entrepreneurs in India (Table 4.56). Out of the 31 respondents, 9 (29.0%) agree with the statement on enhancing profitability, while 22 (71.0%) strongly agree. This overwhelming agreement suggests that nearly all respondents (100.0%) recognize and prioritize the importance of strategic objectives and resource mobilization activities in boosting profitability. The cumulative percentage reflects a unanimous commitment to profitability enhancement as a key aspect of their strategic planning and operational practices within their social enterprises (Svensson et al., 2016; Willar, 2019; Kabeer & Natali, 2013; Armstrong et al., 2010).

Respondent 7: *“I have gained experience through continuous practicing. I minimize the inventory and manage it according to the demand as it depends on the working hours and holidays. I observe the customer’s demand in rush hour and manage the activities accordingly.”*

Respondent 18: *“I always keep my margin low. In starting I had not received enough profit but now with consistency and time, I’m able to reap profits. Also, I work on customer relationship building.”*

3) Maintaining Sustainability

Transgender entrepreneurs apply sustainability in their businesses by integrating social, economic, and environmental considerations into their strategic planning. They are creating businesses with inclusive values and a queer sensibility, often giving back to the community as their businesses reach stability. Furthermore, they use innovative thinking and business acumen to solve environmental, community, or societal issues. These practices contribute to their businesses' success and promote a more inclusive and sustainable entrepreneurial landscape. (Høgevold & Svensson, 2016; Miller, 2012; Ellis, 2010; Wilson et al., 2009; Schaltegger et al., 2016; Tien et al., 2023; Sender, 2005; D'amato et al., 2009; Tan, 2021; Goldsmith, 2010; Vohra et al., 2015; Parizek & Evangelinos, 2021; Parizek, 2019; Essers et al., 2023; Osunmuyiwa & Ahlborg, 2019; Pimpa, 2023)

Table 4.57 Maintaining Sustainability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	25	80.6	80.6	80.6

	Neither Agree, Nor Disagree	3	9.7	9.7	90.3
	Strongly Agree	3	9.7	9.7	100.0
	Total	31	100.0	100.0	

The survey responses on Maintaining Sustainability in framing practices within social enterprises reveal a strong emphasis on this aspect (Table 4.57). Out of 31 respondents, 25 (80.6%) agree that accountability is effectively ensured, while 3 (9.7%) strongly agree. 3 respondents (9.7%) neither agree nor disagree. This distribution (90.3% agreeing or strongly agreeing) indicates that a significant majority of respondents recognize and support the importance of maintaining sustainability in their strategic planning and resource mobilization activities, highlighting its critical role in the effective management and transformation of their social enterprises. To give back to the community (Høgevold & Svensson, 2016; Miller, 2012; Ellis, 2010; Wilson et al., 2009).

Respondent 7: *“I own a **fast** Fast-Food Business named ‘CHISSA’ (it’s a community word that means beautiful) which is 100% healthy, hygienic & environmentally friendly. I can see a bright, sustainable, and promising future for my business.”*

Respondent 11: *“I see a very promising future for my products and the Sustainability of my Business in the long term.”*

Respondent 16: *“In starting we receive sympathy when people buy our product but now people buy our product because of our product quality.”*

Respondent 16: *“We also have ‘Annapurna Kitchen Centre’ which is a tiffin service run by Dilbara ji, who is a transgender person. There are also many other people from transgender community who carry small stalls and carts of food items, clothes, pickles, handmade items, toys, etc.”*

4) Ensuring Accountability

Transgender entrepreneurs apply accountability in their businesses by maintaining transparency and adhering to ethical business practices. They are often responsible for educating others about their identity and experiences, which requires high personal and professional accountability. They also understand the importance of financial responsibility, as seen in their efforts to maintain good bookkeeping practices. Furthermore, they are accountable to their communities, often giving back and creating

social value (Dillard, 2011; Clune & O'Dwyer, 2020; Willar, 2019; Irving, 2008; Khalid et al., 2022; Essers et al., 2023; Szyndlar & Wąsikiewicz-Firlej, 2019; Johnson-Manning & Slade, 2023; Thakur et al., 2021; Phoutchanthavongsa, 2019; Essers et al., 2023; Vohra et al., 2015; Quartey, 2018; Irving, 2008; Gadgil et al., 2018).

Table 4.58 Ensuring Accountability					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	15	48.4	48.4	48.4
	Neither Agree, Nor Disagree	3	9.7	9.7	58.1
	Strongly Agree	13	41.9	41.9	100.0
	Total	31	100.0	100.0	

The responses regarding ensuring accountability in social enterprises reflect a strong focus on this aspect (Table 4.58). Out of 31 respondents, 15 (48.4%) agree that accountability is well-managed, while 13 (41.9%) strongly agree. Three respondents (9.7%) neither agree nor disagree. This means that a total of 90.3% of respondents either agree or strongly agree that their enterprises effectively ensure accountability in their strategic planning and resource mobilization efforts. This high level of agreement underscores the critical role that accountability plays in the successful management and transformation of social enterprises (Dillard, 2011; Clune & O'Dwyer, 2020; Willar, 2019; Irving, 2008; Khalid et al., 2022; Essers et al., 2023).

Respondent 11: *“I deliver my product throughout India and demand is very high from South India. I do deliveries through a courier service and bus services to curb mishandling.”*

Respondent 13: *“Before starting my venture, I surveyed for 2 years. I procure raw materials from Assam for my tea business. I have three different price ranges as per the demand and quality. I deliver my product all over India through online marketing.”*

5) Building Transparency

Transparency is a key principle for transgender entrepreneurs when doing their businesses. They also uphold operational style and business communication processes which are very

essential in the creation of trust among the customers, employees, and shareholders. They always provide their gender identity for other members of society, apart from improving their endurance and crafting and delivering value to others. This translates into their business operations such as financial management, business planning, and customer relationships. , they are breaking barriers to stereotyping and in the process, helping create a more diverse and equal business environment (Duan et al., 2022; Fisher & Hopp, 2020; Spain et al., 2015; Kannaiyan & Neelamegam, 2023; Garrick et al., 2024; Ahmed & Adams, 2023; Hameed et al., 2023; Parizek & Evangelinos, 2021; Tapscott & Ticoll, 2003; Errigo III, 2016; Essers et al., 2023; Pulcher, 2018; Spain et al., 2015; Porlezza & Splendour, 2018; Ozturk & Tatli, 2016).

Table 4.59 Building Transparency					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	11	35.5	35.5	35.5
	Strongly Agree	20	64.5	64.5	100.0
	Total	31	100.0	100.0	

From the survey responses concerning building transparency in social enterprises, it can be seen that social entrepreneurs have a commitment to this practice (Table 4.59). Self-generated from the 31 respondents, 11 (35.5) slightly agree that transparency is effectively set up, and 20 (64.5) strongly agree. This means that all 100% agree or strongly agree that their enterprises have policies and successfully practice transparency in their strategic planning and resource mobilization. Co-creating authentic trust is particularly crucial for the management of these social enterprises and this research finding of there being absolute agreement regarding the importance of transparency for management underlines the importance of this component (Duan et al., 2022; Fisher & Hopp, 2020; Spain et al., 2015; Kannaiyan & Neelamegam, 2023).

Respondent 13: *“Business is neutral, it doesn’t discriminate between gender. So that’s why I came into this field and chose to be an entrepreneur.”*

Respondent 18: *“Some people say that you get orders because you are a transgender... but I reply to them that it’s not a sympathy of being a transgender, it’s my hard work due*

to which I get orders because sympathy can be shown only once... If I am getting the orders again and again then it means that it's evidence in itself that my work is very good."

6) Promoting Leadership

Transgender entrepreneurs apply leadership in their businesses by creating inclusive work environments and leading authentically. They often lead in educating others about their identity and experiences, which requires courage and resilience. Furthermore, they lead by example, showing that it is possible to succeed in business despite facing significant social stigma and discrimination. They are transforming their businesses through inclusive leadership, which has been shown to increase engagement and innovation (Fairhurst, 2010; Liu, 2010; Fletcher et al., 2024; Zachariah & Nandini, 2023; Vohra et al., 2015; Klingler-Vidra, 2019; Iizuka & Costa, 2022; Warren, 2022; Fram & Cavallaro, 2024; Fassinger et al., 2010; Thomas, 2022; Reyes et al., 2013; Ilac, 2021; Fram & Cavallaro, 2024; Essers et al., 2023; Fassinger et al., 2010).

Table 4.60 Promoting Leadership					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	17	54.8	54.8	54.8
	Strongly Agree	14	45.2	45.2	100.0
	Total	31	100.0	100.0	

The responses regarding promoting leadership within social enterprises show a strong emphasis on this aspect (Table 4.60). Out of 31 respondents, 17 (54.8%) agree that leadership is effectively promoted, while 14 (45.2%) strongly agree. This means that a total of 100% of respondents either agree or strongly agree that their enterprises actively support and foster leadership in their strategic planning and resource mobilization activities. This unanimous agreement underscores the critical role of leadership in driving transformation and achieving the goals of social enterprises (Dees, 2007).

Respondent 15: *"Self-employment can be seen as a very proud thing. Trans entrepreneurs are true inspiration and leaders towards empowerment and acceptance."*

Respondent 17: *"We have sponsoring partners, CSR partners, and location partners."*

Respondent 18: *“I started my business journey with pickle business and had got a license for that but then COVID had come, so everything had shut down. After COVID, I started my arts & crafts business and took that as be primary business and pickle making as my secondary business. Soon, I will be starting a new business of soap-making.”*

7) Visioning of creating social-value

Transgender entrepreneurs apply the vision of social-value creation by identifying opportunities to create value for their communities and society. They often start businesses that generate income and contribute to social change. For example, some transgender entrepreneurs in India have created social value by helping others who face discrimination due to their nonconforming gender and sexual identities. They identified these opportunities through their own experiences of harassment, which provided them with unique insights and access to stakeholders (Korsgaard & Anderson, 2011; Faludi, 2023; Ruebottom & Toubiana, 2021; McFadden, 2015; Sharma, 2024; Metcalf & Rolfe, 2011; Chakkunny & Sundara Raj, 2020; Badgett, 2014; Sohail et al., 2022; HARSHA, 2022; Narendran, 2022; Kusumasari, 2016; Perrini & Vurro, 2006; London & Morfopoulos, 2009; Yousafzai et al., 2022; Kidd & McKenzie, 2014; Chatterjee, 2022; Fletcher et al., 2024).

Table 4.61 Visioning of Creating social-value					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	14	45.2	45.2	45.2
	Strongly Agree	17	54.8	54.8	100.0
	Total	31	100.0	100.0	

The survey responses on the vision of creating social value within social enterprises reveal a strong focus on this aspect (Table 4.61). Out of 31 respondents, 14 (45.2%) agree that their enterprises effectively engage in visioning for social value creation, while 17 (54.8%) strongly agree. This means that 100% of respondents either agree or strongly agree that their enterprises prioritize and actively pursue the creation of social value through their strategic objectives and resource mobilization efforts. This unanimous agreement highlights the central role of visioning for social value in guiding the transformation and

impact of their social enterprises Korsgaard & Anderson, 2011; Faludi, 2023; Ruebottom & Toubiana, 2021; McFadden, 2015; Sharma, 2024).

Respondent 4: *“Discrimination can't be wiped out in the short term. So, we have to walk forward with it & in long run, it will be surely Addressed leading to Social-inclusion.”*

Respondent 13: *“People are very afraid of buying items or products from a transgender person. When I go to sell my products at marketplaces, people hesitate in talking to us or they think we are robbers or thieves, ‘Jo Kahin Se Chori ka saman Lakar humein sale karna chahte hain’. Aur we might be a sex worker or beggar. But slowly and steadily, the public and society are understanding, accepting, and welcoming us and our business.”*

Respondent 15: *“We are also running an informal learning and care school for manual Scavenger’s children; the name of the school is ‘Spano Ki Udaan’ having 20 children whom we are providing free education by visiting their living places which are generally outskirts and slums.”*

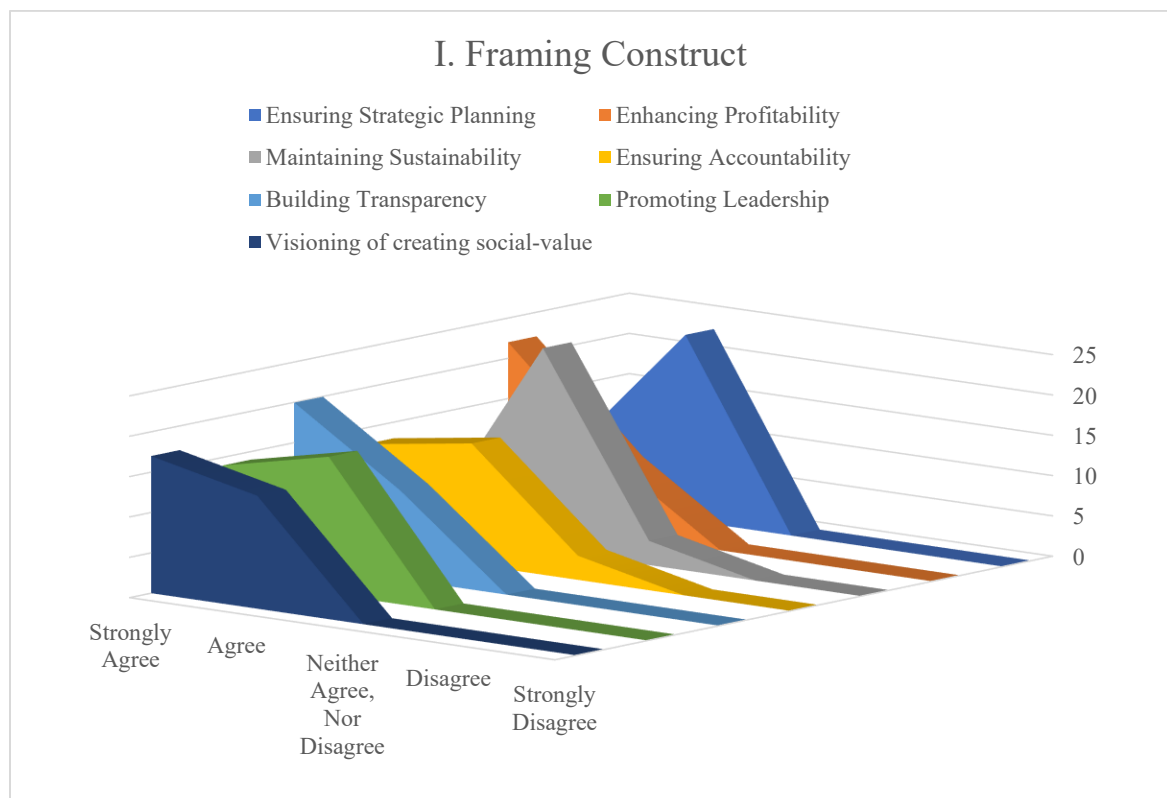


Fig 4.23 Framing Construct

The 3D area graph shows the responses to various Framing constructs related to social-entrepreneurship practices (Fig 4.23). The data reveals that most respondents have a positive perception of strategic planning, with a majority agreeing or strongly agreeing that it is well-ensured. However, responses regarding profitability and sustainability are more mixed, with a significant number of respondents neither agreeing nor disagreeing, indicating some uncertainty or variability in these areas. Transparency and leadership promotion are generally viewed positively, with many respondents agreeing or strongly agreeing that these constructs are well-maintained. Also, responses regarding ensuring Accountability have mixed responses with disagree, neither agree nor disagree with most responses agreeing, indicating the significance of addressing this area. Lastly, the vision of creating social value is predominantly seen in a positive light, reflecting a strong commitment to social value creation. This analysis highlights areas of strength, such as strategic planning and leadership, while also pointing out potential areas for improvement in accountability and sustainability.

Box 4.4. Case study: Empowering Transgender Lives Through Leadership and Collaboration

Aryan Pasha, a transman and lawyer, exemplifies leadership and collaboration through his establishment of "La Beaute & Style," India's first salon run by transgender men. By partnering with Cyrus Poonawalla for skill-based training, he offers courses in beauty, fashion design, and other fields, empowering community members with the skills needed for sustainable employment. Aryan emphasizes that educated transgender youth refuse to resort to begging or sex work, aspiring instead for respect and dignity in their professional lives. During the COVID-19 pandemic, he witnessed the urgent need for job security among the transgender community, leading him to focus on creating safe spaces and challenging societal norms. His initiative showcases the transformative potential of skill-building and leadership in fostering inclusion and empowerment within the transgender community.

II. CONVENING CONSTRUCT:

Transgender entrepreneurs apply convening practices in their businesses by creating dialogue, collaboration, and mutual learning spaces. They often participate in programs and training that use a participatory approach, combining theoretical sessions with practical sessions in business games and role plays. These convening practices enhance their business skills and promote a sense of community and shared ownership. By creating these convening spaces, they can leverage the diverse talents of their team, drive business

success, and contribute to a more inclusive entrepreneurial landscape (*Opening Doors to Entrepreneurship for Transgender*, 2024; *Transgender Entrepreneurship in India*. n.d.; Neal & Neal, 2011; Dorado, 2005; Goetzel et al., 2007; Birkenmaier et al., 2016; Gill, 2010; Fish et al., 1990; Weinstein & Morton, 2015; Pettit & Pitingolo, 2016; Corbin & Thomas, 2023; Habibi et al., 2017; Muthuri et al., 2012; Wenger-Trayner & Wenger-Trayner, 2021; Könnecke, 2024; Kroese, 2022; Ridley-Duff, 2018; Dees, 2010; Kuuluvainen, 2022)

1) Ensuring Productivity

Transgender entrepreneurs are applying productivity in their businesses by leveraging their unique skills and experiences and creating inclusive work environments, which leads to higher employee satisfaction and retention. By fostering a culture of innovation, they encourage unique problem-solving approaches and creative solutions. Additionally, many transgender entrepreneurs are leveraging technology and digital tools to streamline operations, improve efficiency, and reach broader markets. (*Being Transgender at Work | Mckinsey*, 2024; *Creating an Inclusive Environment for Transgender Employees | Mckinsey & Company*, 2024; *Opening Doors to Entrepreneurship for Transgender*, 2024; Summit, 2001; HARSHA, 2022; Patowary & BoraProfessor, 2023; EJAZ & FAROOQ, 2023; Dutta & Patil, 2024; Diwakar et al., 2024; Klingler-Vidra, 2019; Strauss, 2013; Willar, 2019; Guaracino & Salvato, 2017; Bornstein & Davis, 2010; Levin, 1999; Vohra et al., 2015; Bell et al., 2011; Hafiz et al., 2022).

Table 4.62 Ensuring Productivity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	28	90.3	90.3	90.3
	Strongly Agree	3	9.7	9.7	100.0
	Total	31	100.0	100.0	

The survey responses on ensuring productivity through convening practices within social enterprises indicate a strong focus on this aspect (Table 4.62). Out of 31 respondents, 28 (90.3%) agree that their enterprises effectively ensure productivity, while 3 (9.7%) strongly agree. This means that 100% of respondents either agree or strongly agree that their

enterprises are successful in promoting productivity through communication, outreach, joint action, and collective learning. This unanimous agreement underscores the significant role of these practices in driving productivity and fostering co-creation and innovation within their social enterprises (Patowary & BoraProfessor, 2023; Dutta & Patil, 2024; Diwakar et al., 2024).

Respondent 6: *“I use Product Selling Platforms like Exhibitions, Mela, public events & Supplies to Shops, marts and malls. My products are displayed & get Shelf space in different Shops & malls. I have had exposure to online Business during covid-19 and launched a website called ‘www.tripthihandicrafts.com’.”*

Respondent 15: *“We have local demand for our product as many local customers approach us for buying our product.”*

2) Building Capabilities

Transgender entrepreneurs are building capability by engaging in specialized training programs and workshops that enhance their business acumen and leadership skills. They often collaborate with mentorship networks and support groups, gaining valuable insights and guidance from experienced professionals. (*Transgender Entrepreneurship in India*. n.d.; *Opening Doors to Entrepreneurship for Transgender*, 2024; Walters et al., 2020; Sayce, 1998; Stuart et al., 2011; National Academies of Sciences, Division of Behavioral, 2016; Schaffer & Thomson, 1992; McDonald & Wilson, 2016; Dutta & Patil, 2024; Hameed, 2023; Badgett, 2021).

Table 4.63 Building Capabilities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	4	12.9	12.9	12.9
	Strongly Agree	27	87.1	87.1	100.0
	Total	31	100.0	100.0	

The survey responses on building capabilities through convening practices within social enterprises show a strong emphasis on this aspect (Table 4.63). Out of 31 respondents, 4

(12.9%) agree that their enterprises effectively build capabilities, while 27 (87.1%) strongly agree. This means that 100% of respondents either agree or strongly agree that their enterprises are successful in building capabilities through communication, outreach, joint action, and collective learning. This overwhelming agreement highlights the crucial role of these practices in enhancing capabilities and fostering co-creation and innovation within their social enterprises (Walters et al., 2020; Sayce, 1998; Stuart et al., 2011; National Academies of Sciences, Division of Behavioral, 2016).

Respondent 2: *“Skills matters in business, not gender.... My voice tone was soft and I worked on my accent and communication skills. I participated in Personal Growth & Development Related training.”*

Respondent 11: *“For selling our product, we should focus more on developing Convincing skills as we need to convince our buyers that whatever they are buying is the best in the market.”*

Respondent 17: *“Here we’re saying that we are in a service sector. So, in this sector, we can serve you directly. So, here egalitarian approach is there. We can say and we are trying to bring in where we are walking the talk.”*

3) Promoting Learning Culture

Transgender entrepreneurs apply a learning culture in their businesses by continuously seeking knowledge and skills to enhance their entrepreneurial journey. They are creating a culture to acquire new knowledge and technology. They are also receiving training in e-commerce to run their businesses online. This continuous learning and adaptation are crucial for their success and contribute to a more inclusive workspace (*Meet These 12 Trans Women Who Are an Inspiration to a Million in Despair*, 2024; *Opening Doors to Entrepreneurship for Transgender*, 2024; Conner & Clawson, 2004; Agarwal et al., 2023; Sundermeier et al., 2020; Dy et al., 2017; Dutta & Patil, 2024; Fantappiè, 2022; Liu, 2023; Figueroa, 2022; Hameed et al., 2023; Asghar et al., 2022; Sohail et al., 2022).

Table 4.64 Promoting Learning Culture					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	28	90.3	90.3	90.3

	Strongly Agree	3	9.7	9.7	100.0
	Total	31	100.0	100.0	

The survey responses on promoting a learning culture through convening practices within social enterprises show a high level of commitment (Table 4.64). Out of 31 respondents, 28 (90.3%) agree that their enterprises effectively promote a learning culture, while 3 (9.7%) strongly agree. This means that 100% of respondents either agree or strongly agree that their enterprises successfully foster a culture of learning through communication, outreach, joint action, and collective learning. This unanimous agreement underscores the significant role of these practices in encouraging continuous learning and innovation within their social enterprises (Agarwal et al., 2023; Sundermeier et al., 2020; Dy et al., 2017; Dutta & Patil, 2024; Fantappiè, 2022).

Respondent 1: *“We get to learn about Managing food stalls through experience & observation. We also Educated ourselves about Inventory Management & Customer feedback, and customer retention.”*

Respondent 18: *“Those transgenders who want to work and those who are interested, I give them training. I have trained a few transgenders in painting and packaging. They work very efficiently and they are happy with it. Also, they participate in stall management where they sell products, and slowly and steadily this is how they get more and more interested in doing business.”*

4) Developing Informal Communication Process

Transgender businessmen/analysts in business practice the Informal Communication Process by embracing honest, formal, and acceptance communication. Largely they utilize Word of Mouth communication in order to expose their experiences, to pass knowledge about their Self-identity, and to enhance trust within the emergent informal communication networks. This can be in general speaking situations, social networking situations, blogs, or other types of forums. This casual communication work enables them to overcome the odds they come across as well as foster a friendly and accommodating business climate (*Opening Doors to Entrepreneurship for Transgender*, 2024; *Transgender Entrepreneurship in India*. n.d.; Kraut et al. 1990; Vohra et al. 2015; Zachariah & Nandini,

2023; McFadden, 2015; Ladwig, 2022; An, 2021; Willar, 2019; Eger, 2018; Alexandra Beauregard, 2018; Bell, 2011; Klingler-Vidra, 2019; Fantappiè, 2022).

Table 4.65 Developing Informal Communication Process					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	20	64.5	64.5	64.5
	Neither Agree, Nor Disagree	2	6.5	6.5	71.0
	Strongly Agree	9	29.0	29.0	100.0
	Total	31	100.0	100.0	

Perceptions on the part of social enterprises on the development of ‘word of mouth’ Informal communication processes (Table 4.65). Of 31 respondents 20 strongly agreed 64.5 % and 9 others moderately agreed that their enterprises manage to initiate and innovate informal communication processes. In contrast, one respondent would have neither a positive nor a negative impression of the product (6.5%). Altogether, the share of respondents, who either agree or strongly agree that their enterprises provide informal communication processes through communication, outreach, and joint action was 93.5%. This sort of high level of agreement shows that informal communication is effective for the manifestation of co-creation or innovation within SEs (Vohra et al. 2015; Zachariah & Nandini, 2023; McFadden, 2015; Ladwig, 2022).

Respondent 6: *“Way of communication and positive happy voice tone matters in business. For marketing, I take the first step and try to communicate with people who cross or come over to my stall & make them aware & present my Products to them.”*

5) Promoting Teamwork

Transgender entrepreneurs use teamwork in business practices to ensure equality in the workplace for everyone. They set the tone and never undermine or disrespect any of the team members due to the gender they have chosen to identify with. They also promote free communication and co-operation which is essential in any group work. It gives people an environment where they feel free to express themselves and contribute their strengths to create value molded for business needs. This approach to teamwork not only enhances

business performance but also contributes to a more inclusive entrepreneurial ecosystem. (5 Ways to Support the Transgender Community at Work, n.d.; Creating a Trans-inclusive Workplace, n.d.; Creating an Inclusive Environment for Transgender Employees | Mckinsey & Company, 2024; Rees, 1999; Sheridan, 2009; Neumeyer, 2020; Torres Valdés et al. 2019; Miller et al. 2002; McCarty Kilian et al. 2005; Mishra, 2021; Wilson, 2023; Hardin III, 2016; Blossom Harper, 2019; Noor et al. 2024)

Table 4.66 Promoting Team-work					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	10	32.3	32.3	32.3
	Neither Agree, Nor Disagree	1	3.2	3.2	35.5
	Strongly Agree	20	64.5	64.5	100.0
	Total	31	100.0	100.0	

The survey responses on promoting teamwork within social enterprises show a significant emphasis on this aspect (Table 4.66). Out of 31 respondents, 10 (32.3%) agree that their enterprises effectively promote teamwork, while 20 (64.5%) strongly agree. One respondent (3.2%) neither agrees nor disagrees. This means that a total of 96.8% of respondents either agree or strongly agree that their enterprises are successful in fostering teamwork through communication, outreach, and joint action. This high level of agreement highlights the critical role of teamwork in driving collective learning, co-creation, and innovation within social enterprises (Sheridan, 2009; Neumeyer, 2020; Torres Valdés et al. 2019; Miller et al. 2002; McCarty Kilian et al. 2005).

Respondent 17: *“Accepting the beauty of working together is great. We are very comfortable and we are together as a community and we are working as a team is a great experience for us and we are enjoying this thing a lot.”*

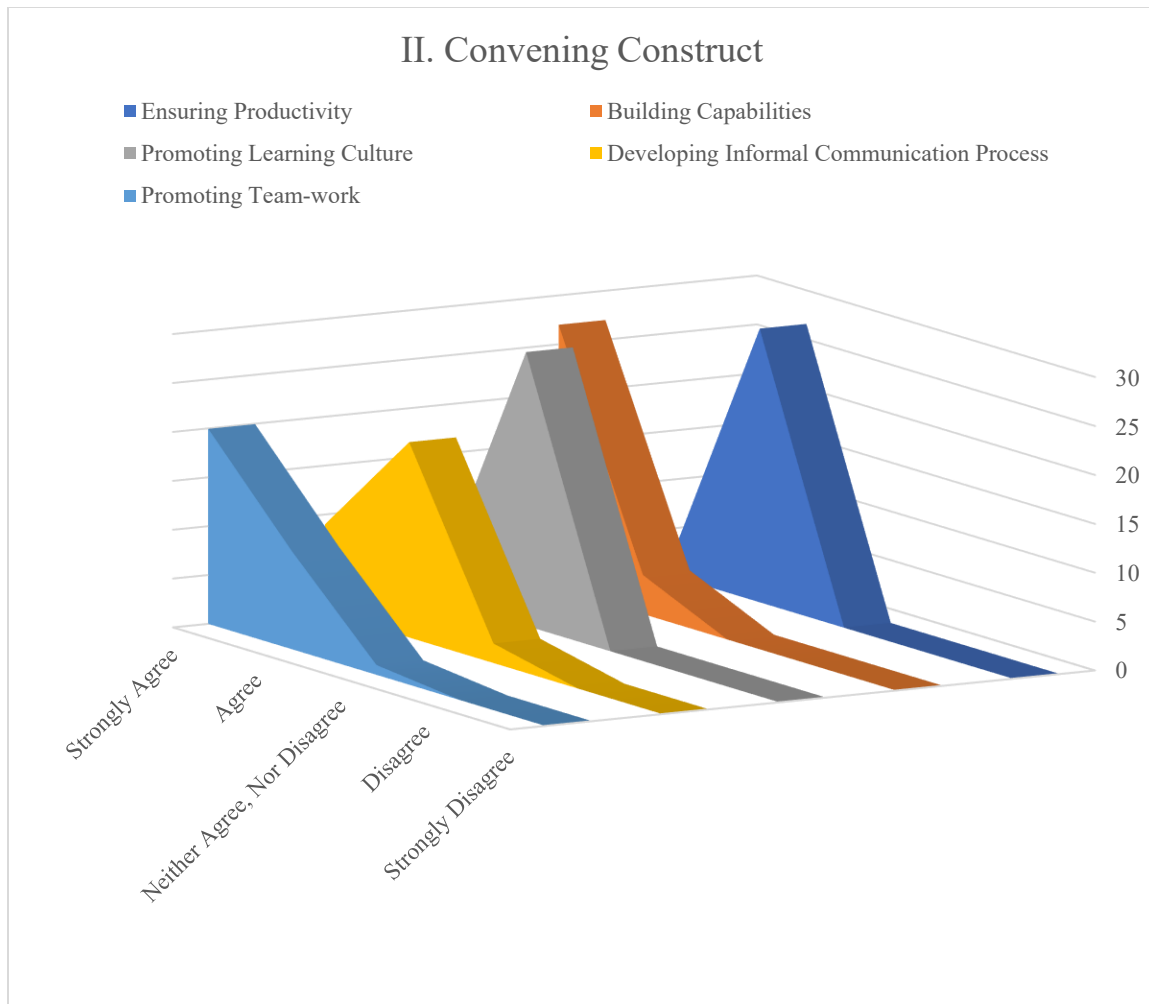


Fig 4.24 Convening Construct

The 3D area graph shows the responses to various Convening constructs related to social-entrepreneurship practices (Fig 4.24). The data reveals that most respondents have a positive view of productivity and promoting learning culture efforts, with a majority agreeing or strongly agreeing that productivity and learning culture are well-ensured. However, responses regarding capability-building are more mixed, with a significant number of respondents neither agreeing nor disagreeing, suggesting some uncertainty or variability in this area. Promoting teamwork is generally viewed moderately, with many respondents agreeing or strongly agreeing and some disagreeing is well-maintained. Additionally, the development of informal communication processes is highly regarded, with strong levels of agreement. This analysis highlights strengths in productivity and

learning culture, while also pointing out potential areas for improvement in building capabilities.

III. MULTI-VOCALITY CONSTRUCT

Transgender business people are practicing multivocality in their businesses through the embracing of equal voices and opinions. They can frequently establish contexts in which a variety of perspectives, different statuses, and personalities can be allowed and addressed. These include their voice as members of this population as well as the voices of their employees, customers, and community residents. In this way, they undermine conventional paradigms of gender and race, diversity, and equality, and can make a positive impact on the development of a fairer business environment (*Opening Doors to Entrepreneurship for Transgender*, 2024; *Transgender Entrepreneurship in India*. n.d.; Lund & Suthers, 2018; Jarvenpaa & Välikangas, 2016; Khatchikian & Palekaite, 2014; Darnley, 2020; Kipping & Lamberg, 2017; Hajibayova, 2018; Knoop, 2020; Aggerholm et al. 2012; Alexandra Beauregard et al. 2018; Rudin et al. 2014; McNulty et al. 2018; Mehta, 2022; Sender, 2002; Erber, 2015; Bell et al. 2011; Bizjak, 2018; SINGH, 2015; Wasser, 2022; Ghaziani & Baldassarri, 2011; Hossain, 2023).

1) Promoting Networking/ word of mouth

Transgender entrepreneurs are applying networking and word-of-mouth abilities in their businesses by leveraging online and offline platforms. They use the internet to connect, share experiences, and build trust within their networks. They also participate in networking events, seminars, and activities to connect and discuss business ideas. Word-of-mouth referrals, often from satisfied customers, are effective strategies for expanding their firms. These networking and word-of-mouth abilities not only help them navigate the challenges they face but also create a supportive and inclusive business environment (*The Internet Has Always Been Trans*, 2024; *The Power of Networking with Other Female and Minority Entrepreneurs*, 2024; *Art of Networking: 8 Ways New Entrepreneurs Can Establish Ground*, 2024; Benoit-Barné, 2021; Gryzunova, 2019; Frandsen & Johansen, 2017; Kozinets et al., 2010; Willar, 2019; Cunningham & Flanagan, 2017; Fantappiè, 2022; Sender, 2002; Fulp, 2018; Narendran, 2022; Hoang & Oosterhoff, 2016; Gadgil et al.,

2018; Preethi Sarah & Karthigai Prakasam, 2021; Dutta & Patil, 2024; Haimson et al., 2020; Gadgil et al., 2018; Willar, 2019; Sabala, 2020; Carter, 2011; Gadgil et al., 2023).

Table 4.67 Promoting Networking/ word of mouth					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	30	96.8	96.8	96.8
	Strongly Agree	1	3.2	3.2	100.0
	Total	31	100.0	100.0	

The survey responses on promoting networking and word of mouth through multi-vocality practices within social enterprises show a strong emphasis on this aspect (Table 4.67). Out of 31 respondents, 30 (96.8%) agree that their enterprises effectively promote networking and word of mouth, while 1 (3.2%) strongly agree. This means that 100% of respondents either agree or strongly agree that their enterprises successfully leverage multiple voices and perspectives to enhance social embeddedness and networking. This unanimous agreement highlights the crucial role of networking and word of mouth in building connections and fostering relationships within the social enterprise ecosystem (Sender, 2002; Fulp, 2018; Narendran, 2022; Hoang & Oosterhoff, 2016; Gadgil et al., 2018; Preethi Sarah & Karthigai Prakasam, 2021).

Respondent 4: *“I participate in Exhibitions, Melas, etc for promoting, marketing, and recognition of my business.”*

Respondent 12: *“I participate in monthly markets called ‘Mangla Haat’ which is organized in Different cities of Jharkhand, where I sell my product.”*

Respondent 16: *“We started by connecting to our networks like different NGOs and companies and groups where we started setting up our stalls and advertised our products. We are focusing on marketing our product basically through word-of-mouth.”*

Respondent 20: *“I hold stalls at melas, exhibitions, CSR Events, etc.”*

2) Ensuring a co-operative Participatory environment

Transgender entrepreneurs apply a cooperative, participatory environment in their businesses by fostering an inclusive and collaborative work culture. They often participate

in programs and Training, which generally uses a participatory approach, combining theoretical sessions with practical sessions in business games and role plays. This approach enhances their business skills and promotes a sense of community and shared ownership. By creating a cooperative, participatory environment, they can leverage the diverse talents of their team, drive business success, and contribute to a more inclusive entrepreneurial landscape (*Opening Doors to Entrepreneurship for Transgender*, 2024; *Transgender Entrepreneurship in India*. n.d.; Poroli, 2021; Soles, 2010; Kornginnaya, 2020; Sweeney & Bothwick, 2016; Ladwig, 2022; Pretty, 1995; Lepischak, 2004; Haimson et al.,2020; Case et al., 2012; Metcalf & Rolfe, 2011; Innes & Booher, 1999; Salvagni, 2022; Sweeney & Bothwick, 2016; Shahani, 2020; Nam et al., 2018).

Table 4.68 Ensuring a co-operative Participatory Environment					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	2	6.5	6.5	6.5
	Strongly Agree	29	93.5	93.5	100.0
	Total	31	100.0	100.0	

The survey responses on ensuring a cooperative participatory environment through multi-vocality practices within social enterprises indicate a strong commitment to this aspect (Table 4.68). Out of 31 respondents, 2 (6.5%) agree that their enterprises effectively ensure a cooperative participatory environment, while 29 (93.5%) strongly agree. This means that 100% of respondents either agree or strongly agree that their enterprises are successful in fostering a participatory and cooperative environment through multiple voices and perspectives. This overwhelming agreement highlights the significant emphasis placed on inclusivity and collaboration in enhancing social embeddedness within the social enterprise (Kornginnaya, 2020; Sweeney & Borthwick, 2016; Ladwig, 2022; Pretty, 1995; Lepischak, 2004; Haimson et al.,2020).

Respondent 3: “Navodaya Charity Trust and Rajuamma, a make-up artist in the Film Industry in Kerala, helped and supported me in my entrepreneurial journey.”

Respondent 17: “Through entrepreneurship, we are building confidence and trying to erase all the insecurities among transgenders.”

3) Ensuring employment diversity

Diversity is used by transgender entrepreneurs who embrace equality and diversity within their firms and support or promote a diverse workforce. It must give people opportunities to present their potential and ideas to everyone, and as a result, it will involve the best skills of all employees to contribute to business outcomes. That kind of diversity not only leads to improvement in business performance but also assists in creating diversity for entrepreneurship workplace (*Creating a Trans-inclusive Workplace*, n.d.; *Being Transgender at Work* | Mckinsey, 2024; Vertovec, 2012; Pulcher et al., 2020; Iizuka & Costa, 2022; Ozturk & Tatli, 2016; Vohra et al., 2015; Hardin III, 2016; Hafiz et al., 2018; Bell et al., 2011; Ozturk & Tatli, 2016).

Table 4.69 Ensuring Employing Diversity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	30	96.8	96.8	96.8
	Strongly Agree	1	3.2	3.2	100.0
	Total	31	100.0	100.0	

The survey of multi-vocality practices within social enterprises also demonstrates a clear commitment to diversity in organizational practices (Table 4.69). Among the 31 respondents, 30 of them agreed, 96.8%, that the enterprises they are working for can ensure the employment of diversity, and only one respondent strongly agreed. This is about the Endorsement of Response which reveals that 100% of respondents perceive their enterprises to be effective in integrating diversity in their operations. This consensus underscores the need to diversify as a way of improving social connectedness as a way of dealing with increased prejudices and intolerance among social entrepreneurs (Iizuka & Costa, 2022; Ozturk & Tatli, 2016; Vohra et al., 2015; Hardin III, 2016).

Respondent 3: “In my enterprise, I hired 4 persons from Sexual Minority communities 2 are gays, 1 is Transmen & 1 is transgender.”

Respondent 11: *“I employed 5 transgenders for my business. In the future, I will hire more transgenders from the community, but also whoever will be in need, I will not differentiate among binary peoples too.”*

Respondent 17: *“We are creating an equal platform for all irrespective of their educational qualification and at the same time, we are taking care of their comfort of being who they are as well.”*

Respondent 18: *“I hired 2 transgenders from the community who wanted to do dignified work. I give priority to hiring transgender people.”*

4) Promoting inclusive decision making

Transgender entrepreneurs apply inclusive decision-making in their businesses by ensuring that all contributors to the organization are almost equally considered. They usually collaborate with other members in adapting policies, models, and practices within the context of introducing and mainstreaming diversity-friendly workplace practices. This includes creating an environment where employees trust each other and feel safe making mistakes in good faith. By involving all team members in the decision-making process, they promote a sense of ownership and commitment, which can enhance business performance and contribute to a more inclusive entrepreneurial landscape (*Want to Create a Trans-inclusive Company? Invest in These 2 Things.*, 2024; *Creating an Inclusive Environment for Transgender Employees | Mckinsey & Company*, 2024; Golden & Bencherki, 2021; Klingler-Vidra, 2019; Pulcher, 2018; Kuuluvainen, 2022; Frost & Kalman, 2016; Ozturk & Tatli, 2016; Priola et al., 2014; Blossom Harper, 2019; Noronha et al., 2022; Bell et al., 2011; Vohra et al., 2015; Hafiz et al., 2022; Ozturk & Tatli, 2016).

Table 4.70 Promoting inclusive-decision making					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	14	45.2	45.2	45.2
	Neither Agree, Nor Disagree	3	9.7	9.7	54.8
	Strongly Agree	14	45.2	45.2	100.0
	Total	31	100.0	100.0	

The survey responses on promoting inclusive decision-making through multi-vocality practices within social enterprises indicate a balanced perspective (Table 4.70). Out of 31 respondents, 14 (45.2%) agree that their enterprises effectively promote inclusive decision-making, while another 14 (45.2%) strongly agree. Three respondents (9.7%) neither agree nor disagree. This means that a total of 90.4% of respondents either agree or strongly agree that their enterprises are successful in fostering inclusive decision-making processes by incorporating multiple voices and perspectives. This substantial agreement highlights the importance of inclusivity in decision-making for enhancing social embeddedness and effectiveness within social enterprises (Frost & Kalman, 2016; Ozturk & Tatli, 2016; Priola et al., 2014; Blossom Harper).

Respondent 10: *“I have collaborations with online marketing websites through which I sell my product. Rainbow Bazaar helped me a lot in taking my business online.”*

Respondent 17: *“I am feeling free to express myself. Now I feel more of having decision-making power, sense of responsibility & belongingness.”*

5) Developing a less formal organizational structure

Transgender entrepreneurs apply a less formal organizational structure in their businesses, often allowing for more flexibility and adaptability. The tranquility of transgendered entrepreneurs is adopted in their firm’s organization being considerably informal compared to conventional organization structures. This structure can help the work environment be more friendly and understanding, as it can lead to people being able to talk and work together easily. It also allows them to adapt to new working conditions immediately because their usual working conditions are often different from those faced by traditional employees. In addition to this, they will incorporate a less formal structure that allows for a reduced level of rigidity, removing the barrier and hierarchal type of system making the environment and business equally portraying (*Opening Doors to Entrepreneurship for Transgender*, 2024; *Transgender Entrepreneurship in India*. n.d.; Rosé & Lund, 2013; Sequeria et al., 2018; Greer & Minnis, 2022; Molla & Shawlin, 2023; Hardin III, 2016; Vohra et al., 2015; Fletcher et al., 2024; Essers et al., 2023; Williamson et al., 2024; Vohra et al., 2015; Bruce & Packard, 2016; Costa, 2020; Çakmak, 2020).

Table 4.71 Developing a less-formal organizational structure.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Agree	15	48.4	48.4	48.4
	Strongly Agree	16	51.6	51.6	100.0
	Total	31	100.0	100.0	

The survey responses on developing a less formal organizational structure through multi-vocality practices within social enterprises show strong support for this approach (Table 4.71). Out of 31 respondents, 15 (48.4%) agree that their enterprises effectively develop a less formal organizational structure, while 16 (51.6%) strongly agree. This means that 100% of respondents either agree or strongly agree that their enterprises are successful in adopting a less formal structure to facilitate multiple voices and perspectives. This unanimous agreement highlights the role of a less formal organizational structure in enhancing flexibility, social embeddedness, and the ability to incorporate diverse viewpoints within social enterprises (Vohra et al., 2015; Fletcher et al., 2024; Essers et al., 2023; Williamson et al., 2024).

Respondent 4: *“I take stitching classes & provide skill-based training to Transgenders and girls.”*

Respondent 16: *“We showcase our products in different local stalls, camps, rotary clubs, and programs during the festive season. We also receive orders from 6000 mummies (a group), some companies, and some groups (on WhatsApp and other social media platforms). The group of 6000 mummies supported us a lot. It’s a Rotary Club member group all over India. We got orders from them in bulk. We advertise our product in this group. We worked on online branding and online marketing.”*

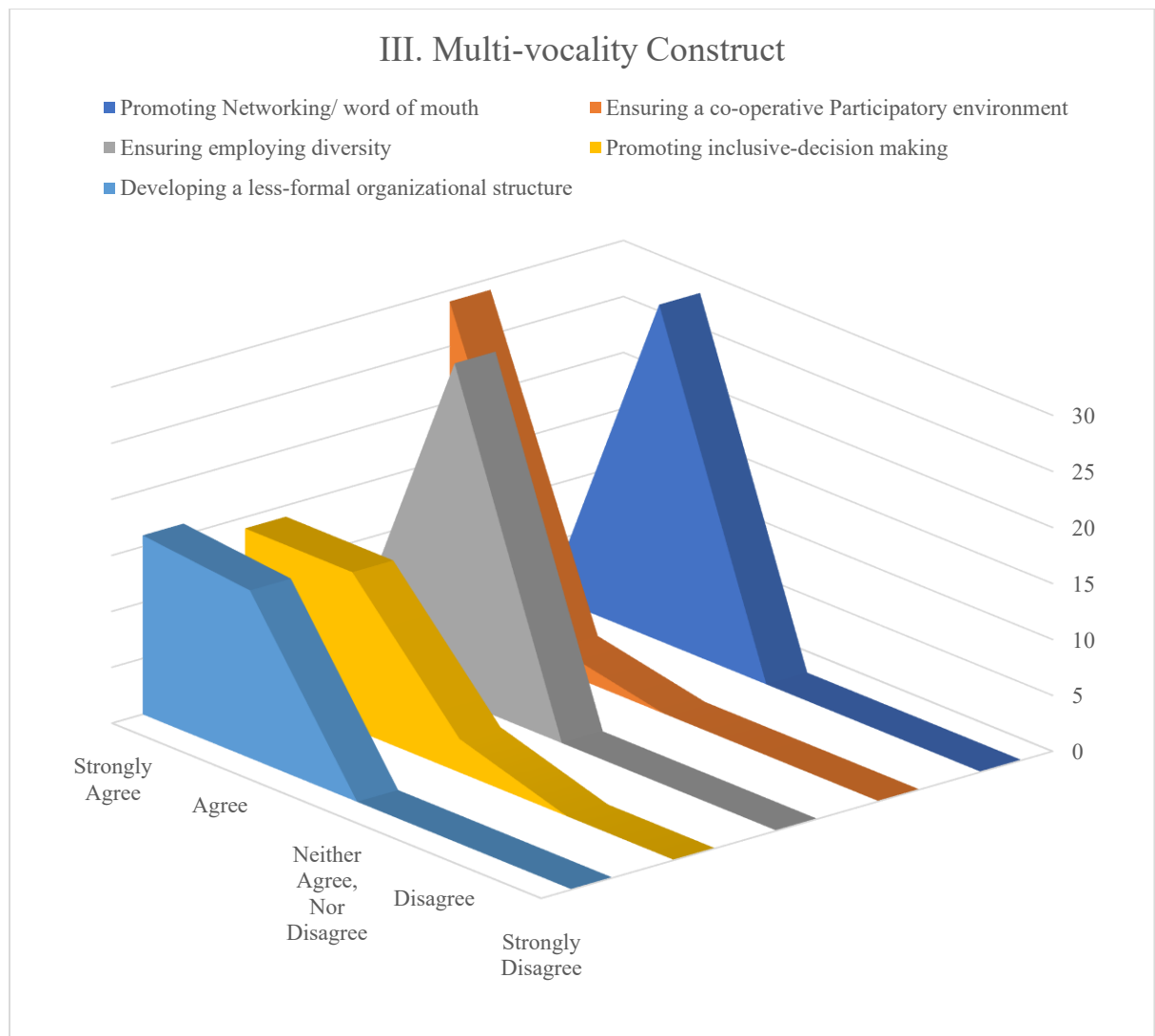


Fig 4.25 Multivocality Construct

The 3D area graph shows the responses to various Convening constructs related to social-entrepreneurship practices (Fig 4.25). The data reveals that most respondents have a positive view of networking efforts, with a majority agreeing or strongly agreeing that networking and word-of-mouth promotion are well-supported. However, responses regarding the co-operative participatory environment are more mixed, with a significant number of respondents neither agreeing nor disagreeing, suggesting some uncertainty or variability in this area. The development of a less-formal organizational structure is generally viewed positively, with many respondents agreeing or strongly agreeing that it is well-maintained. Additionally, the promotion of inclusive decision-making processes is moderately regarded, with mixed levels of agreement and disagreement. This analysis

highlights strengths in networking and fostering a co-operative participatory environment, while also pointing out potential areas for improvement in inclusive decision-making.

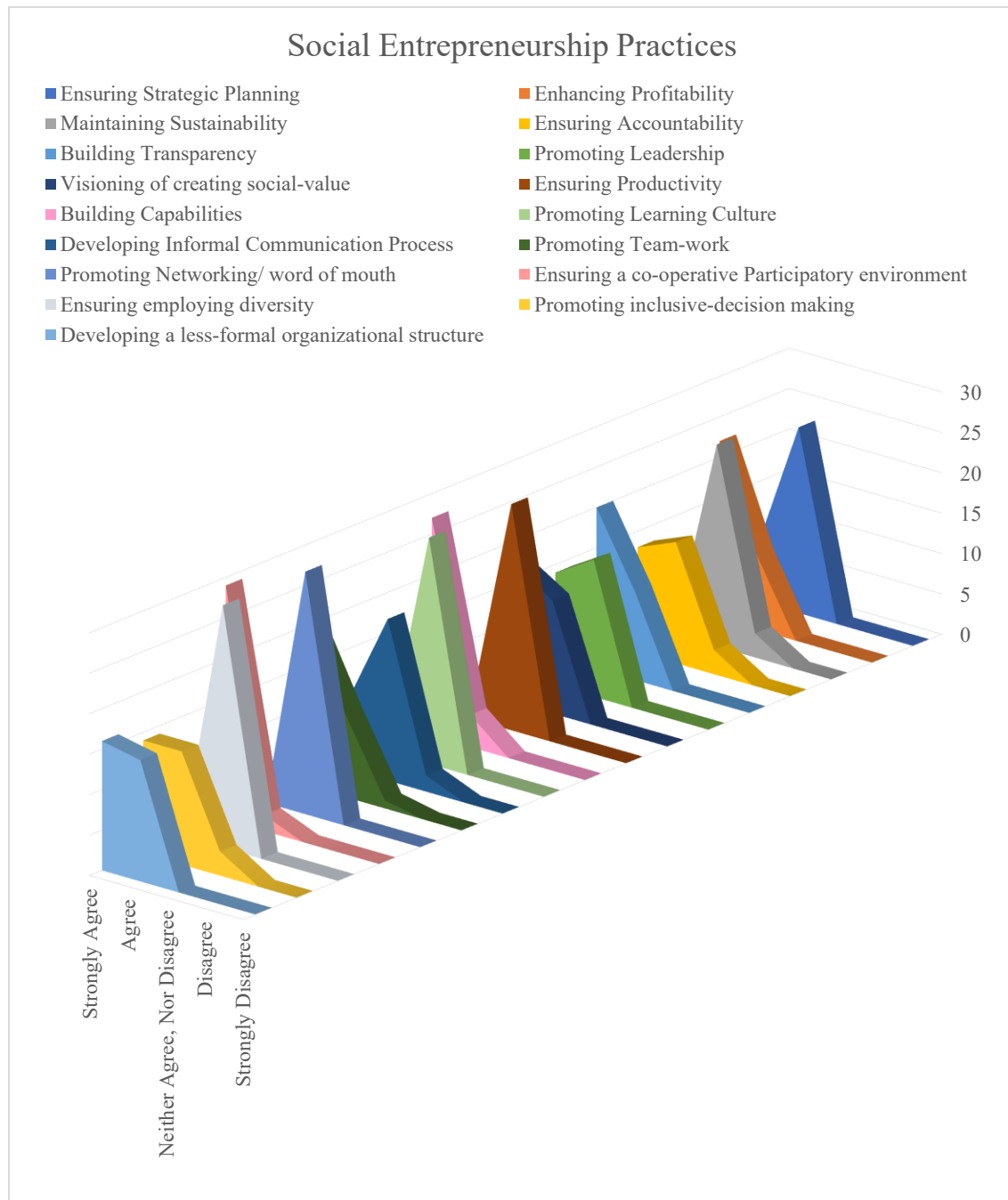


Fig 4.26 Social Entrepreneurship Practices

To conclude, the 3D area graph reflects a generally positive attitude towards many social entrepreneurship practices, but also highlights specific areas where improvements can be

made to enhance effectiveness and inclusivity (Fig 4.26). The area of Positive Perception includes Practices like Ensuring Strategic Planning (high level of agreement, indicating its recognized importance in social entrepreneurship), Enhancing Profitability (Significant agreement suggests that profitability is considered crucial), building transparency (Highly valued for fostering openness and trust within organizations), ensuring productivity (Strong agreement suggests that efficient operations are crucial), promoting learning culture (Significant agreement on fostering a learning culture for continuous improvement), promoting networking/ word of mouth (Moderate agreement suggests its importance for spreading awareness), ensuring employing diversity (Highly valued for workplace diversity) received high levels of agreement, indicating strong support and recognition of their importance. Areas for Improvement includes Practices such as Maintaining Sustainability (Notable agreement reflects the importance of sustainability in social ventures), developing informal communication process (Valued for effective collaboration), promoting team-work (Strong agreement on the importance of teamwork), and Ensuring a Co-operative Participatory Environment (Significant agreement on enhancing engagement and collaboration) suggesting these areas had a moderate response from strongly agree to neither agree nor disagree, showing mixed perceptions among respondents. The area of Balanced Views include Building capabilities (Recognized need to develop skills and capabilities within the organization), Ensuring Accountability (Strong agreement emphasizes the need for accountability to maintain trust and integrity), promoting leadership (Significant agreement highlights the role of leadership in guiding social initiatives), visioning of creating social-value (High agreement indicates that creating social value is a core focus), promoting inclusive decision making (Strong agreement highlights the value of diverse perspectives), developing a less-formal organisational structure (High agreement indicates its benefit for flexibility and inclusivity) had more neutral or negative responses, suggesting these areas may need more focus and development had a mix of responses, showing varied perceptions among respondents. Overall, the stacked area graph underscores that these practices are key factors contributing to the success and impact of social entrepreneurship.

Box 4.5. Case study: The Power of Networking in Uplifting Community

Suman Mathur, a transman from Puri, Odisha, illustrates the profound impact of networking and community support within the transgender community. After facing rejection from his family and discrimination in the workplace, Suman took charge of his life by establishing a fast-food stall and later expanding into a vegetable shop and transportation business. Central to his success is the informal network he has created, comprising over 50 transmen across various districts in Odisha. This group serves as a vital support system, providing guidance on education, health, career opportunities, and government documentation. By fostering unity and cooperation among his peers, Suman emphasizes the importance of collective empowerment, noting that trans entrepreneurship offers a safe working environment and promotes respect and acceptance. His advocacy for sensitization programs aims to shift societal perceptions, challenging the stereotype that associates trans individuals with sex work or begging. Suman's journey underscores the need for transmen to uplift one another, highlighting that a supportive network can lead to greater visibility, improved livelihoods, and a more inclusive society.

Discussion & Conclusion: Objective 2

‘TO ASSESS THE APPLICATION OF SOCIAL ENTREPRENEURSHIP PRACTICES AMONG THE TRANSGENDER COMMUNITY IN INDIA’

From the study, it emerged that the transgender social entrepreneurs in India are very committed towards operationalising key SE practices in the areas of Framing, Convening and Multivocality. Most of the respondents highlighted strategic planning (100 percent), profitability (100 percent), sustainability (90.3 percent), accountability (90.3 percent), transparency (100 percent), leadership (100 percent), and social value creation (100 percent) as part of the Framing construct (Le Ber & Branzei, 2010; Mathison et al., 2014; Dijkema et al., 2006; Albu & Flyverbom, 2019; Onkila et al., 2014). Practices like productivity (100%), capability building (100%), teamwork (96.8%), and fostering a learning culture (100%) were given a lot of attention in the Convening construct (Corbin & Thomas, 2023; Habibi et al., 2017; Muthuri et al., 2012; Wenger-Trayner & Wenger-Trayner, 2021). Promoting networking (100%), diversity (100%), inclusive decision-making (90.4%), and employing a less formal organizational structure (100%), were all seen as important for success in Multivocality (Kipping & Lamberg, 2017; Hajibayova, 2018; Knoop, 2020; Aggerholm et al. 2012; Alexandra Beauregard et al. 2018; Rudin et

al. 2014). Based on the data, it looks like the transgender community not only knows what social entrepreneurship is all about but also does it in a planned, organized way (Preethi Sarah & Karthigai Prakasam, 2021). The focus on sustainability, leadership, and including everyone fits with the larger goals of making a favorable impact on society and giving people more power in their communities (Vohra et al., 2015; Parizek & Evangelinos, 2021). These are important for making the business world fairer for everyone. Also, the strong focus on multivocality shows how important it is to have different opinions in operations and decision-making, which makes transgender-led social enterprises more resilient and flexible overall (Sharma, 2024; Metcalf & Rolfe, 2011; Chakkunny & Sundara Raj, 2020). In conclusion, the results show that transgender social entrepreneurs in India are very involved in strategic SE practices that emphasize sustainability, inclusion, and leadership that works with others. These habits make a big difference in how successful, long-lasting, and helpful their enterprises are to society (Yousafzai et al., 2022; Kidd & McKenzie, 2014; Chatterjee, 2022). These entrepreneurs make sure that their social enterprises are managed well, are open to new ideas, and are changing by accepting different points of view and building strong networks of cooperation.

4.4. Role of social entrepreneurship in empowering the transgender community in India

Box. 4.6. Case study: Role-model towards Commitment to Transgender Awareness

Tripthi Shetty, Kerala's first transgender entrepreneur and founder of "Tripthi Handicrafts," exemplifies a strong commitment to giving back to society through her business initiatives and community empowerment efforts. By offering handmade jewellery and crafts, she creates opportunities for transgender individuals, promoting education and skill development while participating in exhibitions alongside women entrepreneurs. In a significant move to raise awareness about transgender issues, Tripthi and her partner Hrithik decided to donate their bodies to a medical college, aiming to educate medical students and researchers about transgender bodies, which are often overlooked in organ donation policies. This commitment not only fosters inclusivity but also highlights her belief that the success of the transgender community contributes to the betterment of society as a whole.

As already discussed, Empowerment is the ability of individuals to gain control socially, politically, economically, and psychologically through access to information, knowledge, and skills, decision-making and, individual self-efficacy, community participation, and perceived control (Rappaport 1987; Zimmerman and Rappaport 1988). In the context of Transgender community, the social mission of transgender entrepreneurs is to build the ladder of empowerment. They are prioritizing hiring employees from the community, to promote self-sufficiency and upliftment within the community (Rakodi, 1991; Friedmann, 1996). Hence, to find out the role of social entrepreneurship in empowering the transgender community in India, responses from Transgender employees were solicited on the basis of their experiences on seven different variables of empowerment namely self-awareness, self-acceptance, self-reliance, decision-making power, competence, Participation and, Autonomy. Following are the in-depth results regarding the same:

I. SELF-AWARENESS

1. Statement: I am aware of my 'self-identity.'

Table 4.72 Self-Awareness: I am aware of my 'self-identity'					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	79	79.0	79.0	79.0
	Agree	20	20.0	20.0	99.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

The survey results indicate that a significant majority of 99% of transgender employees feel aware of their self-identity, with 79% strongly agreeing and 20% agreeing with the statement (Table 4.72). Only 1% strongly disagree. The research also indicates that the respondents have a clear understanding of the concept of identity thus underlines the test of self-identity within the group. This is in line with early work done in self-recognition

and how it leads to people feeling empowered. Self- awareness is presented as a process valued in empowerment by Van Velsor et al. (1993) meaning tuning in as well a promotion of congruency that fosters personal identity. Moreover, using the SSSI framework, drawing from Shibutani (1961), self-recognition was explained to bear central anticipations of affecting individuals and other aspects of culture. These levels of identity awareness obtained in this survey show the significance of this process as a path to self-empowerment.

2. Statement: I am aware of my strengths and weaknesses

Table 4.73 Self-Awareness: I am aware of my strengths and weaknesses					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	22	22.0	22.0	22.0
	Agree	77	77.0	77.0	99.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	1	1.0	1.0	100.0
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

According to the survey data 99% of the transgender employees have awareness about their strengths as well their weakness, out of these 77% employees agreed whereas 22% strongly agreed with this statement (Table 4.73). Only 1% disagree. This shows that the respondents were very much in touch with their strengths and weaknesses in as much as their supervisory capacities were concerned. Other writers such as Fenigstein et al. (1975) used state self-consciousness and trait self-awareness to argue for the importance of awareness of strength and weakness under the personal-growth subscale. This is, in fact, in agreement with Church (1997) the functionality of self- employment awareness to be constructed and central to the empowerment process. With knowledge of their own strengths and weaknesses, the transgendered are better prepared for the negotiations encountered in transformation and development, making the process one of increased empowering.

Respondent 6: *“I consider each & every, aspect or Strengths & Weakness of every activity before reaching out to any decision.”*

3. **Statement: I am aware of my physical and mental health.**

Table 4.74 Self-Awareness: I am aware of my physical and mental health.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	31	31.0	31.0	31.0
	Agree	52	52.0	52.0	83.0
	Neither Agree, Nor Disagree	17	17.0	17.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

From the results achieved within the survey, the level of awareness of the physical and mental health among the transgender employees is relatively high with 83% and it has been established from the following findings (Table 4.74). The respondents agreed and strongly agreed with the statement with 52% and 31% respectively. Also, 17% are indifferent, they do not show either support or opposition. The results highlighted here demonstrate that most of the respondents share a positive attitude towards body health self- awareness, although there are few who had a neutral attitude about this aspect. From Wicklund (1975), mere awareness culminates to personal responsibility among them being the responsibility to maintain personal health. As Wicklund (1975) finds personal responsibility, it can be viewed that health consciousness is not only an individual’s personal business but an empowered experience.

4. **Statement: I am aware of my political rights and the Transgender Reservation Policy of the Government**

Table 4.75 Self-Awareness: I am aware of my political rights and the Transgender Reservation Policy of the Government					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	63	63.0	63.0	63.0
	Agree	33	33.0	33.0	96.0
	Neither Agree, Nor Disagree	4	4.0	4.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The data shows that 96% of transgender employees are aware of their political rights and the Transgender Reservation Policy of the Government (Table 4.75), with 33% agreeing and 63% strongly agreeing with the above statement. 4 percent are in the middle, not conforming to either side. It also suggests that most of the respondents are well-informed about the political rights they possess and the policies of the government, that relate to them. The authors highlighted that recognition of rights is critical for enhancing the quality of decision-making for personal as well as communal beneficial outcomes. This too speaks of the aspect of self-conscious politics as explained by Fenigstein et al, (1975), whereby the people are not only aware of who they are, but they also can speak for themselves at large society forums.

Respondent 17: *“We are aware of our rights. In the last ten years, we can see that a gradual and sudden change can be seen in India regarding transgender rights.”*

5. **Statement: I am aware of my social well-being**

Table 4.76 Self-Awareness: I am aware of my social well-being				
	Frequency	Percent	Valid Percent	Cumulative Percent

Valid	Strongly Agree	64	64.0	64.0	64.0
	Agree	34	34.0	34.0	98.0
	Neither Agree, Nor Disagree	1	1.0	1.0	99.0
	Disagree	1	1.0	1.0	100.0
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results indicate that 98% of transgender employees are aware of their social well-being, with 64% strongly agreeing and 34% agreeing with the statement (Table 4.76). Only 1% disagree and another 1% are neutral. These findings reflect a high level of self-awareness regarding social well-being among the respondents and, align with Eriksen's (2009) assertion that self-awareness fosters authentic leadership. In this case, being attuned to one's social context and relationships enables transgender individuals to lead authentically within their communities, thus promoting empowerment. Van Velsor et al. (1993) similarly argue that self-awareness fosters deeper engagement with both personal and social dimensions, enabling individuals to contribute meaningfully to group dynamics.

Box. 4.7. Case study: The Importance of Strong Willpower, Passion, and Knowledge in Business

Priyanka, a transgender entrepreneur from Delhi, exemplifies how strong willpower, passion, and deep knowledge about the business field can drive success. Having dreamed of starting a tea business since childhood, Priyanka pursued her passion by blending over 250 unique tea recipes, offering top varieties such as elaichi-stevia green tea, ginger tea, and masala chai. Despite societal challenges and the stigma attached to transgender individuals in business, Priyanka's unwavering determination led her to survey the market for two years before launching her venture in 2023. By leveraging her extensive knowledge of tea varieties and blending techniques, she has successfully expanded her customer base through online marketing, delivering across India. Priyanka's approach is not just about making profits but also creating dignified employment opportunities for other transgender community members, thereby promoting social inclusion. Her story demonstrates that with passion and a solid understanding of one's field, coupled with resilience against societal prejudices, success in business is achievable. Moreover, she strongly advocates that business is neutral and does not discriminate against gender, proving that skills and dedication are key drivers for success.

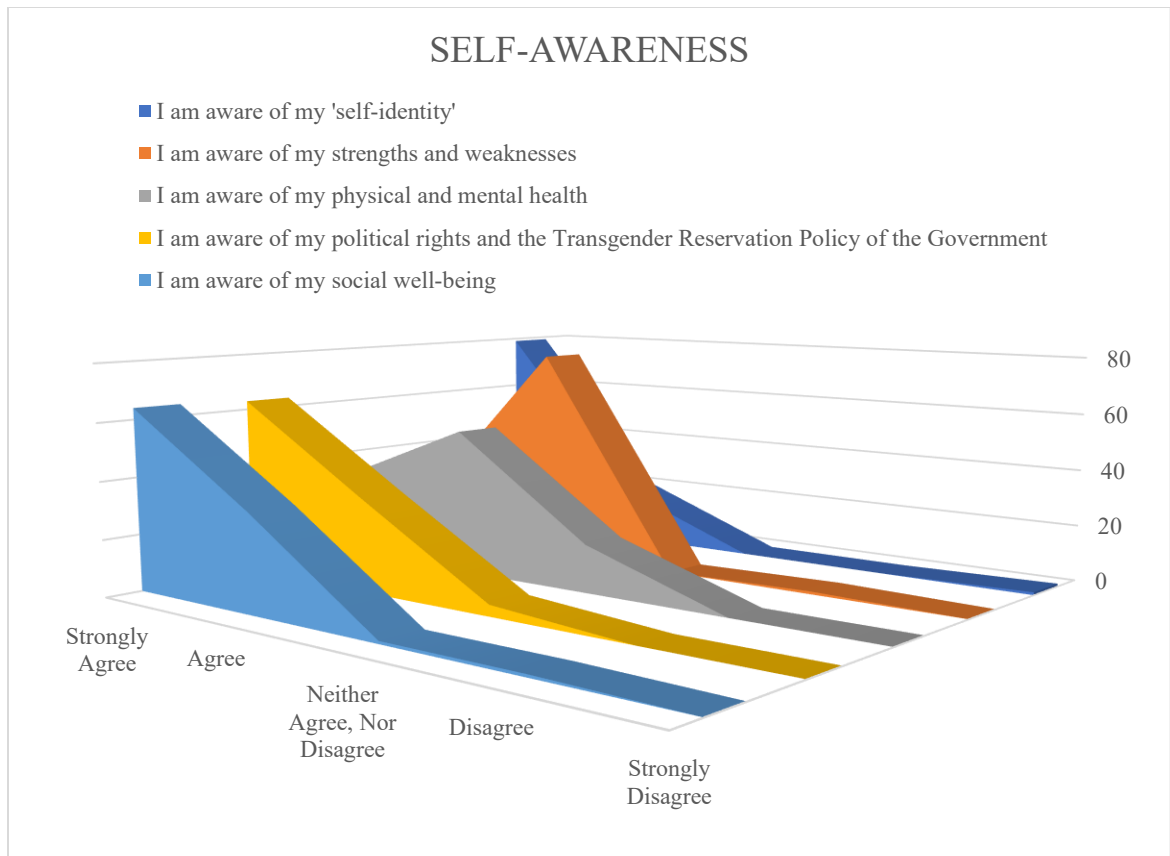


Fig 4.27 Empowerment: Self-Awareness

The 3D area graph represents survey responses on self-awareness across five categories: self-identity, strengths and weaknesses, physical and mental health, rights and responsibilities, and political rights and the Transgender Reservation Policy (Fig 4.27). The analysis of the data reveals that respondents' most recognized self-identities have received a high approval rate that has included agreement or more robust agreement. Overall, awareness of strengths and weaknesses is generally acceptable, it can be seen that strength and weakness self-awareness is highly established. Awareness of physical and mental health is viewed moderately positively, with many respondents agreeing or strongly agreeing and neither agreeing nor disagree to disagree. There is a strong awareness of personal rights and responsibilities, as indicated by high levels of agreement. However, responses regarding political rights and the Transgender Reservation Policy are more mixed, suggesting some uncertainty or variability in this area. This analysis highlights strengths in self-identity and health awareness, while also pointing out potential areas for

improvement in understanding political rights and Awareness of physical and mental health.

II. SELF-ACCEPTANCE

1) Statement: I accept my feelings/emotions without judging myself

Table 4.77 Self-Acceptance: I accept my feelings/emotions without judging myself					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	60	60.0	60.0	60.0
	Agree	39	39.0	39.0	99.0
	Neither Agree, Nor Disagree	1	1.0	1.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data shows that 99% of transgender employees accept their feelings and emotions without self-judgment, with 60% strongly agreeing and 39% agreeing with the statement (Table 4.77). Only 1% are neutral, neither agreeing nor disagreeing. This indicates a high level of self-acceptance regarding emotional experiences among the majority of respondents. It aligns with literature, According to Rogers (1951) and Scott (1968), self-acceptance is crucial for mental health as it fosters emotional resilience and well-being. Accepting one's emotions without self-criticism suggests a level of emotional maturity, which is essential for mental stability and empowerment. This finding aligns with Cass (1979) and Perrin-Wallqvist & Lindblom (2015), who noted that self-acceptance plays a pivotal role in reducing internalized negative attitudes, particularly regarding one's identity.

Respondent 10: *“I accept myself. It’s the first stage of my empowerment. I don’t blame anyone and try to make it understandable to my family with love and patience. For them. My gender identity was something very new and unheard of. So, with time, they started accepting me and my art as well.”*

2) **Statement: I accept the way I am/ being a transgender**

Table 4.78 Self-Acceptance: I accept the way I am/ being a transgender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	38	38.0	38.0	38.0
	Agree	62	62.0	62.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results reveal that 100% of transgender employees accept their identity and the way they are, with 62% agreeing and 38% strongly agreeing with the statement (Table 4.78). This reflects a strong sense of self-acceptance and affirmation of their transgender identity among all respondents. The literature suggests that identity acceptance is crucial for marginalized groups. As Cass (1979) and Rostosky et al. (2018) argue, self-acceptance, particularly in terms of sexual and gender identity, is closely linked to reduced internalized prejudice and greater mental well-being. This full acceptance of their identity among the respondents points to a strong foundation for both personal empowerment and social inclusion.

Respondent 6: *“I accept my gender identity and I am proud that I live a dignified life in Society.”*

Respondent 17: *“In the job opportunities in the private sector, transgenders are not very much comfortable and a lot of sexual harassment has been noticed. So, this is why we have come across this initiative in which we are openly saying to the society that yes, it is a food truck run by the transgenders and we are proud of this achievement.”*

Respondent 18: *“My motivation is ki mujhe apne Pairon per Khada hona hai. Equality is very important. I don’t feel that if I am a transgender then I am less than anyone.”*

3) **Statement: I celebrate my achievements/ accomplishments**

Table 4.79 Self-Acceptance: I celebrate my achievements/ accomplishments					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	40	40.0	40.0	40.0
	Agree	52	52.0	52.0	92.0
	Neither Agree, Nor Disagree	8	8.0	8.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

According to the survey, 92% of transgender respondents note appreciation of achievements and accomplishments (Table 4.79); 52% partially agree with the statement, and 40% strongly agree. On the other hand, 8% of the participants had a neutral opinion which is they had neither agreed nor disagreed. This points to the fact that most of the participants experience a high degree of self-identity and perception of achievements. Acknowledgment is another aspect of newly appearing self-acceptance, which contributes to self-esteem, and foundational values, as stated in English & English (1958) and Jersild (1960). Acknowledging one's accomplishments is conducive to overall psychological well-being and personal empowerment since people learn that they are valuable and capable, as claimed by Ryff et al. (2003).

Respondent 18: *“When I get Orders and I am appreciated for my work, then I feel very happy. When people recognize me and compliment me that I do very good painting then I feel very satisfied.”*

4) Statement: I learn from my mistakes

Table 4.80 Self-Acceptance: I learn from my mistakes					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	57	57.0	57.0	57.0
	Agree	36	36.0	36.0	93.0

	Neither Agree, Nor Disagree	7	7.0	7.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results show that 93% of transgender employees believe they learn from their mistakes, with 57% strongly agreeing and 36% agreeing with the statement (Table 4.80). Only 7% are neutral, neither agreeing nor disagreeing. This indicates a strong inclination towards self-improvement and learning from experiences among the majority of respondents. This aligns with the concept of self-acceptance in the literature, which includes not only recognizing strengths but also embracing weaknesses and failures as opportunities for growth (Rogers, 1951). The emphasis on learning from mistakes underscores the resilience within the transgender community, reinforcing self-worth and empowerment.

5) **Statement: I embrace changes in my life**

Table 4.81 Self-Acceptance: I embrace changes in my life					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	70	70.0	70.0	70.0
	Agree	30	30.0	30.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data reveals that 100% of transgender employees embrace changes in their lives, with 70% strongly agreeing and 30% agreeing with the statement (Table 4.81). This demonstrates a complete acceptance and positive attitude towards life changes among all respondents. As Ryff (2014) notes, embracing change is a critical aspect of psychological well-being and is often facilitated by a strong sense of self-worth and self-acceptance. The

ability to adapt to change with a positive attitude is indicative of emotional and psychological strength, particularly in the context of the challenges faced by the transgender community.

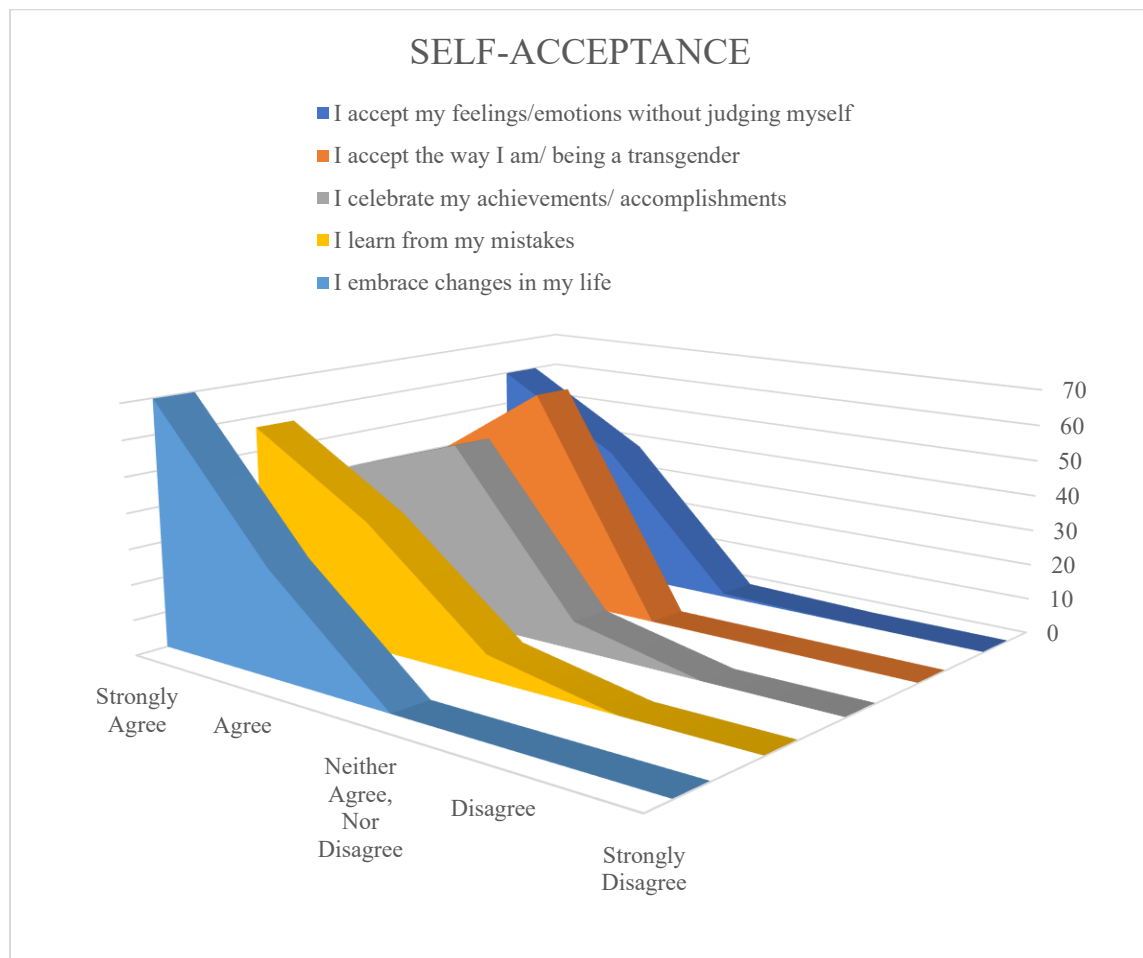


Fig 4.28 Empowerment: Self-Acceptance

The survey responses on self-acceptance are displayed using a 3D area graph on statements. The findings suggest that respondents generally have a positive orientation toward admiring feelings and emotions without pressure with most of them agreeing or strongly agreeing (Fig 4.28). It is therefore indicated that there is a good level of self-acceptance specific to being a transgender person. Further, there is a very positive attitude towards change as indicated by the high mean scores on the following statements. However, responses to questions related to one's ability to learn from mistakes and self-rewarding are only of moderate variability, perhaps indicating a little unsteadiness or

variability. In the self-assessment part, the subject is credited for strengths in ‘emotional acceptance’ as well as ‘learning from mistakes,’ although the subject has possible weaknesses when it comes to ‘embracing changes.’

Respondent 3: *“I am doing hard work and earning with dignity so, everyone accepts me and respects me. My family Supports me because I am doing good work.”*

III. SELF-RELIANCE

1. Statement: I am financially independent

Table 4.82 Self-Reliance: I am financially independent					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	63	63.0	63.0	63.0
	Agree	37	37.0	37.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey points out that all the employees belonging to the transgender group have a sense of financial independence with 37 % strongly agreeing it and 63% agreeing it (Table 4.82). This can be interpreted as an overwhelming confidence in own fiscal ability by all people who participated in the survey. Astill and Miller (2018) describe self-reliance as meaning leaning on one’s capabilities and assets. This financial independence is one of the reasons that lead to confidence and independence, especially for the transgender group where most organisations and employers do not want to employ them.

Respondent 17: *“For me empowering the community means giving power to the community members. So, when an individual knows that you have got a source of income, then he or she will be working and will lead a respectable life which will automatically give them power and confidence of saying I can do this... so for me, this is empowerment.”*

2. **Statement: I can manage my income and expenses**

Table 4.83 Self-Reliance: I can manage my income and expenses					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	35	35.0	35.0	35.0
	Agree	64	64.0	64.0	99.0
	Neither Agree, Nor Disagree	1	1.0	1.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results show that 99% of transgender employees were confident in handling income and expenses, 64% agreed and 35% strongly agreed (Table 4.83). 1% are in the middle, having neither a positive attitude nor a negative attitude towards the website. This means that the majority of respondents have the confidence and ability to manage their financial affairs. Self-reliance also concerns the capacity to construct personal schedules for goal achievement as Bandura noted in 1997, this is evident with the respondents in terms of their financial management. This financial control leads to better decision making which is helpful for self-esteem hence enhancing growth in personal and career.

3. **Statement: I can save and invest money**

Table 4.84 Self-Reliance: I can save and invest money					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	50	50.0	50.0	50.0
	Agree	45	45.0	45.0	95.0
	Neither Agree, Nor Disagree	5	5.0	5.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

When comparing survey data with figures, 95% of employees identified as trans responded affirmatively to the statement about their abilities to save or invest money saying that they strongly agreed 50% and agreed 45% (Table 4.84). They are neutral only 5%, which means that they did not agree or disagree with the statement. This signifies a high level of financial independence and ability to manage saving and investment among the majority of the respondents as shown below. By putting an extra amount into savings or investments, one is able to meet future needs. Quick et al, (1996) point out that self-reliance enables one to cope with grim circumstances within one's sphere of direct influence; and the capacity to save and invest is a sign of that liberty.

4. **Statement: I am experiencing increased economic growth and development**

Table 4.85 Self-Reliance: I am experiencing increased economic growth and development					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	68	68.0	68.0	68.0
	Agree	27	27.0	27.0	95.0
	Neither Agree, Nor Disagree	5	5.0	5.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey find out on the level of economic growth and development among transgender employees was at a higher level with 95% having strongly agreed and agreed on the statement 68% strongly agreed and 27% agreed (Table 4.85). About 5% of those who watch programs are in the neither agree nor disagree category. This demonstrates a high level of the perceived economy and development among most of the respondents. This matches with Goodin (1988), who goes further to explain that self-reliance has long been considered as an important virtue in as much as it improves efficiency and reduces dependability. Increased economic growth among transgender employees suggests that

social entrepreneurship plays a crucial role in facilitating economic development, which in turn empowers them to take control of their financial lives.

Respondent 15: *“Creating employment through entrepreneurship provides the option of livelihood, which ultimately creates economic growth and development social empowerment for the community.”*

5. **Statement: My standard of living has increased**

Table 4.86 Self-Reliance: My standard of living has increased					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	59	59.0	59.0	59.0
	Agree	40	40.0	40.0	99.0
	Neither Agree, Nor Disagree	1	1.0	1.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results show that 99% of transgender employees feel that their standard of living has increased, with 59% strongly agreeing and 40% agreeing with the statement (Table 4.86). Only 1% are neutral, neither agreeing nor disagreeing. This overwhelming majority suggests that employment through social entrepreneurship has significantly contributed to an improved standard of living for most respondents. The data reflects positive changes in quality of life and economic stability, indicating that social entrepreneurship plays a crucial role in enhancing living conditions and overall well-being for the majority of the transgender community surveyed. Ryan et al. (2005) opine that an independent personality is fostered by self-reliance and that such a personality is useful in self and other management. Higher non-affordable basic needs and improved income status of the employee-tenants who are part of the LGBTA community underscores the standing that Mainstream empowers employee-transgenders, bringing out their sovereignty within society and, thus their welfare.

Respondent 1: *“We are Independent and don't follow Hijra Culture. We started our enterprise because we want to become self-dependent & become Inspiration for other community members.”*

Box. 4.8. Case study: Expressing Identity: Story of Resilience and Creativity

Rani's journey as an artist highlights the importance of expression and creativity in empowering individuals within the LGBTQAI+ community. Having started her art business in 2022 after the challenges posed by COVID-19, she has showcased her talents in various art forms, including Lipan art, dotted art, portraits, and live sketching. With support from organization like Rainbow Bazaar, Rani has successfully transitioned to both online and offline sales. In her commitment to financial independence, she meticulously calculates her prices based on the materials used and her effort as a beginner artist, ensuring they remain reasonable while reflecting the value of her work. Rani's story is a testament to the potential of artistic expression not only as a means of livelihood but also as a catalyst for social change, fostering acceptance and visibility for non-binary individuals in society. She encourages other community members to recognize their talents and pursue their passions, reinforcing the message that gender identity should not define one's opportunities.

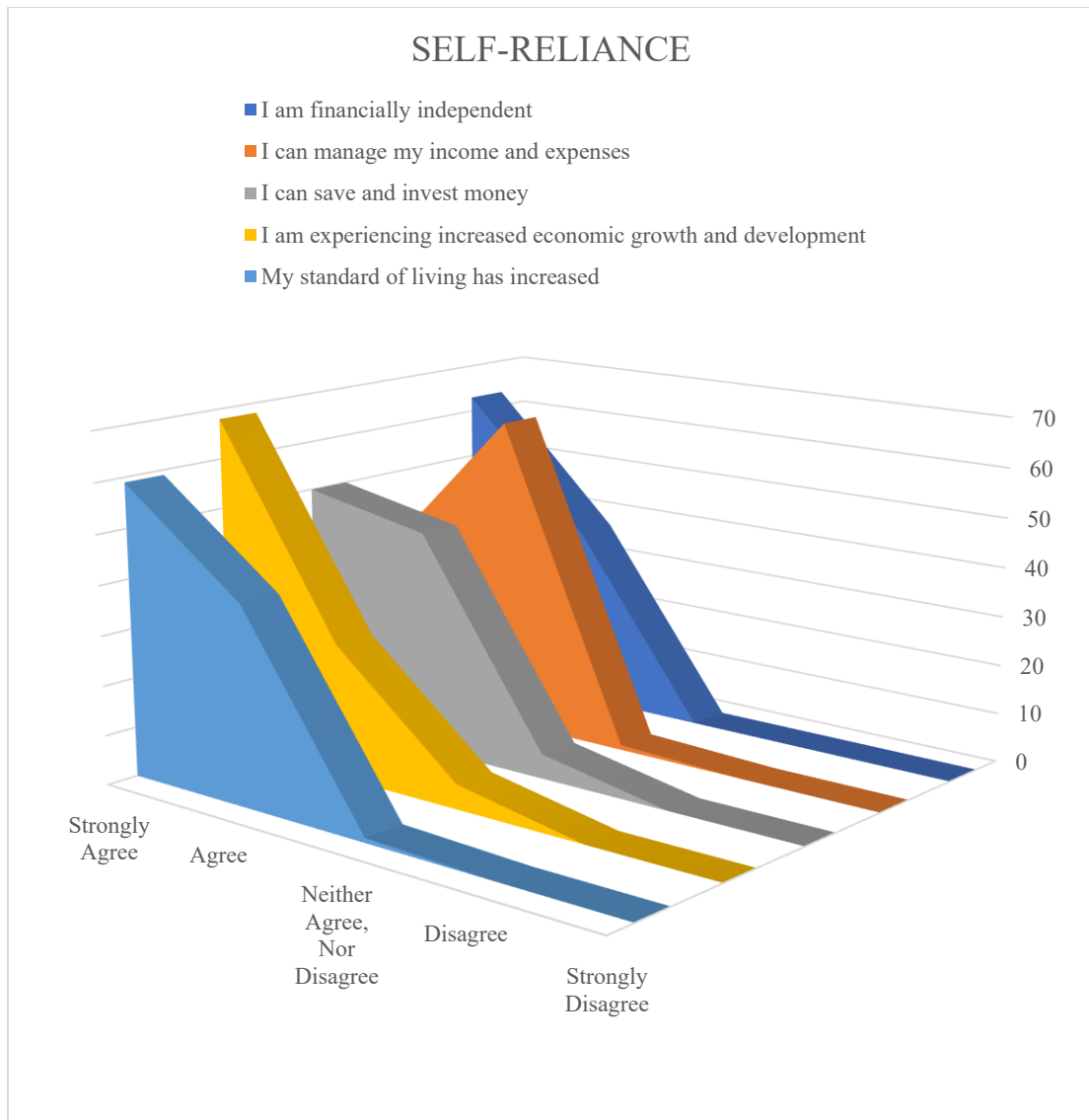


Fig 4.29 Empowerment: Self-Reliance

The 3D area graph represents survey responses on self-reliance across various statements. The data indicates that most respondents have a positive perception of their financial independence, with a majority agreeing or strongly agreeing that they are financially independent (Fig 4.29). Similarly, increased standard of living is generally viewed positively, reflecting good living facilities among respondents. The aspect of economic growth and development is also perceived positively, with many respondents agreeing or strongly agreeing that they are experiencing increased economic growth. Additionally, there is moderate confidence in the ability to save and invest money, as indicated by high levels of agreement and less disagreement. However, responses regarding managing

income and expenses are more mixed, suggesting some uncertainty or variability in this area. This analysis highlights strengths in financial independence and, while also pointing out potential areas for improvement in saving and investing money.

IV. DECISION-MAKING POWER

1) Statement: I make my decisions independently, without any influence

Table 4.87 Decision-Making Power: I make my decisions independently, without any influence					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	62	62.0	62.0	62.0
	Agree	37	37.0	37.0	99.0
	Neither Agree, Nor Disagree	1	1.0	1.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data reveals that that 99% of employees who identified as transgender responded that they had autonomy in decision making (Table 4.87), where 62% agreed independently and strongly while 37% only agreed with the statement. 1% is not sure either in agreement or disagreement. This means that majority of the respondents feel empowered by social entrepreneurship and are therefore capable of making decision by themselves. In Rahim's words (1989), power is the capability of a person to exercise control over people and to follow his or her line of decision. According to Max Weber (1922) this is supported by his theory of power as the possibility of wherein one brings one's will to realization even if they are opposed. In the case of the tsgender, this free and autonomous decision making is an element of personal enfranchisement which enables a person to cope with the social and even business-related difficulties successfully.

2) **Statement: I decide after considering both positive and negative aspects**

Table 4.88 Decision-Making Power: I decide after considering both positive and negative aspects					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	38	38.0	38.0	38.0
	Agree	62	62.0	62.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data shows that all the transgender participants reported that they always make decision with both pros and cons in mind (Table 4.88), 62% sorted it as strongly agree and 38% as agree. This yields a highly significant value in a comprehensive and neutral approach to decision making across all the respondents suggesting they make a proper utilitarian analysis before arriving at a decision. This indicates the level of elaboration which one might expect in a knowledgeable setting, making a decision, group wise. Wally and Baum (1994) note that knowledge, innovation, and selection are the five elements of decision making. As this data highlights, transgender employees weigh each decision meticulously, which need to be encouraged to make better decisions.

3) **Statement: I can decide on my career, relationships, and health issues**

Table 4.89 Decision-Making Power: I can decide on my career, relationships, and health issues					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	58	58.0	58.0	58.0
	Agree	37	37.0	37.0	95.0

	Neither Agree, Nor Disagree	5	5.0	5.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

According to survey results, 95% of transgender employees believe that they can make decisions concerning their career, relations, and health problems (Table 4.89); 58% of the interviewed stated that they strongly agree with such statement, 37% agree. About 5% of participants occupy a middle ground and are neither agree nor disagree. The high level of confidence on decision-making in key areas of life confirms that social entrepreneurship has instilled the respondents with the ability to make effective choices of the various aspects of life. This is in consonance with the Goll and Rasheed's (2005) conclusion that the information identification and option evaluation stage of the strategic management process increases the ability of a person in order to achieve personal objectives. Transgender employees in particular showed high degree of self-empowerment in terms of making choice decision in these areas due to their social entrepreneurship participation.

Respondent 18: *"I do my business on my own terms, I live independently, I am financially independent, I take my own decision, I don't let anybody interferes in my life or dominates me... this is what true empowerment means to me. Also, Monica Sharma had written a novel on my life called 'Ek Astitva Ki Talash Mein Simran'."*

4) Statement: I can solve conflicts on my own

Table 4.90 Decision-Making Power: I can solve conflicts on my own					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	67	67.0	67.0	67.0
	Agree	31	31.0	31.0	98.0
	Neither Agree, Nor Disagree	2	2.0	2.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-

	Total	100	100.0	100.0	

The survey data reveals that 98% of transgender employees believe they can solve conflicts on their own, 67% of respondents strongly agree and 31% partially agree with the statement, where 98% of transgender participants stated they could solve conflicts on their own (Table 4.90). A further 2% are neither in agreement with the statement nor in disagreement. This supports the contention made in this study- that the ability to handle conflict and dispute resolution among most of the respondents have improved through the support of social entrepreneurship. Conflict resolution is crucial for autonomy, as it allows individuals to navigate challenges without relying on external help. The data aligns with Pettigrew's (1972) view that decision-making processes transform needs into outcomes, empowering transgender employees to address and resolve conflicts effectively within their control.

5) Statement: My participation increased in Community/workplace-related decision-making

Table 4.91 Decision-Making Power: My participation increased in Community/workplace-related decision-making					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	67	67.0	67.0	67.0
	Agree	33	33.0	33.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data shows that 100% of transgender employees feel their participation in community and workplace-related decision-making has increased, with 67% strongly agreeing and 33% agreeing with the statement (Table 4.91). This reflects a complete sense of empowerment and increased involvement in decision-making processes, suggesting that

social entrepreneurship has significantly enhanced their engagement and influence in both community and workplace settings. This suggests that social entrepreneurship has provided them with platforms to engage in decision-making at higher levels. According to Hofstede (1997) and Trompenaars (1994), cultural norms and values shape decision-making processes, and for marginalized communities like the transgender community, this increased participation reflects societal shifts toward inclusivity. The ability to influence workplace and community decisions demonstrates how social entrepreneurship is a vehicle for fostering empowerment and inclusion.

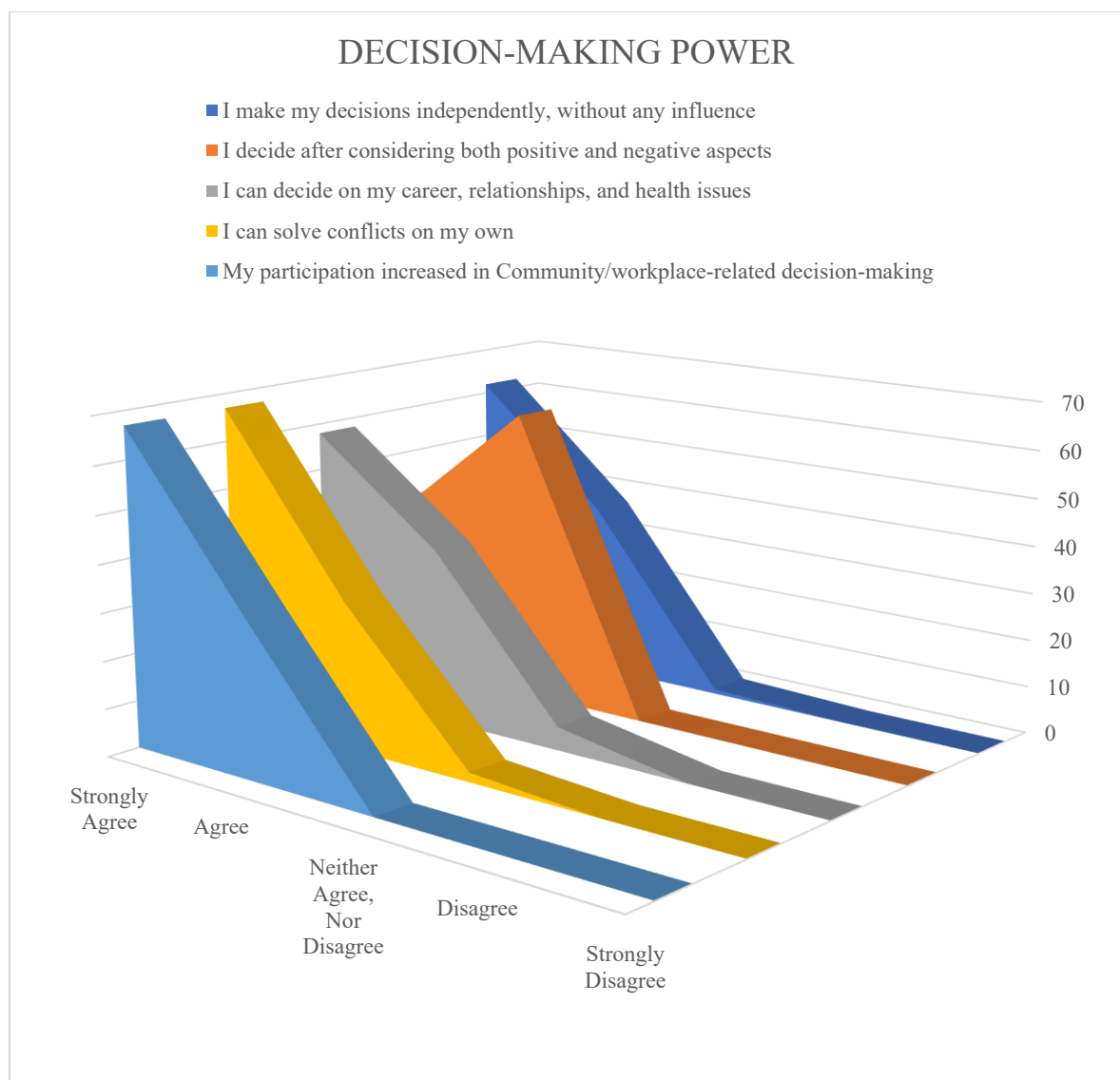


Fig 4.30 Empowerment: Decision-Making Power

The 3D area graph titled “DECISION-MAKING POWER” provides insights into individuals’ perceptions of their decision-making abilities across various aspects (Fig 4.30). The data indicates that most respondents have a positive perception of their ability to make decisions independently without negative influences, with a majority agreeing or strongly agreeing. Similarly, considering both positive and negative aspects before making decisions is generally viewed positively, reflecting a balanced approach to decision-making among respondents. Additionally, participation in community or workplace-related decision-making there is strong, as indicated by high levels of agreement. However, responses regarding Confidence in making personal decisions regarding career and sense of capability in solving conflicts independently are more mixed, suggesting some uncertainty or variability in this area. This analysis highlights strengths in independent decision-making and conflict resolution, while also pointing out potential areas for improvement in the sense of capability to solve conflicts independently.

Respondent 6: *“For me, empowerment is having self-confident, self-reliance, decision-making capabilities, and financial independent. I want to become torch bearer for my community.”*

V. COMPETENCE

1. Statement: I can coordinate with other employees at my workplace.

Table 4.92 Competence: I can coordinate with other employees at my workplace.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	54	54.0	54.0	54.0
	Agree	46	46.0	46.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data indicates that 100% of transgender employees feel competent in coordinating with other employees at their workplace, with 54% strongly agreeing and 46% agreeing with the statement (Table 4.92). This shows a complete sense of effectiveness in teamwork and collaboration, suggesting that social entrepreneurship has fostered strong cooperative skills and confidence in workplace interactions among the respondents. This aligns with Gist's (1987) definition of competence, which emphasizes the belief in one's ability to perform a job well. Strong interpersonal and cooperative skills are essential traits for success in both individual and group settings, fostering social inclusion and workplace integration. The ability to work effectively in teams is critical for marginalized groups like the transgender community as it enhances their visibility and participation in professional environments.

Respondent 6: *"We have a Kudumbshree Collaboration Group of Transgender beside women's group. I usually participate in Exhibitions & melas beside women's stalls."*

2. **Statement: I have the capability/knowledge to perform- arithmetical calculations, accounting practices, and computer operations.**

Table 4.93 Competence: I have the capability/knowledge to perform- arithmetical calculations, accounting practices, and computer operations					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	51	51.0	51.0	51.0
	Agree	49	49.0	49.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data shows that 100% of transgender employees feel they have the capability and knowledge to perform arithmetical calculations, accounting practices, and computer

operations (Table 4.93). Specifically, 51% strongly agree and 49% agree with this statement. This reflects a complete sense of competence and confidence in essential technical and numerical skills, suggesting that social entrepreneurship has effectively enhanced their proficiency in these areas. This finding resonates with Siriwaiprapan's (2004) conceptualization of self-competence, which includes the willingness to learn and grow, self-discipline, and readiness to act. Acquiring technical and numerical skills, often considered vital for employability, boosts the self-confidence and employability of transgender individuals, empowering them to contribute meaningfully to their workplaces and society.

Respondent 8: *“I have prior knowledge of computer work which helped me a lot.”*

Respondent 13: *“I do calculations very accurately on my own without any calculators or technical aid.”*

Respondent 18: *“I am learning to use technology so that I will be able to handle my online business. Recently, I bought a laptop in installments so that I will be able to do online business and I am learning to work on it through online sessions on YouTube.”*

3. **Statement: I have developed realistic missions/goals for my career/future.**

Table 4.94 Competence: I have developed realistic missions/goals for my career/future.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	61	61.0	61.0	61.0
	Agree	33	33.0	33.0	94.0
	Neither Agree, Nor Disagree	6	6.0	6.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results reveal that 94% of transgender employees have developed realistic missions and goals for their career and future, with 61% strongly agreeing and 33% agreeing with the statement (Table 4.94). About 6% of them are at least a little undecided or may not have an opinion either. This means that most of the respondents are driven with

strong clear positive purpose and posturing which points towards the fact that SE has assisted them achieve well-defined realistic career and life goals appropriately. Bird (1995) and Wiek et al. (2011) note that not only the learner but also organizational stakeholders seek to achieve individual and collective goals, which in their case, require goal setting and formulation of strategies. Based on this finding, social entrepreneurship has equipped transgender individuals with relevant resources and settings to embark on executing career and life goals toward the overall improved and empowered status among the transgender community.

Respondent 6: *“Recently I have got a project for 3 years from Navodaya Foundation for Agriculture & Animal husbandry & doing business of Agri-products.”*

4. **Statement: I have developed the strength and courage to fight against the social evils of the Transgender Community.**

Table 4.95 Competence: I have developed the strength and courage to fight against the social evils of the Transgender Community					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	52	52.0	52.0	52.0
	Agree	46	46.0	46.0	98.0
	Neither Agree, Nor Disagree	2	2.0	2.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

A survey shows that 98% of transgender employees note that they have strengthened themselves to fight social evils affecting their society; 52% of them strongly agreed while 46% agreed with this (Table 4.95). 2% are undecided that is, they are not in agreement nor do they disagree with any particular statement. This indicates a high level of empowered respondents and their resilience showing that social entrepreneurship has served a purpose in preparing individuals to fight social issues and injustice within Transgender community. This finding supports competency as an understanding beyond technical proficiency- the

cognitive and affective characteristics to overcome societal challenges (White, 1959). Through the cultivation of resilience and critical thinking, the transgender persons are in a position to fight for their people thus an exercise of rights and might of gender minority community in society.

Respondent ABC: *“I motivate my own community members who belong to hijra culture to live a life of dignity and respect. They say that I am lucky that I can live the way I want but because we are stuck in Guru Chela system due to which it is impossible for us to get free and do other dignified Jobs other than Badhai, begging and sex work. Because we have to give certain amount of our daily earning to our Gurus, in return of their shelter, protection and identity or name they provide to us. It’s like a swamp or ‘daldal’ for us from which we will never be able to come out. But at the same time, they are having high expectations from me to do good for the community members. They blessed me and supported me. They got very inspired from me and I am like a hope for my community.”*

Respondent 12: *“I have my voice against discrimination. I am aware of my rights, own a job, family acceptance, psychological satisfaction, self-awareness, self-acceptance love, and respect. I experience the increased standard of living and much better livelihood opportunities.”*

Respondent 16: *“We even received negative comments like ‘Abhi yah log bhi kaam Kareng kya... yeh log to sirf Tali Baja sakte hai, yeh log business kahan kar Payenge...’ but we stood strong against all Odds and decided to come forward and continue our business.”*

5. **Statement: I have developed the capability to communicate effectively and confidently in public.**

Table 4.96 Competence: I have developed the capability to communicate effectively and confidently in public					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	72	72.0	72.0	72.0
	Agree	28	28.0	28.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-

	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results show that 100% of transgender employees feel they have developed the capability to communicate effectively and confidently in public, with 72% strongly agreeing and 28% agreeing with the statement (Table 4.96). This indicates a strong sense of proficiency and confidence in public speaking and communication skills among all respondents, suggesting that social entrepreneurship has significantly contributed to enhancing their ability to engage and express themselves effectively in public settings. Communication competence, a critical aspect of self-management and social interaction, has been identified by Spencer and Spencer (1993) as key to individual success. Effective communication allows transgender individuals to engage more confidently with the public, advocating for their rights, and fostering greater inclusivity and visibility for their community.

Respondent 6: *“Recently IMA (Indian Medical Association) held a Medical Conference where I was provided an unpaid/free stall to display my products and also got a chance to have a word about transgenders among all present there. Such events & platforms are sign & initiatives & opportunities to create awareness are ways towards Social Inclusion.”*

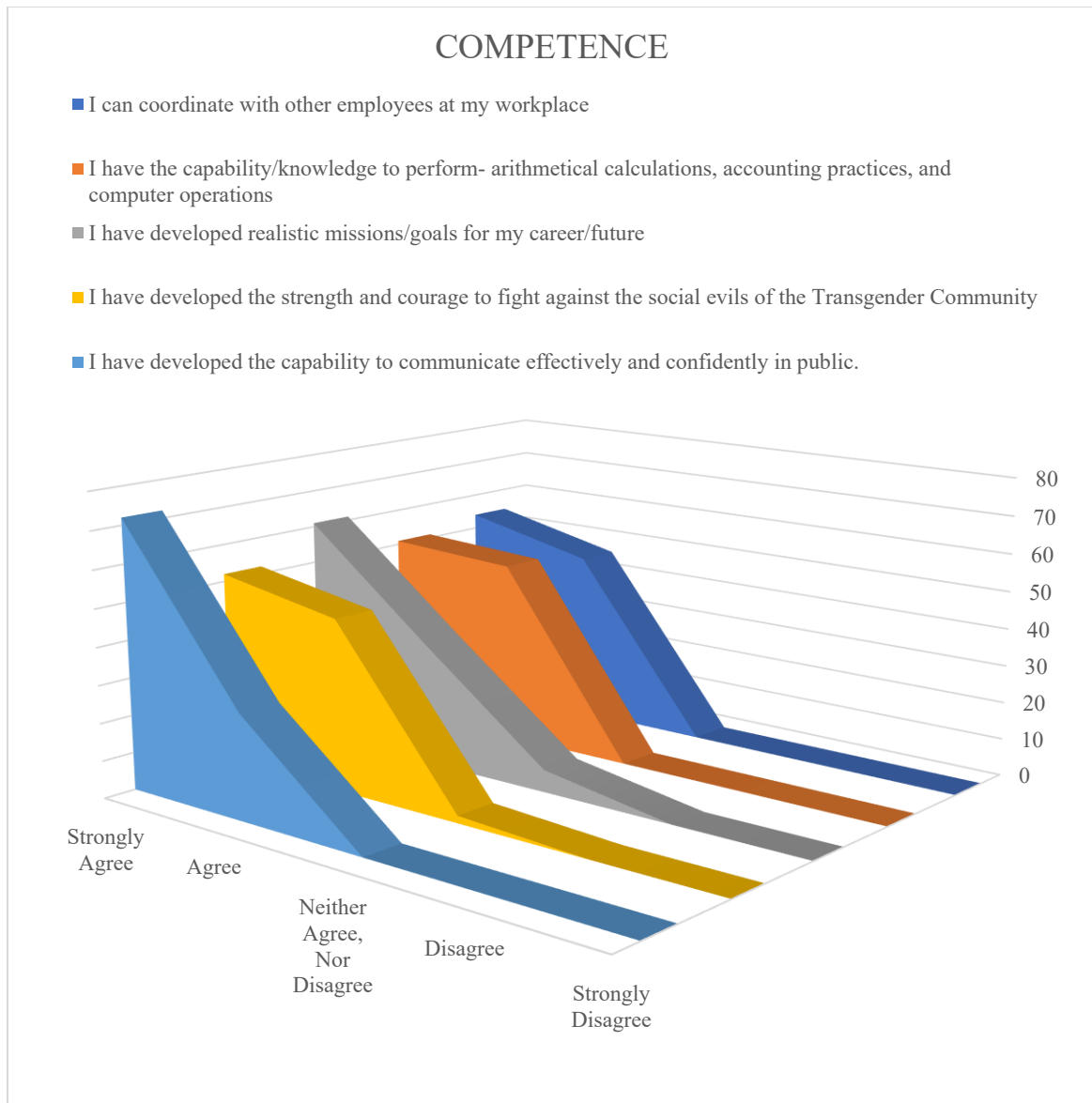


Fig 4.31 Empowerment: Competence

The 3D area graph titled “COMPETENCE” provides insights into individuals’ self-assessed competencies and goals related to professional development and social issues (Fig 4.31). The data indicates that most respondents have a positive perception of their ability to coordinate with colleagues, with a majority agreeing or strongly agreeing. Similarly, confidence in performing arithmetic calculations, accounting practices, and computer operations is generally high, reflecting strong technical skills among respondents. The aspect of developing realistic missions and goals for their career addressing social issues and developing of strength and courage to fight against the social evils of the transgender

community is viewed moderately, with many respondents agreeing or strongly agreeing to neither agreeing nor disagreeing to disagree. Additionally, there is a strong sense of capability to communicate effectively and confidently in public, as indicated by high levels of agreement. This analysis highlights strengths in workplace coordination, technical skills, goal-setting, and public communication.

Respondent 4: *“During lockdown, me & my team prepared & Sold 1,30,000 face masks. Also, we got an order from the District Magistrate under National Rural Livelihood Misson.”*

VI. PARTICIPATION

1) Statement: I participate in activities at my workplace.

Table 4.97 Participation: I participate in activities at my workplace					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	55	55.0	55.0	55.0
	Agree	45	45.0	45.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data shows that 100% of transgender employees participate in activities at their workplace, with 55% strongly agreeing and 45% agreeing with the statement (Table 4.97). The score also shows that all respondent involved in the study exhibit a high level of engagement with physically active participation in their workplace activities, hence social entrepreneurship enhances the sense of participation and commitment toward the workplace. This is in concordance with Perenboom and Chorus’s (2003) view of participation as living in a life situation and having the ability to control the surroundings. Transgenders being very much involved in their workplace activities show that social

entrepreneurship has provided an enabling environment for them to participate in feelings of belonging together with personal control in organizational settings.

2) Statement: I have participated in skill development, education & training programs.

Table 4.98 Participation: I have participated in skill development, education & training programs					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	48	48.0	48.0	48.0
	Agree	52	52.0	52.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The results of the survey also show that all the members of the transgender category have engaged in skill development, education, and training purposes, with 48% strongly endorsing the statement and 52% endorsing the statement partially (Table 4.98). This implies that all the respondents participated in opportunities for personal and professional development, which shows that social entrepreneurship has fostered their participation in a programme of skills and knowledge development. This is consistent with Kieffer's (1984) notion of "participatory competence", using the technical & training development opportunities, which are part of the 'technical' category of experiences. Engagement in such programs enables those who identify as transgenders in organizations to be armed with the perception, they require to be effective in the settings and progress in their lines of work, thereby embracing transgender empowerment and self-effort. Here, this participation fosters a learning culture quite necessary for the targeted groups by whom learning enables access to skills that would otherwise make a leveled playing ground on the job markets.

Respondent 10: *“I have taken a session on communication skills. Also, I have taken online classes regarding my art skills.”*

Respondent 15: *“If we have skills and talent then we can see a safe and secure future and we can see a path towards our social inclusion. Now, society is very Cooperative and supportive of transgender and our new educated generation is very accepting and welcoming.”*

3) Statement: I cast my vote in political elections.

Table 4.99 Participation: I cast my vote in political elections					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	56	56.0	56.0	56.0
	Agree	37	37.0	37.0	93.0
	Neither Agree, Nor Disagree	7	7.0	7.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

According to the survey, the degree of political voter turnout among the TG employees is 93% where 56% fully agree and 37 percent are partially agreed with the statement (Table 4.99). Still, 7% of them do not express their approval or disapproval. A high level of participation is apparent, highlighting a high civil responsibility state among the majority of students and one which social entrepreneurship enhances. According to Cullen and Sommer (2010) authors, active participation in civic society enhances the social capital and enhances the bonds that relate to people in a society. Voting again as one of the rights of citizens empowers transgender people to vote on policies that characterize their community. Elections empower them as demoted from rubber stamp spectators of governance and transformed into electoral constituents(substrate), which makes them exercise rights within society.

4) Statement: I participate actively on social media.

Table 4.100 Participation: I participate actively on social media					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	63	63.0	63.0	63.0
	Agree	37	37.0	37.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey results revealed that although all the respondents are fully engaged on social media, their level of agreement with the statement varies with 63% strongly agreeing while 37% only agreed (Table 4.100). This total endorsement shows high levels of social media usage and participation in social media platforms by all respondents which shows that social entrepreneurship has helped them to be active on social media and other similar platforms for Person's expression joint social platform. Arguello et al (2006, p 412) suggest that only long-term social participation can sustain communities as the spaces are extended to digital platforms. Transgender individuals can share experiences of the community and fight for their rights on social media. This type of digital engagement enhances the perception of social belonging because the growing community of transgender can join initiatives, and discuss social problems together.

Respondent 15: *“Social media and Bollywood play a vital role in portraying the image of transgenders in India because earlier in old movies, we were portrayed as comic characters who were abused and bullied but now transgenders are portrayed in good roles through which our society is getting to know about us in a more real and positive manner. When Bollywood and social media will support our rights and well-being then, the way towards our acceptance and social inclusion will be facilitated.”*

Respondent 20: *“Social media is playing an important role in creating awareness about the LGBTQ community.”*

5) Statement: I participate in programs related to the Transgender community.

Table 4.101 Participation: I participate in programs related to the Transgender community					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	68	68.0	68.0	68.0
	Agree	32	32.0	32.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The results of the survey reveal that 100% of the employees within the transgender community visit programs associated with their gender, with a strong approval of 68% and 32% normal approval (Table 4.101). Such a commitment entails complete interaction and therefore paints a picture of a firm commitment to the improvement and support of community-related causes and this shows that social entrepreneurship has greatly enhanced their involvement in different programs meant for the improvement of a lot of the transgendered persons. Kieffer's (1984) concept of "participatory competence" is most useful here since the purpose of participation is to enable the oppressed to regain control over resources, as well as their dignity. Engaging in group programs of the transgender community prevents people from using their skills for self-gains only but instead serves their community by fighting for their rights together supporting each other in the process making them empowered and socially included.

Respondent 4: *"If we will come in front & participate in different events or opportunities, then it will inspire other community members to come forward & contribute to our Economy & Nation Building."*

Respondent 16: *"We had participated in the marathon, dance shows, sports etc. for visibility social inclusion and acceptance."*

Respondent 17: *"Empowerment is all about community participation right now. We have seen a small growth happening within ourselves while working here."*

Box 4.9. Case study: Significance of skills & Participation

Debi Acharya, a transgender entrepreneur from West Bengal, highlights the critical role that participation and skills play in the success of transgender-owned businesses. Starting her handicrafts venture in 2015, Debi faced challenges, including discrimination and lack of financial support from the government. However, her dedication to developing communication and convincing skills allowed her to overcome these obstacles. By participating in exhibitions, local melas, and leveraging online platforms like Facebook and Instagram, she built a loyal customer base. Debi also emphasizes the importance of skill training, as she now provides stitching classes for transgenders and young girls, creating opportunities for others in her community. Through her perseverance, she has shown that entrepreneurship for trans individuals is not only a path to financial independence but also a way to contribute to national growth and social inclusion. Her participation in the economy, along with her skill-building initiatives, serves as an inspiration for other transgender people to dream big, work hard, and overcome societal barriers.

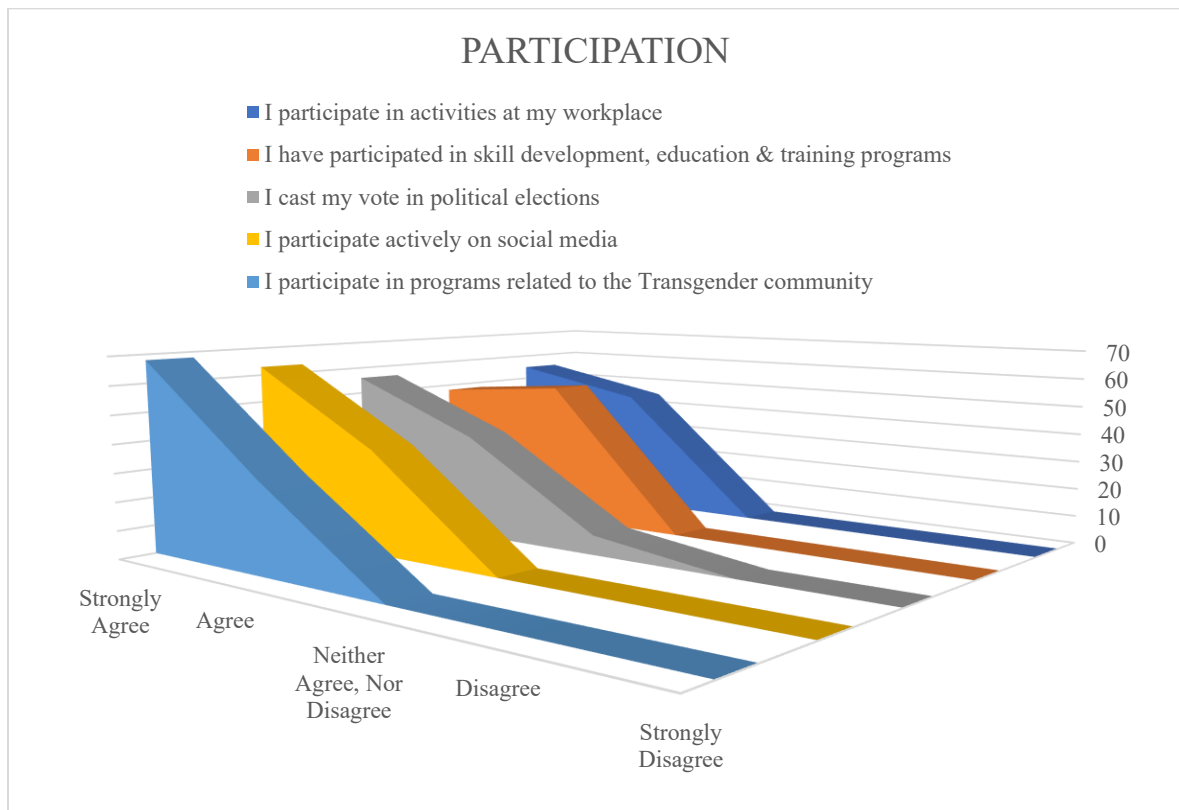


Fig 4.32 Empowerment: Participation

This 3D area graph, which you included in the survey shows participation in the different activities (Fig 4.32). What stands out alongside is the awareness that a large number of the respondents are actively involved in activities that take place in their workplace, a fact

evidenced by a number of transgender employees who strongly agree or merely agree with statements about their participation in various activities in their workplace. In the same way, they have a high commitment to the involvement in the skill development, education and training, which can be noticed by increased level of participation in the personal and professional development processes. Responses to the political activity, which is voting in the elections, look quite moderate, though there are many people who neither agree nor disagree. Regarding transgender social media activities and programs, there are agreed and disagreed responses in this study. As such, this text serves to underline the community's high interest and suggest areas where more attention and interaction can be achieved to support analysis of involvement and trends.

Respondent 3: *“For me, empowerment is accessing employment opportunities, gender equality, participation & developing decision making capabilities.”*

VII. AUTONOMY

1. Statement: I can earn independently.

Table 4.102 Autonomy: I can earn independently					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	56	56.0	56.0	56.0
	Agree	43	43.0	43.0	99.0
	Neither Agree, Nor Disagree	1	1.0	1.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data indicates that, nearly all of the, 99% of the employees who are from the transgender group feel that they can earn independently, while 43% of them strongly agreed and 56% of them agreed with the statement (Table 4.102). 1% are undecided, therefore, they neither agree nor disagree. This very high perceived self-efficacy with

regard to earning independently points out the idea that social entrepreneurship has boosted their capacities for financial sustainability and self-reliance. According to Batey and Lewis (1982), autonomy involves the ability for the decisions on the practice area and the implementation of the decisions made. On this factor, the capacity to earn on one's own is a measure of economic self-sufficiency which is part of the componentry of women's empowerment. Merriam-Webster (1996) also defines the term autonomy as the right to govern oneself, pointing also at the aspect of financial independency as a freedom to organize one's own life now with no dependency on other resources.

Respondent 14: *"I have got financially independent, developed self-awareness, self-acceptance, build confidence."*

2. **Statement: I can live independently.**

Table 4.103 Autonomy: I can live Independently					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	48	48.0	48.0	48.0
	Agree	52	52.0	52.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

Freely selected results of the survey indicate that all the employees from the transgender population believes that they are capable of living independently, of which 48% strongly agreed, while 52% agreed only (Table 4.103). The above self-assessment reflects a complete independence meaning that social entrepreneurs have enhanced levels of confidence and competence in their ability to run their lives on their own; this manifests the extent to which social entrepreneurship has promoted independence and self-dependency. This is in line with Leddy and Pepper (1985) who defined autonomy as the freedom to make rational decisions without restriction and it established that social entrepreneurship has put power

in the hand of the transgender to control their lives. This personal independence also has to do with Haworth's (1988) view that while competence is essential for autonomy. The social entrepreneurship competence helps the transgender professionals to make better decisions that enable them improve on their chances of living an independent life.

3. Statement: I can shape my career.

Table 4.104 Autonomy: I can shape my career					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	58	58.0	58.0	58.0
	Agree	38	38.0	38.0	96.0
	Neither Agree, Nor Disagree	4	4.0	4.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The result based on the survey is that 96% of the most crucial sex minorities- transgender employees believe that they can control their work direction with 58% stating strongly agreed while 38 percent agreeing (Table 4.104). 4% are undecided- they do not express agreement or disagreement. Such confidence regarding the career development reveals that social entrepreneurship has given the respondents the assertion to seize the carter and shape their career. In line with Rappaport (1984) view that empowering enhances the capacity of an individual to influence his/her life and course of career. The readiness of the transgender employees to start deciding over their own professional training demonstrates that through social entrepreneurship, these employees have been enabled to dictate how to build their careers based on their aspirations and vision. Social entrepreneurship fosters career self-management- an important form of empowering people by enabling them to have control in important aspects in their lives.

Respondent 14: *“I always decided that I wanted to study and I don’t want easy money works nor I will join hijra culture. I was very clear that I will not do anything which will be over my dignity or I will not ruin My family’s name.”*

4. **Statement: I can fulfill my dreams.**

Table 4.105 Autonomy: I can fulfill my dreams					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	56	56.0	56.0	56.0
	Agree	42	42.0	42.0	98.0
	Neither Agree, Nor Disagree	2	2.0	2.0	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data also shows that 98% of the transgender employees surveyed believe they can achieve their goals in life, while 56% strongly agree and 42% agree with such a probability (Table 4.105). Another 2% are non-committed and had who do not share a favorable or the opposite view. These respondents also showed a high level of optimism towards actualization of personal goals and dreams thereby revealing that social entrepreneurship has indeed boosted their capacity to actualize their goals and dreams. Holec (1985) described “automatization” as the ability to learn and decide independently in a particular context, in the case, the achievement of personal goals. Self-authoring is significant to empowerment in that it provides people the ability to choose goals that they want to achieve in their lives and then pursue them. As an abstract attribute, autonomy affords one the ability to think through one’s wants and work towards making them manifest, which is highly empowering to transgender people.

Respondent 1: *“In future we want to start a shop or small Restaurant where we will hire transgenders to promote Unity, Safe work place & employment.”*

Respondent 2: *“I want to open a Trans- Cafe where I will hire Transgenders only and creating Safe-working environment for them.”*

Respondent 12: *“I always had a clear dream to make my community members stand on their feet, to create employment for them. So, I have a dream to open trans-restaurant in my area.”*

Respondent 13: *“I always had a dream from childhood to do my own chai/tea leaves business. It’s great to live it.”*

5. **Statement: I have developed the capabilities to undertake responsibilities.**

Table 4.106 Autonomy: I have developed the capabilities to undertake responsibilities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	86	86.0	86.0	86.0
	Agree	14	14.0	14.0	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The survey data reveals that 98% of transgender employees feel they can fulfill their dreams, with 56% strongly agreeing and 42% agreeing with the statement (Table 4.106). Only 2% are neutral, neither agreeing nor disagreeing. This high level of optimism and confidence in achieving personal aspirations indicates that social entrepreneurship has been effective in supporting their ability to realize their goals and dreams. This aligns with Holec's (1985) writings as, through gaining autonomy, individuals can set personal goals and take the steps needed to achieve them. Moreover, Rappaport (1984) emphasizes that empowerment increases one's ability to control their life and actualize their goals. Thus, social entrepreneurship empowers transgender individuals by equipping them with the tools and autonomy to pursue and fulfill their dreams.

Respondent 6: *“Kerala's Flood, Covid- 19 etc. negatively impacted nearly all business. It turned out to be a challenge to Sustain our business in Such Situation. Then I switched to technology and turned my business in online mode for receiving orders from customers.”*

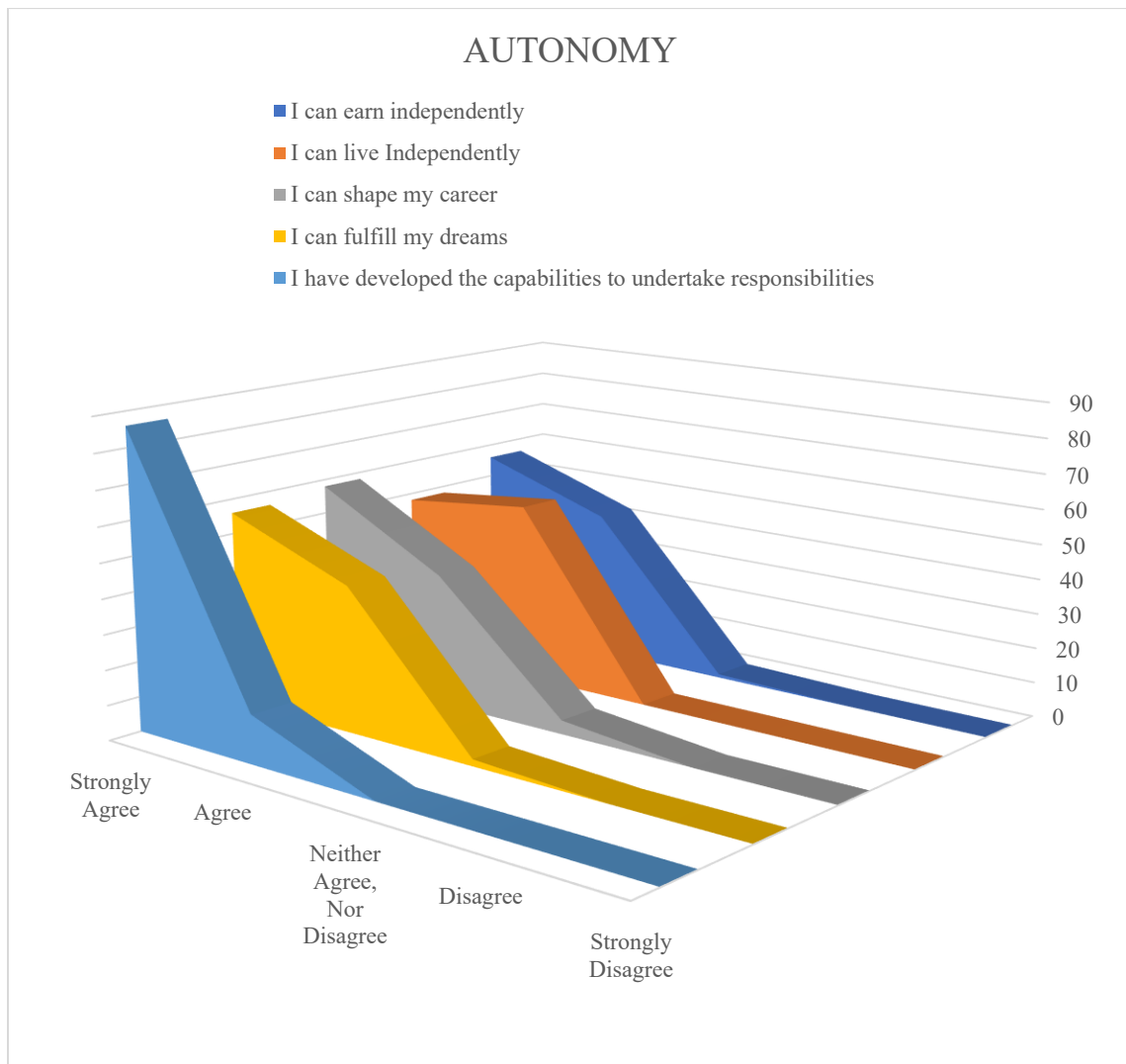


Fig 4.33 Empowerment: Autonomy

The 3D area graph titled “Autonomy” provides insights into individuals’ perceptions of their autonomy across various aspects (Fig 4.33). The data indicates that most respondents have a positive perception of their ability to earn and live independently, with a majority agreeing or strongly agreeing. Similarly, the capability to shape their career is generally viewed positively, reflecting confidence in career development among respondents. The aspect of undertaking responsibilities is also perceived positively, with many respondents agreeing or strongly agreeing. Additionally, there is a strong sense of autonomy in fulfilling personal dreams, as indicated by high levels of agreement. This analysis highlights

strengths in financial independence, career development, and personal responsibility, while also pointing out the overall positive perception of autonomy among respondents.

Discussion & Conclusion: Objective 3-

‘TO FIND OUT THE ROLE OF SOCIAL ENTREPRENEURSHIP IN EMPOWERING THE TRANSGENDER COMMUNITY IN INDIA’

The survey outcomes show how social entrepreneurship has beneficial effects in the lives of TGs concerning the following dimensions. A stunning 99% of the respondents adopted a pretty high level of self-awareness about their individual identity and asserted strengths, which is a foundational process of psychological empowerment and identity affirmation widely featured as important facets of social inclusion (Stinson & Antia, 1999). Further, 96% of the respondents stated that they were aware of their political rights these finding compliments previous findings in the study among the LGBTI community in which political sensitivity is found to be a vital milestone to achieving equality and civil engagement. (UNDP, 2016). With regard to the acceptance of identity and change, 100% of the employees felt content with their identity and change, 92% celebrated personal achievements, these results have positive psychology implications from a social venture perspective where entrepreneurship fosters a form of inclusion (Divan et al., 2016). One of the most important elements of significance and liberty, especially for women, is financial independence; which to the surprise of many, was attained by all the respondents, further 95% of respondents being in a position to save or invest money, this is a result of social entrepreneurship coupled with economic standing offered by the vocation. In addition, all employees (100%) stated that they felt competent in workplace coordination, and 98% said that they had the courage to fight social evils of society. The study also established that social enterprises empower the marginalized groups to develop confidence and advocacy skills consistent with prior research by Badgett and Crehan (2017). The data reveals that 100% participants are engaged in workplace activities, skill development programs, and community related venture based on the aspiration of the Transgender community in India and how can be built and developed for better future (A Framework for Transgender-inclusive India, 2023). Higher decision-making self-reports of autonomy were found in the

study, and the majority considered they have control over their career destiny, 96% which is an important aspect of empowering where self-employment and social entrepreneurship have been evidenced to provide increased control of life. Altogether this research get Location synthesize to foreground the role of social entrepreneurship of being instrumental in combating the multi-faceted problem faced by the TG community in India. High scores in all the dimensions of the measurement of empowerment indicated that self-acceptance obtained 100% and self-awareness 99%, showed that these ventures empowered women not only economically but also personal identity ventures. Furthermore, while 99% or more respondents revealed considerably high financial independence and financial self-reliance, financial independence and financial management capacity to start up own social entrepreneurship indicate that social entrepreneurship creates opportunity for and empowers the transgender community in India and improves standards of living and well-being among the group (UNDP, 2016).

Respondent 2: *“For me, empowerment relates to having self-confidence, Personality development, own savings, Self-awareness, Decision making Powers, Participation and Positive mindset.”*

Respondent 10: *“I experiences empowerment as I am financially independent, lives independently, takes decision of my own, works on my self-awareness and leads a respectful life.”*

Respondent 13: *“Time is changing now and everyone wants positive changes. Empowerment is not hard. It’s very simple if anyone is interested.”*

Box 4.10. Case study: A Journey Towards Dignity and Self-Sufficiency

Neeta Kane, the director of Kinnar Asmita Enterprise (OPC) Private Limited, launched a initiative in Mumbai to empower the transgender community by producing soap, agarbatti (incense sticks), and candles, employing over ten transgender individuals. Founded in 2023, the enterprise promotes teamwork, allowing members to collaborate in a secure workplace free from harassment, which many have faced in traditional employment settings. Many transgender individuals placed in reputed companies like Amazon and Flipkart have reported quitting their jobs due to harassment, often expressing a desire to start their own businesses instead. Kinnar Asmita showcases products at local events and receives substantial support from a group of '6K Moms' associated with Rotary Clubs, who place bulk orders, demonstrating the impact of community connections. The initiative also emphasizes education by helping individuals continue their studies through IGNOU and aims to change societal perceptions that often lead transgender individuals to rely on instant money through begging or sex work. Alongside this, Kane has launched the "Transformation Salon" and "Neeta's Kitchen" in Kalyan, Maharashtra, further promoting self-sufficiency and dignity within the community while sending a strong message about the capabilities of transgender persons in mainstream society.

4.5. The Role of Social Entrepreneurship in Enhancing the Social Inclusion of The Transgender Community in India

To find out the role of social entrepreneurship in enhancing the social inclusion of the transgender community in India, responses from both Transgender entrepreneurs and transgender employees were solicited on the basis of their experiences on accessibility of different aspects of social inclusion including Own/rented house, Education, Safe drinking water and healthy meals, Healthcare facilities, Proper sanitation practices, Internet connection, Bank Account, Mobile/ Internet banking, Cooperation from Public Administration, Cooperation from society and, Leading a decent and dignified life. By analyzing these aspects, we will be able to understand how social entrepreneurship is building capacities, paving the way towards social inclusion of transgender community by promoting self-employment among transgender entrepreneurs and prioritizing employment opportunities among transgender employees. Following are the in-depth results regarding the same:

Box 4.11. Case study: Social Inclusion Through Customer and Community Support

Seethu Parvathy, a transgender entrepreneur from Madurai-Kerala, runs an Ayurvedic spa, stitching center, and hair oil business, employing four individuals from the sexual minority community- two gays, one transman, and one transgender. Despite challenges like discrimination in obtaining rented spaces and lack of government support, Seethu's business thrives, largely due to the overwhelmingly positive response from her customers. Their loyalty and support have helped her gain acceptance and respect within her community, allowing her to earn a dignified livelihood. Her landlord, a police sub-inspector, also supports her, emphasizing the role of community backing. Seethu highlights the importance of strong customer relationships and creating awareness about transgender issues, rejecting stereotypes like sex work or hijra culture. Though the COVID-19 pandemic impacted her business, her resilience, coupled with customer and societal support, continues to drive her success.

I. Transgender Entrepreneur

Results are based on experiences of Transgender entrepreneur, regarding the accessibility of the following, from the lenses of self-employment through social entrepreneurship in context of social inclusion:

1) Transgender entrepreneurs: Accessibility of Own/rented house

Table 4.107 Transgender entrepreneurs: Accessibility of Own/rented house					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	35.5	35.5	35.5
	Agree	20	64.5	64.5	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The data shows that transgender entrepreneurs largely agree on the accessibility of owning or renting a house through self-employment and social entrepreneurship, reflecting their

social inclusion (Table 4.107). Out of 31 respondents, 20 (64.5%) agree that they have access to housing, while 11 (35.5%) strongly agree. This indicates that all respondents feel positively about their ability to secure housing, with no disagreement on the matter. This aligns with literature indicating that economic empowerment through entrepreneurship fosters social inclusion by enabling marginalized individuals, such as transgender people, to secure housing (Badgett et al., 2019). Housing security is critical for improving the quality of life for transgender individuals, reducing vulnerability, and increasing social mobility (UNDP, 2016).

Respondent 18: *“In future, I want to have a safe and Secure Life, a house of my own. So, in this regard, I had started my business so that I will not be going to depend on anyone else for my survival. I don’t want a future in which I have to live in an NGO... I want my own home and a stable source of income.”*

2) Transgender entrepreneurs: Accessibility of Education

Table 4.108 Transgender entrepreneurs: Accessibility of Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	51.6	51.6	51.6
	Agree	14	45.2	45.2	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Among the surveyed entrepreneur’s self-employment and social entrepreneurship as a means of obtaining education are viewed positively by the majority of the participants of the study who are transgender (Table 4.108). About the same services when asked from 31 respondents 16 (51.6 %) Strongly agreed this they have access to education, 14 (45.2 %) agreed. One respondent (3.2%) alone is indifferent. The 96.8% responder either agree or strongly agree with this statement, which indicates that self-employment as well as social

entrepreneurship has assisted in the achievement of improving education for Transgenders thereby increasing their social inclusiveness as well as personalities. Education is globally viewed to be core to individual and career growth and may contribute to minimizing social marginalization (Germak & Singh, 2010). Furthermore, it also empowers such individuals to become involved in lifelong education and skills enhancement that brought by entrepreneurship to allow such groups to become involved in the process of social mobility and economic participation (Yunus, 2006).

Respondent 10: *“Education is very basic necessity for a transgender. In future as education level is increasing among the society members, we can see visibility & social inclusion of our community.”*

Respondent 12: *“I completed my study from IGNOU. I am Masters in social work.”*

Respondent 13: *“Education is a key to the future we want and it’s a basic thing which needs to be ensured to every transgender.”*

Respondent 14: *“Education is necessity of today’s transgender youth. I always had a dream to become a fashion designer but due to financial crisis, I could not do it. I was blessed that very reputed person from hijra culture called Urmi ji has taken loan by herself for supporting my studies in fashion designing. She always supported me like her own child. Also, later my father supported me during lockdown and this is how I got my degree from Warli, Mumbai. Also, my college members were always supported for me. I was the first transgender student at my college who was open about gender expression. So, they always cooperated and even started zero discrimination tolerance policy after my admission, in my support. This is how beautiful my journey was. After completion of my studies, I joined TWEET NGO for work where I have got immense support.”*

Respondent 16: *“Education is everything it plays very important role in everyone’s life. Those students who want to pursue their education, we are helping and supporting them to continue their education through IGNOU.”*

Respondent 19: *“Education is very important because when educated transgenders will raise their voice then they will be heard and we will be able to get our rights.”*

Respondent XYZ: *“A few years back, I tried to complete my 10th from IGNOU and I have done all formalities as well as I had submitted all my assignments, but at the time of examination I was not allowed by my own transgender community members to go and write my exams. So, this is how I was not able to complete my education. Unka kehana tha ki agar tum padhoge likhoge to kal ko tum famous hogi, akhbar mein aaogi aur fir reporter aayenge tumhein cover karne k liye, tumhari news banegi to fir hamein bhi kal ko padhna*

padega, hamein bhi bola Jayega ki padhai likhai karo... aur fir tab humko paise kaun dega? Aur humein paise kahan se milenge?... toh yahi sari cheezein hoti hain jo har transgender ko face karni hoti hain.”

3) **Transgender entrepreneurs: Accessibility of Safe drinking water and healthy meals**

Table 4.109 Transgender entrepreneurs: Accessibility of Safe drinking water and healthy meals					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	5	16.1	16.1	16.1
	Agree	24	77.4	77.4	93.5
	Neither Agree, Nor Disagree	2	6.5	6.5	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Self-employed and social entrepreneurs are confident in safe drinking water and healthy meals as relatively affirmed by the interviewed transgender businesspeople regarding positive welfare changes (Table 4.109). Of all the 31 participants, 24 (77.4%) opined that they have access to these necessities, and 5 (16.1%) strongly agreed. But 2 participants are non-committal about the issue, representing 6.5% of the sample. This data shows that a massive 93.5 % of the respondents had positive sentiment towards meeting of basic necessities thus, highlighting the fact that the activity of entrepreneurship has given a positive impact towards the livelihoods of the transgender. Research shows that access to essentials is a core component of social integration, so increasing this type of access through business promotion undoubtedly boosts the quality of life for excluded populations (Divan et al., 2016). Furthermore, these resources create the economic and social capacity and power of the transgendered individuals across the country (Badgett Crehan, 2017).

4) **Transgender entrepreneurs: Accessibility of Healthcare facilities**

Table 4.110 Transgender entrepreneurs: Accessibility of Healthcare facilities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	9	29.0	29.0	29.0
	Agree	16	51.6	51.6	80.6
	Neither Agree, Nor Disagree	6	19.4	19.4	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Most transgender entrepreneurs believe that they have access to the healthcare facilities in this way through self-employment and social entrepreneurship venture (Table 4.110). 9 (29%) of the respondents strongly agree; 16 (51.6%) somewhat agree; and 6 (19.4%) neither agree nor disagree. Based on this data, 80.6% of the respondents' experience regarding accessibility of health care is positive, which implies that through entrepreneurship, there is improved access to health care but the respondents still have tendency of having negative or mixed feelings regarding the exercise. Healthcare provision is a significant concern for transgendered people, though entrepreneurship has provided improved access; exclusion and barriers continue to characterize trans health (Divan et al., 2016). The study shows that transgender business owners may find self-employment as a way to access quality health care than the general population outside self-employment business, however, the challenges of health care discriminations and cost was still a concern (World Bank & UNDP, 2016).

Respondent 9: *“Earlier before the enactment of laws and policies regarding transgender community, there were a lot of issues in Healthcare sector, but now a lot of sensitization and awareness is there among health professionals.”*

Respondent 10: *“Psychological well-being is very important. Healthcare facilities need to be there without discrimination.”*

Respondent 12: “About healthcare- earlier, we prefer to stay at home than to go to health professionals. But now with the increasing sensitization among government health professionals. We are at ease to go hospitals now.”

Respondent 14: “In government hospitals, we can see good attitude because of sensitization programs by government but Government hospital procedures are very time-consuming and frustrating. In private hospitals, we can see no awareness about transgenders due to lack of sensitization. Healthcare professionals over there insult us by their actions and treat us like untouchables or animals.”

Respondent 18: “Transgenders don’t get health insurance as well as Medi-claim. They are not able to access these benefits.”

5) Transgender entrepreneurs: Accessibility of Proper sanitation practices

Table 4.111 Transgender entrepreneurs: Accessibility of Proper sanitation practices					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	9	29.0	29.0	29.0
	Agree	18	58.1	58.1	87.1
	Neither Agree, Nor Disagree	4	12.9	12.9	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Most transgender entrepreneurs feel they have access to proper sanitation practices through self-employment and social entrepreneurship (Table 4.111). Out of 31 respondents, 18 (58.1%) agree, while 9 (29.0%) strongly agree, with 4 (12.9%) remaining neutral. This means 87.1% of the respondents view sanitation practices positively, reflecting that entrepreneurship has contributed to improved access to sanitation, though a small portion remains undecided on the issue. Sanitation is a key element of social inclusion, and inadequate sanitation disproportionately affects marginalized groups, including transgender individuals (UNDP, 2016). Social entrepreneurship can help alleviate these disparities by improving access to clean water and sanitation services (Divan et al., 2016).

Respondent 18: “*Mai apne ghar mein aaram se baithkar apne space mein apne comfortable zone mein apna kam karti hun, apni paintings banati hun, apne handicraft item banati hun... toh yeh mere liye empowerment hai. Mein acche se washroom use kar sakti hun, acche se time par khana kha sakti hun, main apni health Ka bhi acche se dhyan rakh sakti hun.... Iss terah main apni empowerment ko Dekhti hun. I feel very happy and proud that I do my work in my own safe space and good environment.*”

Respondent 20: “*We need toilets for transgenders at public places and institutions. We want more gender-neutral washrooms.*”

6) Transgender entrepreneurs: Accessibility of Internet connection

Table 4.112 Transgender entrepreneurs: Accessibility of Internet connection					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	35.5	35.5	35.5
	Agree	19	61.3	61.3	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Transgender entrepreneurs say they have good access to internet connection (Table 4.117), this was affirmed by 19 out of 31 respondents (61.3%) slightly agreed and 11 out of 31 (35.5%) strongly agreed. Indeed, only 1 of the questionnaire respondents (3.2%) is still indifferent to the question. This means that with regard to internet availability the respondents had positive experiences amounting to 96.8%, here underlining the impact of self-employment and social entrepreneurship for the procurement of the necessary digital link for business and social needs. Furthermore, internet connection promotes other connections as it fosters the participation of transgender entrepreneurs in different digital economies, and business scaling (Badgett et al., 2019).

7) Transgender entrepreneurs: Accessibility of Bank Account

Table 4.113 Transgender entrepreneurs: Accessibility of Bank Account					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	35.5	35.5	35.5
	Agree	17	54.8	54.8	90.3
	Neither Agree, Nor Disagree	3	9.7	9.7	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The majority of transgenders surveyed seems to have had positive experiences about having a bank account (Table 4.113). In total, 17 of 31 respondents stated they have a bank account: 11 considered this statement absolutely true; 6 said they had a bank account, but this statement is not entirely true for them. Yet, 3, and in % (09.7%) are neutral towards the issue at hand. This shows that 90.3% of the respondents have a positive attitude towards the availability, means that the government, through self-employment and social entrepreneurship, has ensured that there is a very big support to the people through the provision of the formal banking systems. It has been established that easy access to digital banking empowers the disadvantaged and less privileged in the society as well as offers them means for the improvement of their financial status, creating saving and investment portfolios for their businesses (UNDP, 2016).

Respondent 6: *“I have taken Mudra loan under trans category.”*

8) Transgender entrepreneurs: Accessibility of Mobile/ Internet banking

Table 4.114 Transgender entrepreneurs: Accessibility of Mobile/ Internet banking					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	10	32.3	32.3	32.3
	Agree	20	64.5	64.5	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-

	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Transgender entrepreneurs experience positive attitudes towards mobile and internet banking (Table 4.114). Among the total respondents, 20 (31%) practice suggested that they have the facility to access these digital banking services and 10 (32.3 %) strongly agreed with the same. 1 is undecided making it 1 out of the 31 respondents (3.2%). This means that the mobile and internet banking have an 96.8% positive perception from the respondents, this imply that most of the respondents have access to mobile and internet banking services as it's an essential tool to manage the financial needs of entrepreneurial ventures within the transgender group. To these services bring about independence as they enable efficiency and proper resource procurement for the enterprise a critical aspect of entrepreneurial outlooks (Parker, 2018). It is common knowledge that mobile banking is particularly useful to the transgenders as they can experience discrimination in banking halls, in addition, mobile banking offers the convenience to do with banking that which reduces the anxiety which comes with in-person banking (Badgett et al., 2019; UNDP, 2016). In general, these digital banking applications help promoting financial independence and empower business sustainability that, in turn, significantly help people with economic enfranchisement and social integration- as Muhammad Yunus underlined (2006).

9) **Transgender entrepreneurs: Accessibility of Cooperation from Public Administration**

Table 4.115 Transgender entrepreneurs: Accessibility of Cooperation from Public Administration					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	13	41.9	41.9	41.9
	Agree	17	54.8	54.8	96.7
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-

	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The accessibility of cooperation from public administration is viewed positively by most transgender entrepreneurs (Table 4.115). Out of the 31 respondents, 17 (54.8 %) occasionally perceive that they get proper cooperation, while 13 (41.9%) strongly concur. Just 1 respondent is still in the middle of the road, 3.2%. This means that 96.8% of respondents recorded positive support from public administration, the implication of this is that, government administration is regarded as supportive and cooperative for entrepreneurial activities undertaken by the TG population. Essential to minimize the barriers and enhance the business activities in micro and marginalized populations and groups is the support of the government (World Bank & UNDP, 2016; Divan et al., 2016).

Respondent 6: *“Government of Kerala is very forward in taking Initiatives of Empowerment of Trans community for example- Transgender Cell, financial aid to transgenders for their Surgeries, Trans Employment, Shelter homes, Entrepreneurship Aid to 100 Transgenders of Rs.50,000. Also, Rs.4 Cr Budget by State government for Trans community had been sanctioned.”*

Respondent 13: *“We fear a lot in reaching out to police for any issue or help. We are afraid to go to police because they don’t cooperate with us. They blame us in everything. I want equal space like other citizens.”*

Respondent 14: *“It becomes easy for us when officials are sensitized, many people from trans community afraid to go and ask for help from police because in all matter transgenders are blamed at the end, even if they themselves are victims, but I have experienced a gradual change in police department after the Decriminalization act of 2018 and removal of IPC section 377. Mumbai Police administration is very Cooperative and supportive after the new laws.”*

Respondent 16: *“Police department & public administration are very supportive and cooperative but government’s documentation and implementation is very late.”*

Respondent 18: *“Police did not co-operate with us and they don’t take our complaints seriously. There are some good peoples in police department, but majority of peoples are not sensitized due to which we have to face a lot of ill treatment and problems. Sensitization is the need for government officials and departments.”*

10) **Transgender entrepreneurs: Accessibility of Cooperation from society**

Table 4.116 Transgender entrepreneurs: Accessibility of Cooperation from society					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	45.2	45.2	45.2
	Agree	17	54.8	54.8	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The accessibility of cooperation from society is perceived positively by transgender entrepreneurs (Table 4.116). Out of 31 respondents, 17 (54.8%) said they are supported by the society and 14 (45.2%) strongly agreed to the statement. This means that respondents are all enthusiastic about societal cooperation showing that the society supports and accepts the decisions of entrepreneurs hence a key factor that enhances the stability of their businesses. Badgett et al., (2019), Parker (2018) in literature argue that social entrepreneurship strengthens the bond among people and eradicates stigma to facilitate the improvement of marginalized entrepreneurs' performance.

Respondent 6: *"I believe that If transgenders will do good and behaves nicely with the society, society will reflect back its Goodness in manifolds."*

Respondent 12: *"People are very welcoming but at the same time people also think at least twice before buying our products."*

Respondent 16: *"Society samne welcoming karti hai per peeth piche unhe nahi chahiye... unko yeh lagta hai ki ab yeh log bhi business mein utrenge, toh demotivation wahi se shuru ho jata hai. Jo business mein humare competitors hote hain voh problem karte hain... voh kehte hain ki hamara stall hata do, hum stall kyon laga rahe hain? jaise jab badhai lene jaate hain to sab acche se rahte hain. but badhai ke alava sab nichhi nazron se dekhte hain."*

Respondent 18: *"Society supports me very well. wherever I go, I am treated with respect and people calls me 'Didi'. Because they know me that my work is different and my earning*

source is dignified. I am recognised for my hard work and through this I gets very much motivation. I want to become an inspiration for my community members.”

11) **Transgender entrepreneurs: Accessibility of Leading a decent and dignified life**

Table 4.117 Transgender entrepreneurs: Accessibility of Leading a Decent and Dignified Life					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	54.8	54.8	54.8
	Agree	12	38.7	38.7	93.5
	Neither Agree, Nor Disagree	2	6.5	6.5	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Transgender entrepreneurs are optimistic seeing a chance of leading decent and dignified lives (Table 4.117). Out of thirty-one respondents, seventeen (54.8%) strongly concur that they are able to lead such a life; twelve (38.7%) concur. There are two and they are neutral 6.5%. This suggest that 93.5% of the respondents support the view that self-employment and social entrepreneurs can be able to live and respect that is an positive indication of how entrepreneurship has improved their standard of living. Entrepreneurship offers better economic opportunities and results to respect and acceptance that are our society’s key to integration (Yun Q 2006; Badgett et al., 2019). The results of this study echo with one of the primary benefits associated with entrepreneurship, a chance for enhanced quality of life of the targeted population, in this case, the transgender.

Respondent 15: *“I believe contributing good deeds to a society is more effective in acceptance and social inclusion than ‘pride walks,’ because in Pride walks, people will see transgender 4-5 minutes and after that they will forget about it. But, when we will do good for our society then we will be accepted and recognised, as it happens to me after I have started a school for marginalized children, people from society have accepted me in a more respectable manner.”*

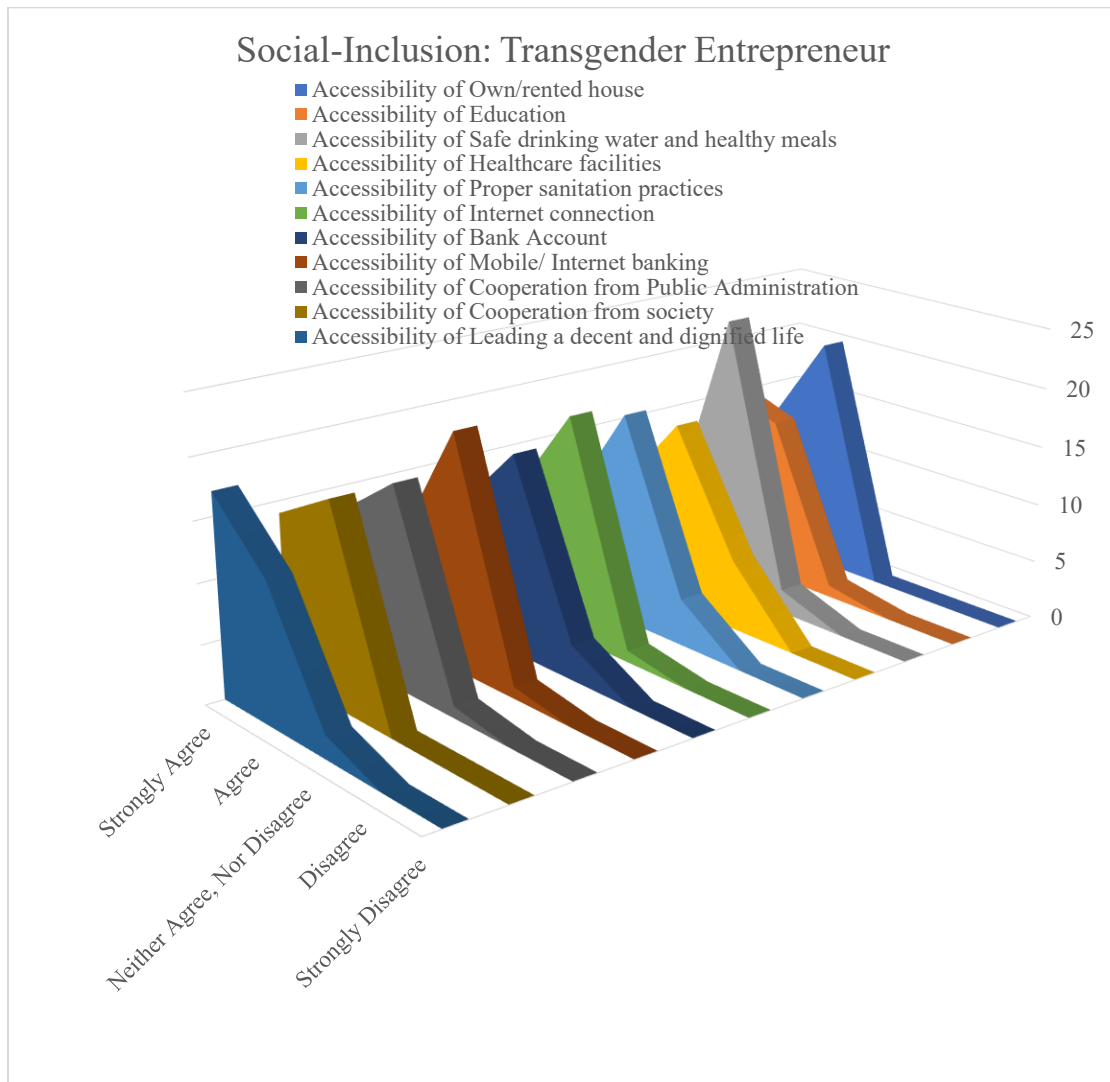


Fig 4.34 Transgender Entrepreneurs: Social Inclusion

In the case of the quantitative analysis of social inclusion of the transgender entrepreneurs, the 3D area graph displays (Fig 4.34). The study reveals that there was strong appreciation or agreement among the respondents on basic necessities including safe water and well-balanced meals. Likewise, the results reveal good housing conditions as confirmed by respondent views towards safe-oriented housing, which is perceived to be positive. The aspect of healthcare services is also viewed positively, as many people agreeing or strongly agreeing that healthcare services are properly accessed. Moreover, there is high level of participation in the activities that may be within community that the research respondents

agreed on strongly. Of the messages, those referring to the support from the government and society are mixed, though it might be due to the variability in the messages analyzed. The strength mentioned in this analysis can be found in aspect linked to basic necessity as well as community involvement and participation whereas concern that may need enhancement can be pointed through component associated with government and societal support.

Respondent 3: *“In Starting, there was problem with peoples in acceptance, but now as the time passes by, everyone supports me to earn with dignity. It motivates me that peoples like me who are working hard and doing dignified works are most Welcomed in our Society.”*

Respondent 10: *“People don’t see my identity instead, they praise my artwork through which I feel that the thinking of society is changing positively towards non-binary individuals.”*

Respondent 11: *“Social-inclusion for me is about Participation and access to basic facilities, education, Healthcare, Housing etc.”*

Respondent 12: *“Dignified employment, dignified life, access to house, Healthcare, sex reassignment surgery, hormones therapy, etc. All these things are leading to our social inclusion.”*

Box 4.12. Case study: Role of Social Support Systems

Nadhiya, a transgender entrepreneur based in Delhi, embarked on her journey in 2022 with a jam and bakery business, fueled by personal savings and a ₹50,000 grant from a community development fund. She received cooking training through a skill-building course offered by the Hotel Management Department at the University of Delhi. Her venture not only provides fresh jams, cookies, and cakes but also offers livelihood opportunities to fellow transgender individuals, particularly during bulk orders. Through participation in various events and leveraging social media, she raises awareness about trans rights and promotes visibility for the transgender community. Nadhiya’s experience highlights the significance of social support systems, as she emphasizes the importance of creating a safe and inclusive environment. However, she also faces challenges, such as high competition and skepticism among potential employees. By borrowing funds from friends and utilizing university resources, Nadhiya demonstrates resilience and resourcefulness, showcasing how community support can empower transgender individuals to overcome obstacles and succeed in entrepreneurship. Her journey illustrates the vital role of collaboration and unity in creating dignified working opportunities for marginalized communities.

II. Transgender Employee

Results are based on experiences of Transgender employees, regarding the accessibility of the following, from the lenses of getting employment through social entrepreneurship in context of social inclusion:

1) Transgender employees: Accessibility of Own/rented house

Table 4.118 Transgender employees: Accessibility of Own/Rented House					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	76	76.0	76.0	76.0
	Agree	11	11.0	11.0	87.0
	Neither Agree, Nor Disagree	3	3.0	3.0	90.0
	Disagree	4	4.0	4.0	94.0
	Strongly Disagree	6	6.0	6.0	100.0
	Total	100	100.0	100.0	

The data suggests that a large majority of respondents, 76%, strongly agree that gaining employment through social entrepreneurship has positively impacted their ability to access housing, whether owning or renting, in terms of social inclusion (Table 4.118). An additional 11% agree with this sentiment, bringing the total percentage of positive responses to 87%. On the other hand, 6% strongly disagree, and 4% disagree, indicating a minority who feel that employment through social entrepreneurship hasn't significantly aided their housing situation. Meanwhile, 3% of respondents are neutral, neither agreeing nor disagreeing. These evidences are accumulated to indicate a positive relationship between social entrepreneurship and enhanced physical access to housing for social integration of the target samples. This is in contrast to research that indicates that economic resources generated through social entrepreneurship enable vulnerable groups, including transgender people, to afford a house (UNDP, 2016; Badgett et al., 2019). Homelessness as being a missing component that stifles possibilities for social integration because it enables ownership many other opportunities both economically and socially (Yunus, 2006).

2) Transgender employees: Accessibility of Education

Table 4.119 Transgender employees: Accessibility of Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	10	10.0	10.0	10.0
	Agree	79	79.0	79.0	89.0
	Neither Agree, Nor Disagree	5	5.0	5.0	94.0
	Disagree	6	6.0	6.0	100.0
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

Employment through social entrepreneurship has also improved inclusion in education in a significant majority 79% of the response agreed to this (Table 4.119). Also, a further 10% strongly agreed with this assertion, thus together agreeing with 89% that sees social entrepreneurship as having a positive influence on their education access. Six per cent respondents see their level of agreement on this outcome as disagreeing while 5 per cent are undecided, neither agreeing nor disagreeing. In more detail, the results agree that social entrepreneurship has a positive and statistically significant effect on the respondents' ability to access education and become socially integrated. It has been noted that social entrepreneurship aims at providing educational programs to certain categories of persons who otherwise cannot be included in education for the sake of character improvement and later job placement (Germak & Singh, 2010). Education is a key to social integration, because the education ensures that individuals on a particular level are capable to interact with the economic and social activities (Yaduvanshi & Narendran, 2017; Yunus, 2006).

3) Transgender employees: Accessibility of Safe drinking water and healthy meals

Table 4.120 Transgender employees: Accessibility of Safe drinking water and healthy meals					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	27	27.0	27.0	27.0
	Agree	52	52.0	52.0	79.0
	Neither Agree, Nor Disagree	18	18.0	18.0	97.0
	Disagree	2	2.0	2.0	99.0
	Strongly Disagree	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

The survey data shows that 52% of respondents agree that obtaining employment through social entrepreneurship has improved their access to safe drinking water and healthy meals, contributing to their social inclusion (Table 4.120). Additionally, 27% strongly agree with this, making a combined 79% who perceive a positive impact in this area. On the other hand, 2% disagree and 1% strongly disagree, indicating a small portion who do not see such benefits. Meanwhile, 18% are neutral, neither agreeing nor disagreeing. Overall, the results indicate a generally positive effect of social entrepreneurship on access to essential resources like safe drinking water and healthy meals among the surveyed individuals. Access to basic needs is essential for ensuring well-being and social inclusion, especially for marginalized groups such as transgender individuals. Social entrepreneurship contributes to meeting these needs by providing financial resources and fostering community-based solutions (World Bank, 2016; Badgett & Crehan, 2017). Ensuring access to basic services like food and water is critical for reducing inequality and enhancing quality of life (Divan et al., 2016)

4) Transgender employees: Accessibility of Healthcare facilities

Table 4.121 Transgender employees: Accessibility of Healthcare facilities					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	46	46.0	46.0	46.0
	Agree	35	35.0	35.0	81.0

	Neither Agree, Nor Disagree	9	9.0	9.0	90.0
	Disagree	9	9.0	9.0	99.0
	Strongly Disagree	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

The survey results reveal that 35% of responded favorably to the question by agreeing that they have been socially included through employment (Table 4.121). In addition, 46% strongly agreed on this sentiment, making the total to 81% who had a positive perception of social entrepreneurship regarding improved healthcare access. However, 9% respondents do not agree, while another 9% could not agree or disagree because their impressions are somewhat mixed. Only 1% strongly disagree. On balance, the result indicates that the participants considered the concept of social entrepreneurship to a great extent positively, with the proportion of people who believed that it may improve access to health facilities among the surveyed demographics. This can be confirmed by other researches that has given more emphasis on employment as well as entrepreneurship as essential strategies for enhancing the progression of healthcare among the needy groups. Although, discrimination and financial issues make it difficult for transgender population to access health care services, social entrepreneurship can be key to enhancing the situation (Divan et al., 2016; Badgett et al., 2019). Improved or expanded access to health care services, in its given contexts, is a fundamental stepping stone toward social integration and better health (World Bank, 2016).

5) Transgender employees: Accessibility of Proper sanitation practices

Table 4.122 Transgender employees: Accessibility of Proper sanitation practices					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	48	48.0	48.0	48.0
	Agree	36	36.0	36.0	84.0
	Neither Agree, Nor Disagree	5	5.0	5.0	89.0
	Disagree	5	5.0	5.0	94.0

	Strongly Disagree	6	6.0	6.0	100.0
	Total	100	100.0	100.0	

From the survey, 36% of the respondents supported the increased employment via social entrepreneurship with an added bonus of proper sanitation practices thus increasing their inclusion into society (Table 4.122). Moreover 48% strongly agree with this therefore making the overall positive response to 84%. However, 5% of the participants are opposed, and 5% are neutral, whereas 6% are strongly opposed. These findings indicate that an overwhelming majority offers social entrepreneurship a positive connotation for enhancing the availability of appropriate sanitation, while a minority disagree with this notion. Sanitation is an essential and fundamental human necessity in the community and especially to vulnerable populace who encounter a lot of challenge in accessing such amenities. These barriers can however be addressed by social entrepreneurship, since this field affords support and possible remedies to the vice of inadequate sanitation (UNDP, 2016). Achieving proper sanitation has significant correlation with health status of the population and asset which enhance their dignity and, in this manner, help them to inclusiveness (World Bank & UNDP, 2016).

6) Transgender employees: Accessibility of Internet connection

Table 4.123 Transgender employees: Accessibility of Internet connection					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	40	40.0	40.0	40.0
	Agree	40	40.0	40.0	80.0
	Neither Agree, Nor Disagree	9	9.0	9.0	89.0
	Disagree	8	8.0	8.0	97.0
	Strongly Disagree	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

This study shows that half of the participants endorse the belief that social social-entrepreneurship has opened more employment opportunities for increased Internet connectivity that is inclusive for them (Table 4.123). A total of 80% of the participants are positive with a 40% strongly agreeing that there will be a positive impact in this area. On the same, 3% strongly disagree, 8% disagree, 9% are neutral, neither agreeing nor disagreeing. In aggregate, the data implies that most of the respondents think that social entrepreneurship is useful in enhancing their ability to access live internet connections, while a some do not think so. Internet and its accessibility are necessary in order to be an active member of the modern economy and is vital in entrepreneurship. There is evidence from the literature about digital inclusion in creating social and economic opportunities for those who are excluded mainly due to their gender identity including the transgender population (Parker, 2018; Badgett et al., 2019). This is a very vital factor attributed to internet connectivity which in a way facilitates the flow of information, markets and resources in favour of entrepreneurship programmes and thus improving the social inclusion expanded by the UNDP (2016).

7) Transgender employees: Accessibility of Bank Account

Table 4.124 Transgender employees: Accessibility of Bank Account					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	41	41.0	41.0	41.0
	Agree	37	37.0	37.0	78.0
	Neither Agree, Nor Disagree	14	14.0	14.0	92.0
	Disagree	7	7.0	7.0	99.0
	Strongly Disagree	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

According to the survey results, 36% of respondents affirmed agreeing that social entrepreneurship has enhanced the possibility of having an employment status that enhances having a bank account, thus enhancing social inclusion (Table 4.124). Moreover,

45% of respondents showed a strong agreement with this statement, while the rest of the 36% agreed on the perception that social entrepreneurship has benefited them on the aspect of bank account. On the other hand, 8% were of a negative opinion and 11% were indifferent giving the answer not supporting or opposing the statement. These responses imply that a vast number of the intended beneficiaries have a positive attitude towards social entrepreneurship as helpful in widening their chance of owning a bank, although a few of the respondents disagree. The result that was complemented by literature noting the significance of financial services for the advancement of the excluded population including the transgender people (UNDP, 2016; Parker, 2018). Availability of banking services is a determinant of economic enfranchisement since it assists with financial and credit management an aspect of growth (Yunus 2006). In improving the social inclusion of people; social entrepreneurship can complement conventional methods of reducing exclusion like discrimination and lack of financial literacy to ensure gaps in financial inclusion are closed (Badgett et al., 2019; Divan et al., 2016).

8) Transgender employees: Accessibility of Mobile/ Internet banking

Table 4.125 Transgender employees: Accessibility of Mobile/ Internet banking					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	45	45.0	45.0	45.0
	Agree	36	36.0	36.0	81.0
	Neither Agree, Nor Disagree	11	11.0	11.0	92.0
	Disagree	8	8.0	8.0	100.0
	Strongly Disagree	-	-	-	-
	Total	100	100.0	100.0	

The data collected from transgender employees regarding the accessibility of mobile and internet banking through employment in social entrepreneurship indicates that a majority of 81% (36% agree and 45% strongly agree) believe that their employment has improved their access to these digital banking services, enhancing their social inclusion (Table 4.125). A smaller portion of 8% disagreed on the matter while 11% fell in the middle, they

did not agree or disagree to the statement. Therefore, the work establishes the position that social entrepreneurship is useful when it comes to enhancing the utilization of mobile and internet banking services among employees of the transgender, despite the fact that some may be indifferent or uncertain. The argument for banking serves the purpose of corresponding, managing, borrowing, and concluding concern credit, thereby it credits the growth of the business (Parker, 2018). Digital banking tools are important for the following reasons, especially in the case of TGs who are discriminated in conventional facilities (Yunus, 2006), (Badgett et al., 2019). Through the use of mobile and internet services in banking consistent financial liberalization fosters economic liberation and emancipation (UNDP, 2016).

9) Transgender employees: Accessibility of Cooperation from Public Administration

Table 4.126 Transgender employees: Accessibility of Cooperation from Public Administration					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	58	58.0	58.0	58.0
	Agree	28	28.0	28.0	86.0
	Neither Agree, Nor Disagree	4	4.0	4.0	90.0
	Disagree	5	5.0	5.0	95.0
	Strongly Disagree	5	5.0	5.0	100.0
	Total	100	100.0	100.0	

As the data from transgender employees emerged, 86%, which is 28% agreed and 58% strongly agreed with a statement that employment in social entrepreneurship has improved their cooperation with public administration and therefore they are socially included (Table 4.126). However, 5% of the students opposed it, 5% strongly opposed it, and 4% have no opinion about it. These results suggest that there is a consensus of positive perceptions of social entrepreneurship in enhancing relations with the public administration for the transgender employees while a minority showed negative or no attitude. Public sector

support is necessary in social enterprises because it allows for resources, which are essential, to be sourced, barriers to be lowered, and a favorable environment for regulation (Parker, 2018; World Bank & UNDP, 2016). Specific porousness of the public administration in guaranteeing the students' fight against discrimination and the possibility of their full labor and social inclusions (Divan et al., 2016).

10) Transgender employees: Accessibility of Cooperation from society

Table 4.127 Transgender employees: Accessibility of Cooperation from society					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	55	55.0	55.0	55.0
	Agree	31	31.0	31.0	86.0
	Neither Agree, Nor Disagree	2	2.0	2.0	88.0
	Disagree	11	11.0	11.0	99.0
	Strongly Disagree	1	1.0	1.0	100.0
	Total	100	100.0	100.0	

Based on the survey results of the transgender employees the results showed this 86% (31% agree and 55% strongly agree) agree that employment through social entrepreneurship has enhanced their interaction with society and thus their social integration (Table 4.127). A third of respondents, 11%, disapprove of hybrid cars while 2% are in the middle, approving as well as disapproving of the said vehicles. In relation to this statement, only one per cent strongly disagreed. In sum, based on these studies, the authors discovered that a large number of the surveyed transgender employees perceive social entrepreneurship as a mainly positive force that can help overcome societal prejudices and improve interaction with society, while the rest of the participants either share a different or no opinion on the matter. The social impact of social entrepreneurship is the creation of collaborations and reduced stigma between those on the margins of society and the rest of society (Parker, 2018; Badgett et al., 2019). The societal support is of great importance for the continued

existence of startups and for integration of the members of the transgender community into the society (Yaduvanshi & Narendran, 2017).

11) Transgender employees: Accessibility of Leading a decent and dignified life

Table 4.128 Transgender employees: Accessibility of Leading a decent and dignified life					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	63	63.0	63.0	63.0
	Agree	25	25.0	25.0	88.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	9	9.0	9.0	97.0
	Strongly Disagree	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

The data from transgender employees shows that 88% (25% agree and 63% strongly agree) positively agree to the fact that employment through social entrepreneurship has given them an opportunity to live the decent and dignified life, thereby ensuring social inclusion (Table 4.128). In contrast, 9% of participants do not agree with this statement and 3% are strongly opposed to the statement and there was no case of participant choosing neutral as their response. These results support the notion that most respondents perceive social entrepreneurship as highly helpful in their achieving dignity and respect despite a minimal number of negative impressions. This goes well with research that has established that entrepreneurship give people the power of economic self-reliance and social acknowledgement (Yunus 2006; Badgett et al 2019). Equality, self-esteem, and being able to gain employment for most people is a form of social justice or the ability to rise from the periphery and be accepted socially through entrepreneurship (UNDP, 2016; Divan et al., 2016).

Box 4.13. Case study: Path of Continuous Learning and Advancement through Technology

Simran, a transgender entrepreneur from Mumbai, exemplifies the power of continuous learning, technology, and self-empowerment in achieving personal and professional growth. After her pickle venture was derailed by the COVID-19 pandemic, she pivoted to establish "Simran Arts and Crafts," embracing creative outlets like canvas painting and handicrafts. Working from the comfort of her own home, in a safe and supportive environment, Simran feels empowered to run her business on her own terms, taking pride in her ability to balance her health and personal well-being. Recognizing the importance of technology, she invested in a laptop, learning digital marketing and e-commerce through platforms like YouTube to showcase her products on Flipkart and Amazon. She trains others within her community in painting and packaging, fostering empowerment and collaboration. Her journey highlights the significance of adapting to technology and continuously upgrading skills within her community, ultimately creating a dignified livelihood and inspiring others to pursue their passions and achieve financial independence.

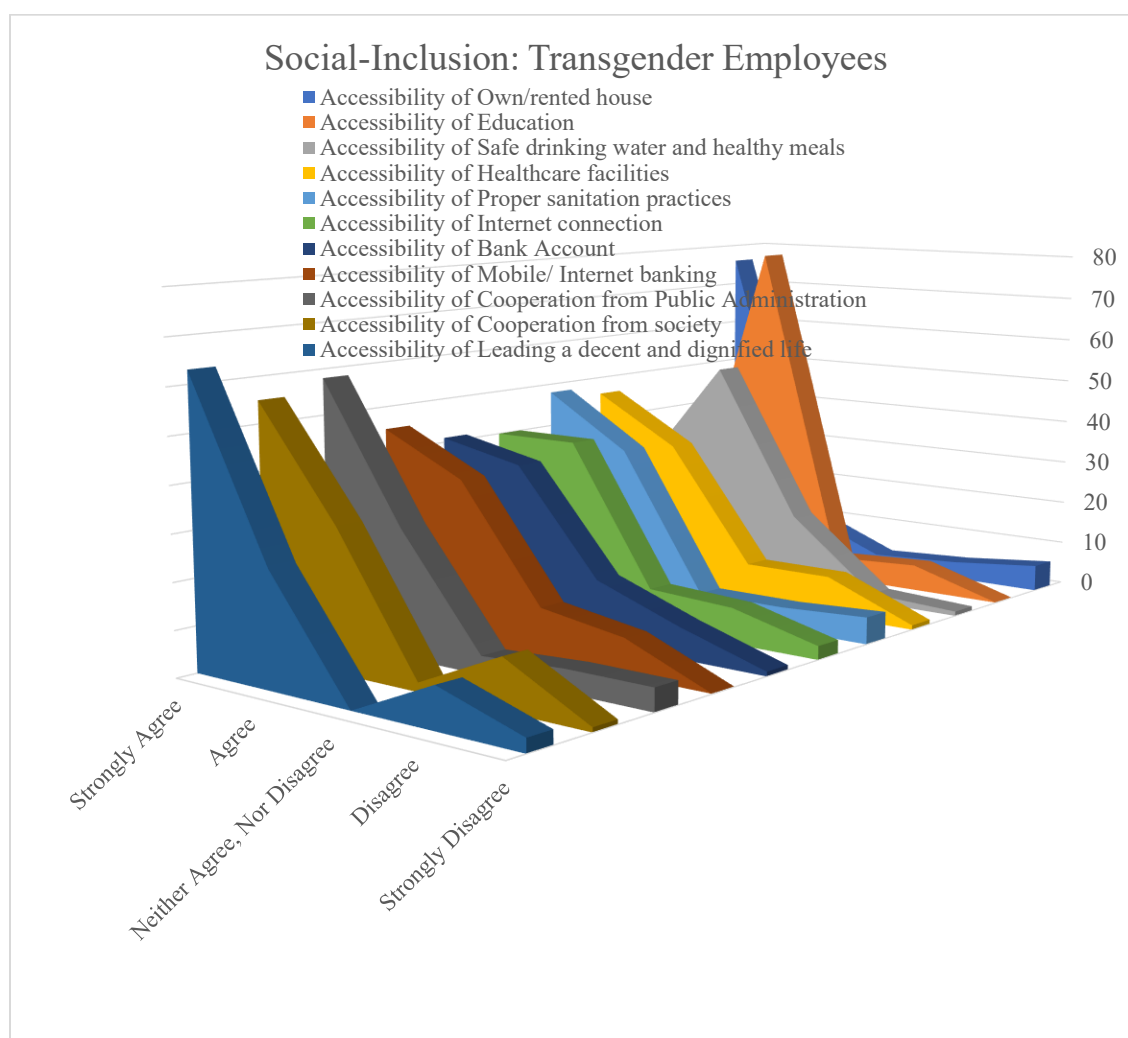


Fig 4.35 Transgender Employees: Social Inclusion

The 3D area graph provides insights into social inclusion for transgender employees across various aspects (Fig 4.35). The data indicates that most respondents have positive perceptions of access to essential services and facilities. A majority agree or strongly agree that they have access to safe drinking water, healthy meals, proper sanitation practices, and healthcare facilities. Similarly, access to education and internet connection is generally viewed positively, reflecting good inclusivity in these areas. However, responses regarding access to bank accounts and mobile/internet banking are more mixed, suggesting some uncertainty or variability. This analysis highlights strengths in basic necessities and healthcare access, while also pointing out potential areas for improvement in financial inclusivity.

4.5.1. Social Entrepreneurship & Social-Inclusion of Transgender Community in context of SDG 2030

The publication Authored by M. V. Lee Badgett and Randall Sell provides a set of 51 indicators under five strategic areas identified, which are provided in UNDP's 'LGBTI Inclusion Index' as health, education, civil and political participation, economic empowerment, security and violence. In this direction, Through the lenses of empowerment of transgender community members as already discussed in previous objective 3, we can reach to positive results. With reflection to the first strategic area 'Health', the survey data indicates that 83% of transgender employees are aware of their physical and mental health, and the survey results indicate that 95% of transgender employees feel capable of making decisions regarding their career, relationships, and health issues. It clearly states that transgender community is aware of the significance of healthy mind and body and it is ensuring a healthy lifestyle by not neglecting their health issues due to fear of discrimination. With reflection to the second strategic area 'Education', The survey data reveals that 100% of transgender employees have participated in skill development, education, and training programs, and 96% of transgender employees feel they can shape their career. It clearly states that transgenders community is taking

education as their key to self-sufficiency and freedom of choices in their life. Despite all the bullying and violence, transgenders are prioritizing their education which is making their wings stronger to fly after their dreams. With reflection to the Third strategic area ‘civil and political participation’, The survey results show that 100% of transgender employees feel they have developed the capability to communicate effectively and confidently in public, suggesting that transgender community’s ability to engage and express themselves effectively in public settings has been enhanced. Also, the survey data indicates that 93% of transgender employees cast their vote in political elections, suggesting their active involvement in the democratic process. With reflection to the fourth strategic area ‘economic empowerment’, the survey data indicates that 100% of transgenders feel financially independent, suggests a strong sense of financial self-reliance among transgender community and, 95% of transgenders are experiencing increased economic growth and development suggesting a high level of perceived economic progress and development among the majority of respondents. With reflection to the fifth strategic area ‘personal safety and violence’, The survey results indicate that 98% of transgenders are aware of their social well-being, suggesting a high level of self-awareness regarding social well-being and personal safety. Also, the survey data indicates that 98% of transgenders feel they have developed the strength and courage to combat social evils affecting their community suggesting that transgender community is having voice of its own against all injustice, violence and odds of society. Following Table 4.129, presents Social Entrepreneurship & Social-Inclusion of Transgender Community in context of SDG 2030.

Table 4.129: Social Entrepreneurship & Social-Inclusion of Transgender Community in context of SDG 2030			
Targeted SDG 2030	Indicators for the LGBTI Inclusion Index, 2023	Role of Social Entrepreneurship in Social Inclusion of Transgender Community	Results from Analysis
SDG 1: End poverty in all its forms everywhere.	5. Economic well-being	Social entrepreneurship contributes to economic empowerment, providing job opportunities and financial independence for the transgender community, reducing poverty.	100% of transgender entrepreneurs report positive effects of social entrepreneurship on improving their housing situation, while 87% of transgender employees also agree. Additionally, 90.3% of transgender entrepreneurs and 81% of employees report improved access to formal banking through social entrepreneurship.
SDG 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	5. Economic well-being	By fostering entrepreneurship in food production, like agribusinesses or culinary ventures, Food-Stalls, transgender entrepreneurs help reduce hunger and food insecurity, benefiting both individuals and the community.	93.5% of transgender entrepreneurs feel that social entrepreneurship has helped improve access to basic needs like healthy meals and safe drinking water. Among employees, 79% report improved access to these essentials.
SDG 3: Ensure healthy lives and promote well-being for all at all ages	1. Health	Social entrepreneurship helps improve healthcare access for transgender individuals through initiatives like healthcare awareness or advocacy, promoting well-being and reducing discrimination in healthcare services.	80.6% of transgender entrepreneurs report better access to healthcare, and 81% of transgender employees feel the same. This highlights the role of social entrepreneurship in addressing healthcare disparities for marginalized groups.
SDG 4: Inclusive and equitable quality education and promote lifelong learning opportunities for all.	2. Education	Through education-focused social enterprises, transgender entrepreneurs enhance access to skill development and vocational training, fostering lifelong learning and greater economic participation for marginalized groups.	96.8% of transgender entrepreneurs feel positively about their education access. For employees, 79% report improved access to education, reflecting that social entrepreneurship promotes learning opportunities for the transgender community.
SDG 5: Achieve gender equality.	1. Health	Social entrepreneurship plays a vital role in improving transgender individuals' access to healthcare by advocating for inclusive health policies, offering gender-affirming care, and	80.6% of transgender entrepreneurs report better access to healthcare through social entrepreneurship. In addition, 81% of transgender employees feel that employment

		creating awareness of the specific health needs of transgender people. It empowers the community by providing them with resources to manage their health and well-being.	through social entrepreneurship has improved their healthcare access, reducing discrimination in medical services and ensuring access to necessary healthcare.
	3. Personal security and violence	Social entrepreneurship helps reduce violence against transgender individuals by providing safe employment and community support. It promotes gender equality by addressing social stigmas and fostering safer environments through advocacy and inclusive policies.	96.8% of transgender entrepreneurs feel that social entrepreneurship has helped them gain cooperation from public administration, and 86% of transgender employees report improved cooperation with institutions, reducing discrimination and personal safety issues.
	4. Civil and Political Participation.	Social entrepreneurship empowers transgender individuals to actively participate in political and civic processes by creating supportive communities and increasing their political voice. Entrepreneurs advocate for transgender rights and engage with public institutions to promote policy changes.	96.8% of transgender entrepreneurs feel positive about their interactions with public institutions, reflecting greater political inclusion. Among employees, 86% report that social entrepreneurship improved their ability to engage with public institutions.
	5. Economic well-being	By providing employment and entrepreneurial opportunities, social entrepreneurship enhances the financial independence of transgender individuals, reducing economic inequality and promoting sustainable livelihoods.	100% of transgender entrepreneurs report improved access to housing, and 90.3% feel social entrepreneurship has enhanced access to banking services. Similarly, 88% of transgender employees report that employment through social entrepreneurship enables them to lead dignified lives.
SDG 6: Clean Water and Sanitation	1. Health	Social entrepreneurship plays a crucial role in improving access to clean water and sanitation for marginalized transgender communities. Through innovative social ventures, entrepreneurs create solutions that ensure access to safe drinking water, sanitation facilities, and promote hygiene, which is essential for health and dignity.	77.4% of transgender entrepreneurs report improved access to safe drinking water and sanitation, and 16.1% strongly agree that social entrepreneurship has played a key role in securing these basic needs. Similarly, 84% of transgender employees feel that their access to sanitation services has improved through employment in social enterprises.
SDG 8: Promote sustained, inclusive,	5. Economic well-being	Transgender-led businesses provide employment opportunities, fostering inclusive	100% of transgender entrepreneurs feel that social entrepreneurship has improved their

and sustainable economic growth, full and productive employment, and decent work for all.		and sustainable economic growth, while promoting decent work environments for the transgender community and beyond.	access to decent work. Similarly, 88% of transgender employees report that social entrepreneurship enables them to lead a dignified life, reinforcing economic empowerment and inclusion.
SDG 9: Industry, Innovation, and Infrastructure	5. Economic well-being	Social entrepreneurship fosters innovation and infrastructure development by addressing the unique challenges faced by the transgender community. It leverages technology and digital tools to provide access to markets, enhance business operations, and promote inclusive economic growth for transgender individuals. By creating platforms for digital inclusion and facilitating access to modern infrastructure, social enterprises help transgender entrepreneurs and employees engage in the digital economy.	96.8% of transgender entrepreneurs report improved access to internet services, which is crucial for their participation in the digital economy. Furthermore, 81% of transgender employees report that employment through social enterprises has enhanced their access to digital banking, supporting financial inclusion.
SDG 10: Reduce inequality within and among countries.	5. Economic well-being	Social entrepreneurship directly addresses social and economic inequalities by offering equal opportunities for marginalized transgender individuals, empowering them to achieve financial independence and reduce economic disparity.	96.8% transgender entrepreneurs and 81% of transgender employees feel that social entrepreneurship has improved their access to mobile/internet banking, thus reducing financial inequality. Social entrepreneurship is crucial in fostering financial inclusion for transgender individuals, reducing barriers.
SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable.	3. Personal security and violence	Entrepreneurship projects, particularly in housing and urban services, help transgender individuals secure safer living conditions and contribute to the development of more inclusive and resilient communities.	100% of transgender entrepreneurs report improved housing accessibility due to social entrepreneurship. For employees, 87% agree that social entrepreneurship has enhanced their ability to secure safe housing.
SDG 16: Promote peaceful and inclusive societies for sustainable	3. Personal security and violence	Social entrepreneurship helps combat violence and personal security issues faced by transgender individuals by promoting inclusive	88% of transgender employees feel that social entrepreneurship enables them to lead a dignified life, indicating improved personal security. Entrepreneurship fosters safer

development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.		practices and providing safe spaces and employment opportunities.	environments by reducing stigma and violence through employment and community support.
	4. Civil and Political Participation.	Social entrepreneurship improves transgender individuals' engagement with public institutions and their participation in civil processes, advocating for policies that protect their rights and ensure justice.	96.8% of transgender entrepreneurs feel that social entrepreneurship has improved their cooperation with public institutions, fostering greater participation in political and civil processes. Similarly, 86% of transgender employees report better cooperation with public institutions.
SDG17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.	4. Civil and Political Participation.	Social entrepreneurship helps mobilize partnerships between government, civil society, and the transgender community to achieve broader societal goals of inclusion and development, facilitating collaboration for mutual benefit.	96.8% of transgender entrepreneurs report good cooperation from public administration, highlighting that government support is crucial for enabling inclusive entrepreneurship. Partnerships between government and entrepreneurs ensure that the transgender community can participate fully in developmental goals. Similarly, 86% of transgender employees feel that social entrepreneurship has significantly improved their cooperation with public institutions, showcasing the role of entrepreneurship in fostering inclusion and advocacy for gender rights.

Discussion & Conclusion: Objective 4

‘TO FIND OUT THE ROLE OF SOCIAL ENTREPRENEURSHIP IN ENHANCING THE SOCIAL INCLUSION OF THE TRANSGENDER COMMUNITY IN INDIA’

The research clearly demonstrates that social entrepreneurship plays a crucial role in enhancing the social inclusion of transgender individuals in India by aligning with various Sustainable Development Goals (SDGs) of the 2030 Agenda. It fosters economic empowerment, provides access to essential services, and strengthens cooperation with public institutions, directly contributing to the achievement of SDG 1 (End Poverty) and SDG 11 (Sustainable Cities and Communities). For example, 100% of transgender entrepreneurs report that social entrepreneurship has improved their housing situation, highlighting how economic empowerment enables marginalized groups to secure stable living conditions (UNDP, 2016; Badgett et al., 2019). Additionally, 51.6% strongly agree and 45.2% agree that entrepreneurship has significantly improved their access to education, supporting SDG 4 (Quality Education). Access to education is essential for reducing social exclusion and fostering personal development (Germak & Singh, 2010; Yaduvanshi & Narendran, 2017).

This research establishes that the practice of social entrepreneurship improves the quality of life of the transgender population in India with relation to the objectives of social inclusiveness aligned to SDGs 2030. It promotes economic self-reliance, gets people the help they need and improve working relations between citizens and authorities which in turn helps to achieve SDG 1 (End Poverty) & SDG 11 (Sustainable Cities and Communities). For instance, 100% of the transgender entrepreneurs said that social entrepreneurship has enhanced the housing situation among them, giving insight into how economic power empowers minority groups to attain proper housing (UNDP, 2016; Badgett et al., 2019). Moreover, 51.6% of the respondents strongly believe and 45.2% somewhat believe that entrepreneurship has positively enhanced their education hence attained SDG 4 (Quality Education). Education enables people eliminate social exclusion and embrace a productive and effective change (Germak & Singh, 2010; Yaduvanshi & Narendran, 2017). Social entrepreneurship also plays a transformative role in providing access to basic necessities such as safe drinking water, healthy meals, and sanitation. 77.4%

of transgender entrepreneurs report improved access to safe drinking water, and 16.1% strongly agree that entrepreneurship has helped secure basic needs, which directly supports SDG 6 (Clean Water and Sanitation) and SDG 2 (Zero Hunger). 80.6% of transgender entrepreneurs feel that social entrepreneurship has improved their access to healthcare, fulfilling SDG 3 (Good Health and Well-being). Similarly, 87.1% report enhanced sanitation practices, which are crucial for maintaining health and dignity among marginalized groups (Badgett & Crehan, 2017; World Bank, 2016). Digital inclusion and financial independence are other key areas where social entrepreneurship makes an impact. 96.8% of transgender entrepreneurs report improved access to internet services, which is crucial for engaging in the digital economy and aligns with SDG 9 (Industry, Innovation, and Infrastructure) (Parker, 2018). Furthermore, 90.3% report positive access to formal banking services, underscoring the importance of financial inclusion in achieving SDG 8 (Decent Work and Economic Growth) (Yunus, 2006; UNDP, 2016). Mobile and internet banking are similarly viewed as essential tools, with 96.8% recognizing their value in managing finances and sustaining their enterprises (Parker, 2018). In terms of societal cooperation, 100% of transgender entrepreneurs report positive societal support, while 96.8% feel that they receive adequate cooperation from public administration, reflecting a growing acceptance of transgender individuals within society. These findings support SDG 5 (Gender Equality) and SDG 16 (Peace, Justice, and Strong Institutions) (World Bank & UNDP, 2016; Badgett et al., 2019). In the aspect of social entrepreneurship for the gender identity minority, 87% of them affirmed that there were positive impacts on housing access and 79% of them agreed that there was an improvement on education access. Indeed, these findings presuppose the significance of SDG 4 and SDG 10 (Reduced Inequality) for the improved access to services, 81% respondents mentioned the enhanced access to healthcare and 84% noted the enhanced access to sanitation. Social entrepreneurship also readiness also improves digital with 40 % who agreed and 40 % strongly agreed to the statement that their internet readiness has improved thus supporting economic development as well as well-being. Additionally, according to the survey, 86% of transgender persons stated willingness to work with public authorities and help create the friendly atmosphere for engaging in civil activities and voting, which is close to SDG goal 16. Further, 88% of them opine that social entrepreneurship has helped one to live a dignified life; further

underlining the importance of social entrepreneurship in fighting social exclusions, and reducing social injustices (Yunus, 2006; Badgett et al., 2019; Germak & Singh, 2010).

In conclusion, social entrepreneurship is pivotal in advancing the social inclusion of transgender individuals by addressing critical aspects of economic empowerment, access to services, and institutional cooperation. The 100% societal cooperation reported by transgender entrepreneurs and the 88% of transgender employees leading dignified lives demonstrate the profound impact of social entrepreneurship on the overall well-being of the transgender community. By promoting financial independence, education, and healthcare access, social entrepreneurship aligns with several SDGs and contributes significantly to the realization of the 2030 Agenda.

Respondent 2: *“Trans - Entrepreneurs not only creates employment but also Contributes to society in a great Extent! I have taken first step & moving forward towards in changing the mindset of society.”*

Respondent 13: *“I won’t see or expect a sudden change in the mindset of society regarding our social inclusion, but things have started changing a lot, and we can say that the environment towards social inclusion has started getting created.”*

Respondent 16: *“Inclusion ki Shuruaat ho chuki hai, but it’s a long process and a long way to go and we will be surely successful in long run. Ek kadam, humne samaj ki ore badhaya hai ki ham bhi tumhare beech mein khade reh sake, kuchh kar sakte hain, aur logon ko humko accept karna chahiye aur business aur hamein support aur motivate karna chahie. Jo humnein apne kadam aage badhaye hain, unmein hamein peeche nahin hatna hai, ab hum apna business successfully run karenge.”*

Respondent 17: *“Social-exclusion Will not be going to Go away soon as it has to dissolve over time like sugar dissolves in water. There is small-small positive growth that has happened in time.”*

Box 4.14. Case study: Pioneering Change and Shaping a Better Future

Priyanka, a transgender entrepreneur from Malda, West Bengal, highlights the transformative impact of entrepreneurship and education on social value and inclusion. By founding a self-help group focused on jute handicrafts, she empowers marginalized transgender individuals through skill development and livelihood opportunities. By offering training in jute bag production, beauty parlor services, and tailoring, Priyanka not only provides livelihood opportunities but also instils confidence and decision-making capabilities among participants. Despite facing significant market competition from cheaper, machine-made products, Priyanka's handmade jute items emphasize quality and craftsmanship. She has embraced online marketing and received training in e-commerce to expand her reach, ensuring sustainability for her business. Additionally, her initiative to create an informal learning school, "Spano Ki Udan," for children of manual scavengers underscores the importance of education in breaking cycles of poverty and stigma. Priyanka's journey reflects how entrepreneurship can foster greater social acceptance of transgender individuals, demonstrating that true empowerment stems from collective growth and inclusion, ultimately leading to a more equitable society.

4.6. Challenges Faced by The Transgender Social Entrepreneurs and Strategies Adopted by Them Vis-a Vis the Challenges

As already discussed, because of marginalization, Transgender Entrepreneurs face social, financial, marketing, and psychological problems (Thinakaran, 2019). In India, there are many barriers and problems for Transgender entrepreneurs, such as lack of acceptance, motivation, awareness etc., lack of decision-making power and technical Knowledge, financial issues, accommodation problems, gender bias and other problems as well but with the help and support of society these problems can be solved (Chakkunny & Raj T, 2020). Hence, to identify the challenges faced by the transgender social entrepreneurs and strategies adopted by them vis-a vis the challenges, interview and responses from Transgender entrepreneurs were solicited on the basis of their entrepreneurial experiences. Both Qualitative and Quantitative studies were conducted to unveil the situation on ground level so that the culture of trans-social entrepreneurship can be promoted and explored further. Following are the in-depth results regarding the same:

I. Qualitative Study

Qualitative data was collected with the help of in-depth Semi-structured interviews by taking 20 Transgender entrepreneurs from 8 different states and union territories of India by using snowball sampling technique, through both online and offline methods. The selection criteria were to include Transgender entrepreneurs who are engaged in self-employment and hiring other transgender as their employees. The maximum time taken for each in-depth interviewee involves 45 minutes to 2 hours. An interview guide was used as research tool in which questions was asked on the basic information of transgender enterprises, entrepreneurship practices, innovation, social-mission, empowerment, social-inclusion, society, administration and so on. Respondents were made comfortable before commencing the interview due to the sensitivity of the concept. Their overall journey as a Transgender entrepreneur was discussed in detail. Table 4.130., shows the list of 20 Transgender entrepreneurs interviewed for this research study. For the purpose of qualitative data analysis, all the interviews were recorded and later manually interpreted. Through Thematic analysis, the manual interpretation was classified into 7 themes namely Introduction, Empowerment, Social Inclusion, Challenges, Solutions, Message and, statements. A sample of one manual Interpreted Interview of a respondent is given in Table no.4.131., For developing more understanding. The word file of manual interpreted interviews was then analysed using N.Vivo software and the results obtained are discussed below in details. (Note: Names of Transgender entrepreneurs are mentioned in good faith, as a first step in the direction of recognizing their hard-work and efforts towards contributing an equitable and sustainable society)

S.no.	Name	State	Social Enterprise
1.	Anmol Rajput & Sanam	Delhi	Food Cart
2.	Kevin	Haryana	Mobile Accessories Distribution Business
3.	Seethu Parvathy	Kerala	Beauty care spa and message centre
4.	Debi Acharya	West Bengal	Handicrafts business
5.	Rudrani Chettri	Delhi	‘BOLD’ 1 st Trans Modelling Agency and, hotel Business
6.	Thripathi Shetty	Kerala	Tripathi Handicrafts

7.	Aman	Delhi	Chissa Foods
8.	Suman Mathur	Orissa	Fast-food stall
9.	Aryan Pasha	Delhi	La Beaute & Style
10.	Rani	Delhi	Artist
11.	Shruti	Delhi	Waffle cups business
12.	Francis	Jharkhand	bamboo handicrafts
13.	Priyanka Sharma	Delhi	Green Tea business
14.	Shruti Aher	Madhya Pradesh	Fashion designer
15.	Priyanka	West Bengal	Jute Handicrafts
16.	Neeta Kane	Madhya Pradesh	Kinnar Asmita
17.	Sasha, manager	Karnataka	Pride Café
18.	Simran	Madhya Pradesh	Simran arts and crafts
19.	Sandhya	Madhya Pradesh	Sandhya handicrafts
20.	Nadhiya	Delhi	Jam & Bakery Business

Table 4.131 sample of one manual Interpreted Interview		
S.no.	Name	Rudrani Chettri, Delhi, 'BOLD' 1 st Trans Modelling Agency in India.
1	Introduction	- Founder of Mitra Trust - Runs Garima-Greh in Delhi. - Also owns a hotel Business in Rishikesh, Uttarakhand, called 'The Wild River Runner' in 2020. - Skill is Something which nobody is going to take away from you. In our Garima-Greh at Delhi, many transgenders are working on Building their skills and started their Entrepreneurship Venture, on Small Scale. But most Important is that they have taken Initiative, they developed a Sense of Belonginess of owning an enterprise. We are coming with Sustainable Business Projects right now where our members are making that Bags with used cloth. We are working in Different fields like- Nail artist, food stall, stitching Boutique, bakery etc. - My Parents always accepted me & was supportive. That's why I have always done the things which I wanted to do. But the rest of the trans children, which are about 99%, not accepted by their parents due to which they can't even complete their Basic Education.
2	Empowerment	- Employment creation for trans community members. Those peoples who will start their own business, they will understand their work, language, way of working & Behaving, well Communicated. Whenever they start Business, there is a circle of Trust & Unity.
3	Social Inclusion	- I am having a big hope from younger generation. - Earning capacities. - Sense of belongingness. - Affordability capacities development. - Education and healthcare.
4	Challenges	- No financial Support is there or Investment Problems, because we have friends from the Community & outside it. Nobody from the Society will lend their money to a transperson. - lack of Documents, that are required to get loans. Even no Basic documents like Adhaar card. - Nobody becomes guarantear for us if we want to borrow money.

		- lack of support Structure - Psychological, guidance, mentorship. - Transphobia - Peoples thinks twice before buying from a Transperson - lack of Business Education is a big challenge. Nearly no Trans Business owners who have never gone to any Business Schools. So, we need Right Peoples who can guide us in a more Professional Manner. - lack of Acceptance.
5	Solution	- Most important is Safe Space for Transgenders, Education, Skill Development & Entrepreneurship. - There is always need to learn more & more. - Creating awareness in a right direction is important. - Media needs to represent our Community in a Right way. - Reservation Needs to be there in Every-fields for Transgenders.
6	Message	- Business for me is not only about Visibility. When I will grow old then I want to have financial support of my own. - The Primary Occupation of the Community is - Badhai, Toli, Begging at Signals, sex-work etc. but it should be a choice to do.. But not compulsion, if taken as profession because new generation don't want to do sex- work, they want Equality & Respect. - This generation People need to Bring the change where we start to say that It's ok to unlearn things and learn new things. - Those who want to start their own enterprise or who are doing it, needs to give multiple attempts but do your homework and research first. Don't make Investment randomly, Spend your savings wisely.
7	Statements	- Society's perception: TGs are vectors or spreaders of HIV-AIDS. We need to work on Multiple issues - laws have been passed by the govt. But their application is a big Question-mark when it comes to changing age old Beliefs & thinking of the Society. - Starting Even Small Business by Transgenders is humble and clear answer to those who thinks that Transgenders Can't do anything. - Transgender peoples are always connected to candle making, handicrafts or Diya making which is not Sustainable idea at all. Peoples, don't even bother to even ask-what you peoples want to do? Peoples have come up with an idea about how transgenders can do good in their life is the idea of candle making,

		anything in handicraft etc. It's not Sustainable Idea at all. Usually, Peoples do it once in Dussehra or Diwali, which most of the CSR Projects do. Business is very far away from Charity thing. - Peoples from our community are very prone to get cheated and most probably by their own intimate Partners. - Bollywood in 80s & 90s, till now misrepresented our community which resulted in worsen the transphobia & letting Transgenders down.

4.6.1 Qualitative Study- Challenges faced by the transgender social entrepreneurs

A qualitative N.Vivo study of the gathered data revealed several important obstacles that transgender entrepreneurs in India must overcome to launch and expand their enterprises (Fig 4.36). Social stigma and discrimination continue to be widespread barriers, with transgender people frequently facing prejudice and discrimination that restricts their chances and access to resources (Divan et al., 2016; Thinakaran, 2019). This discrimination in society takes many forms, including being turned down by business networks, receiving negative feedback from investors, and having trouble gaining clients. These factors all work together to create an unfavorable atmosphere for those who pursue entrepreneurship. This financial exclusion is backed up by low access to relevant financial products and services that may suit the transgender population. However, to avoid this problem, it is important to establish appropriate functioning of credit policies, introduce microcredit products, and establish special grants and funds for supporting transgender entrepreneurs (Hughto et al., 2015; McCann & Brown, 2017). Also, there's need for designing and implementing financial literacy activities, employing relevant organizations and non-governmental organizations to boost capacity to access financial resources (Pinto et al., 2008; Gonzalez et al., 2022). Another tough Barrier that needs to be mentioned is the legal points that related to the bureaus. While now recognized legally, the legal formulations of gender identities in India are often trapped in parodic implementation that leads to bureaucratic procedures whenever altering basic service provisions or business registrations or seeking permissions (Khan 2011; Mohini & Sinha 2023). Transgender may feel stagnated or may be discouraged from engaging in business mainly because there are no clear legal frameworks to protect them. Much improvement can be achieved in reducing these barriers through proper documentation, ensuring the use of present law protection sufficiently, and lobbying for equal-opportunity policies (Preethi Sarah & Karthaigai Prakasam, 2021; Diwakar et al., 2024). This research study also clearly shows that cultural and familial factors predominate in determining the business environment for transgender people. In the present study, participants who undertook non-conventional employment paths reported prejudice, rejection and sometimes, hostility due to cultural-typical, family

promoted prejudices (Chakkunny & Raj T, 2020; Yaduvanshi & Narendran, 2017). This pressure can hold back many people from going into entrepreneurship or from keeping their businesses going. Promising and potential roles of intervention include community education programs, awareness-raising projects, and assist/support groups. It is advocated that cultural change and acceptance within families and communities can ease these pressures hence enhancing the environment for transgenders to engage in entrepreneurship (Badgett et al., 2019). The last challenge is education and skills levels where there is a clear difference. For these reasons, while pursuing education and employment, transgender individuals often suffer from limited opportunities to obtain quality education or vocational training. This education and skill deficit undermines their capacity to run and grow these enterprises effectively, given that they lack skills in marketization, finances, strategy and more (Divan et al., 2016; Thinakaran, 2019). To resolve this, there are required transgender respectively specific, mentorship, career, and educational programs. Business with educational institutions partnerships to develop skills; On the other hand, grants and scholarships make education affordable as explained by Ayres & Carter (2024), and Darden et al. (2022). Moreover, the development of a role model and mentor network within the transgender community may help empower transgender people to succeed given advice and support in closing the skills gap (Preethi Sarah & Karthaigai Prakasam, 2021; Fantappiè, 2022). Therefore, it can be said that various problems faced by Indian transsexuals in business remain complex and occur at the social, money, legal, cultural, and educational levels. Holistic approaches both at the community and policy levels would be required to tackle all these questions including awareness creation, legal changes, use of appropriate financial instruments, community-based support services, and specific educational intervention. By addressing these challenges in an integrated way we can create a positive environment for the development of transgender people to become entrepreneurs and positively impact the economy and society (World Bank, 2016; Badgett et al., 2019).

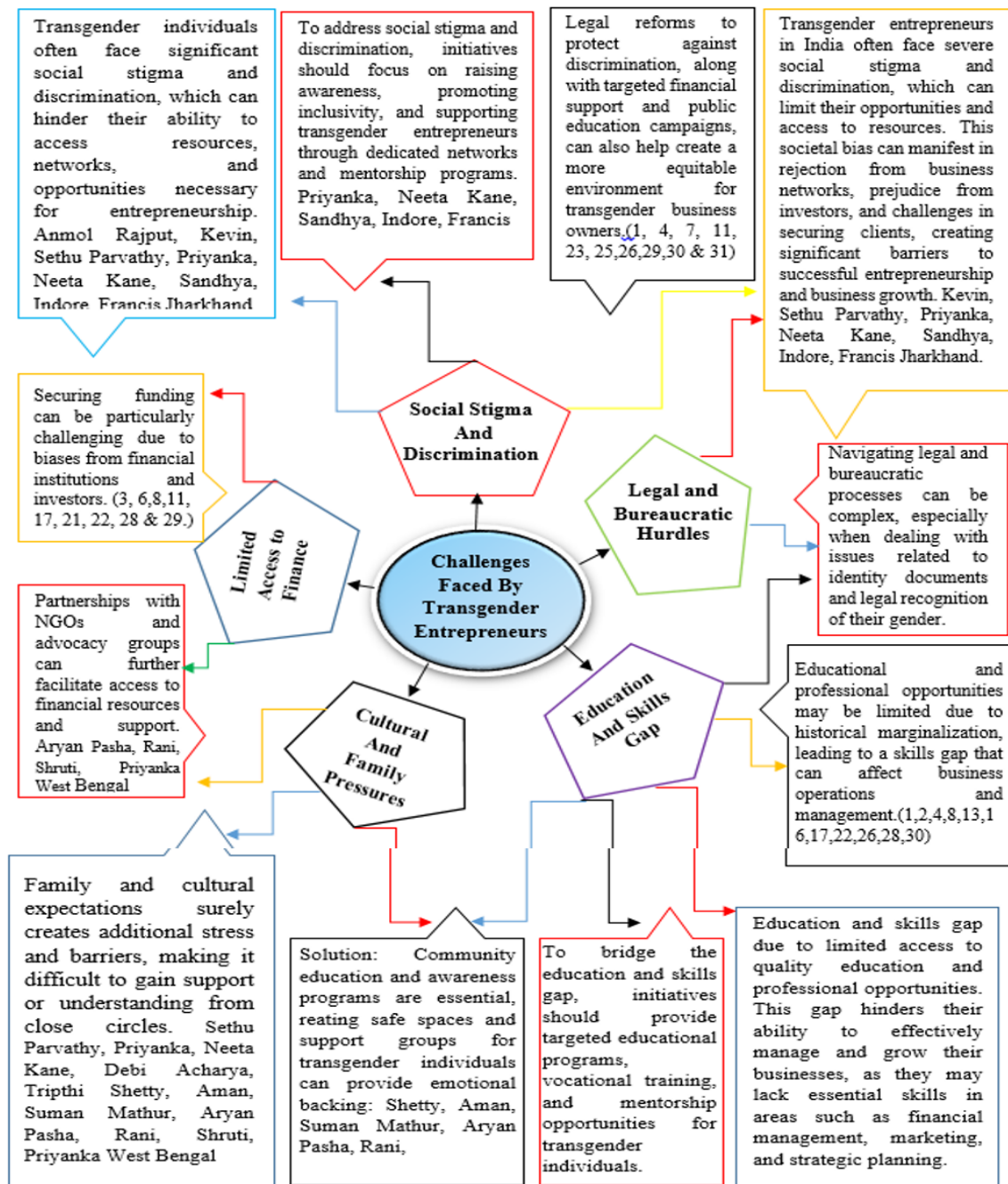


Fig 4.36 Qualitative Analysis- Challenges Faced by Transgender Social Entrepreneur

4.6.2 Qualitative Study- Strategies Adopted by transgender-social Entrepreneurs vis-a-vis the challenges

To overcome obstacles like social stigma, restricted financial access, bureaucratic and legal barriers, cultural and familial pressures, and disparities in education and skill sets,

transgender entrepreneurs in India can employ several tactics (Fig 4.37). First, creating robust support systems for transgender businesses via associations or clubs can offer a forum for exchanging knowledge, tools, and counsel in addition to offering emotional support and advocacy (Baker & Nelson, 2005; Badgett et al., 2019). Second, they can improve their financial resources by participating in financial literacy programs and working with non-profits and financial institutions that provide grants and microloans specifically designed for transgender people (McFadden, 2015; Badgett et al., 2019). Third, transgender businesses can learn about their rights, what paperwork is required, and how to effectively navigate legal and bureaucratic processes by participating in workshops and training sessions (Hughto et al., 2015; Mohini & Sinha, 2023). Fourth, leveraging technology for market access by utilizing digital platforms to market products and services can help bypass physical barriers and discrimination, reaching a wider customer base without direct prejudice (Parker, 2018; Spiegel, 2017). Fifth, engaging in public awareness campaigns to educate the public about transgender issues and entrepreneurship can change perceptions and reduce social stigma. Highlighting success stories can also play a significant role in altering societal views (Essers et al., 2023; Figueroa, 2022). Sixth, collaborating with allies and inclusive businesses by partnering with organizations that support diversity and inclusion can create more opportunities and foster a supportive business environment, opening doors to new markets and resources (Gadgil et al., 2018; Hardin III, 2016). Seventh, pursuing continuous education and skill development by enrolling in courses, workshops, and training programs can help improve business skills. Seeking mentorship from successful entrepreneurs, regardless of their background, can provide valuable insights and guidance (Ayres & Carter, 2024; Lim et al., 2019). Eighth, transgender people can be attracted and retained by cultivating inclusive work settings that promote diversity and inclusion in the workplace culture. Providing sensitivity training to all employees helps foster a more compassionate and encouraging work environment (Dial, 2023; Bell et al., 2011). Ninth, systemic improvements can result from lobbying for policy changes through the promotion of laws that favor entrepreneurship and transgender rights. Long-term transformation requires drafting and promoting inclusive policies in collaboration with legal professionals and advocacy groups (Kiran, 2020; Darden et al., 2022). Tenth, mental and emotional well-being can be strengthened by emphasizing

personal development through counseling, community service, and self-awareness programs (Thinakaran, 2019; Preethi Sarah & Karthaigai Prakasam, 2021). This will help individuals become more resilient and self-assured. These all-encompassing techniques can help Transgender Company owners overcome particular obstacles, create profitable ventures, and make valuable contributions to the economy.

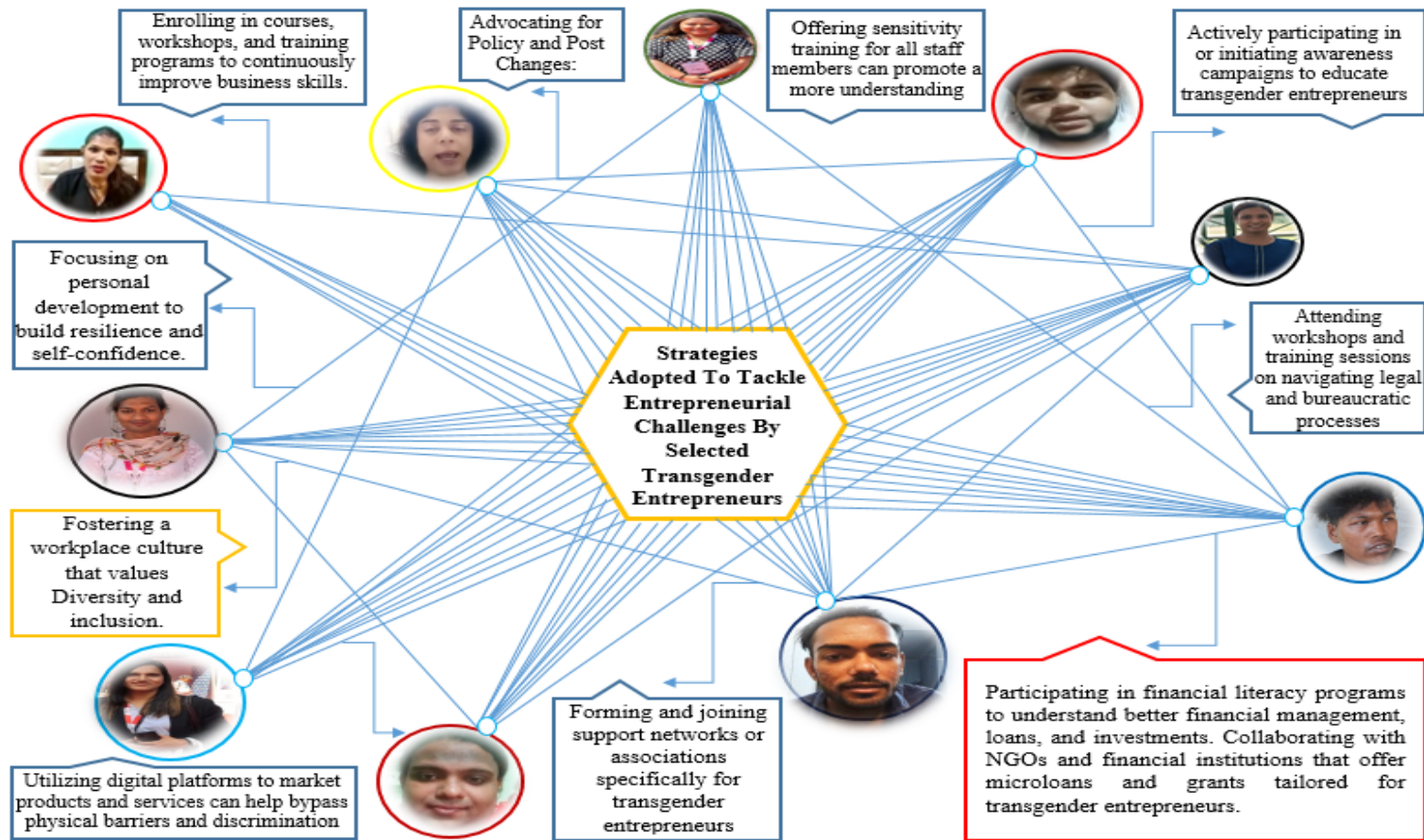


Fig 4.37 Qualitative Analysis- Strategies adopted by transgender social entrepreneur's vis-a-vis the challenge

II. Quantitative Study

4.6.3 Quantitative Study- Challenges faced by transgender social entrepreneurs

Many mental problems and depression can be traced among trans-employees, which negatively affect their confidence and decision-making power, but the evolution of Trans-social entrepreneurship is creating knowledge about self-awareness and self-acceptance with a feeling of pride. From the findings, it can be said that the role of SE is very appreciable in creating a favorable working environment for transgender employees (Diwakar et al., 2024). In India, there are many barriers and problems for Transgender entrepreneurs, such as lack of acceptance, motivation, awareness, etc., lack of decision-making power and technical Knowledge, financial issues, accommodation problems, gender bias, and other problems as well but with the help and support of society these problems can be solved (Chakkunny & Raj T, 2020). Also, because of marginalization, Transgender Entrepreneurs face social, financial, marketing, and psychological problems (Thinakaran, 2019). Based on the results of grounded theory analysis, it can be said that there are seven major categories of problems & challenges that transgender entrepreneurs face majorly, which include competitors, discrimination, financial resources, human resources, natural calamities, product awareness, and technological issues. Also, it was revealed that discrimination and economic resources were highly challenging to set up a business venture (Preethi Sarah & Karthaigai Prakasam, 2021). Also, based on the Qualitative analysis of 20 in-depth interviews of Trans-Social Entrepreneurs in India, the major challenges faced are as follows:

A quantitative analysis was conducted in which responses were solicited from transgender entrepreneurs based on their personal experiences throughout their entrepreneurial journeys to examine the challenges faced by transgender entrepreneurs and the solutions they have explored in response to these challenges. The detailed findings from this analysis are as follows:

1) Lack of proper funding:

Transgender individuals often face discrimination and bias when seeking funding. Investors are hesitant to invest in transgender entrepreneurs due to societal prejudices and misconceptions. Transgender entrepreneurs have limited access to networks and resources crucial for securing funding. In many cases, legal and regulatory barriers can make it difficult for transgender entrepreneurs to access financing. This includes issues related to identity documentation, which can impact their ability to open bank accounts or secure loans. (Hughto et al., 2015; McCann & Brown, 2017; Greenburg & Gaia, 2019; Case et al., 2009; Pinto, R. M., Melendez & Spector, 2008; Gonzalez et al., 2022; Khan, 2011; Mohini & Sinha, 2023).

Table 4.132 Lack of proper funding					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	4	12.9	12.9	12.9
	Agree	27	87.1	87.1	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses regarding challenges and barriers to Lack of proper funding among all the stakeholders used here depict serious concern (Table 4.132). When asked if latter is true, 27 out of 31 respondents assert to this, 87.1% believe that it is a challenge and 12.9% strongly conceded. This means that all the entrepreneur s experience Lack of proper funding, therefore there should be efforts made geared towards funding programs and activities to support the entrepreneur that is Transgender since they cannot access funding like other people. This concurs with available surveys that advance the fact that transgender entrepreneurs experience a lot of discrimination and bias each time they try to source for capital. The financing for transgender entrepreneurship is an issue mainly because of the social bias that has been controlling the market and limiting opportunities for transgender entrepreneurs say Hughto et al., 2015 and McCann & Brown, 2017. In addition, legal and regulatory challenges also add a level of difficulty when being able to seek funding; “these include problems

attaining necessary identity documents to open a bank account, let alone applying for credit” (Khan, 2011, p.302; Greenburg & Gaia, 2019 p.191). These experiences signal the requirement of financial support programs to support clients who are transgender together with the adoption of practice that embrace inclusiveness for the transgender business people.

Respondent 1: *“We face major challenges in Financing as we Didn't get any Govt help. Or Loan from banks due to lack of proper documentations. We are also facing Problem in getting TG ID Card, Vendor Certificate & other licenses. We also face Problem in Parking for our food-cart at public Spaces.”*

Respondent 4: *“I applied for many loan & Subsidies under govt. Schemes & Policies, but didn't get approved.”*

Respondent 18: *“I am not getting any kind of funding or any help from the side of government under any supporting scheme.”*

2) High competition:

The findings also indicate that transgender entrepreneurs are denied funding, business networks, and other assistance. This hampers their chances of competing with developed organizations in the market by a great deal. Transgender people are discarded from the normal trade and commerce groups of the society due to prejudices against their gender change. It can give the real sense of discrimination and thus, can place the transgender entrepreneurs at a disadvantage while competing in the market. The few transgender people who set up their businesses do not get the same attention as the successful businesspeople who can encourage many people in this community to start their businesses with confidence. The absence of supportive ecosystems, including mentorship programs, incubators, and accelerators tailored to the needs of transgender entrepreneurs, can further hinder their ability to compete (Spigel, 2017; Crawford, 2023; Gadgil et al., 2018; Hardin III, 2016; Lim et al, 2019; Darden et al., 2022; Osunmuyiwa & Ahlborg, 2022; Mirabito et al., 2016).

Table 4.133 High competition					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	28	90.3	90.3	90.3

	Agree	3	9.7	9.7	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The results obtained from the survey questions about the barriers facing High competition among stakeholders indicate a lot of concern (Table 4.133). Three of the 31 respondents agree with this as being a challenge while 28 strongly agree with it. This means that all the entrepreneurs complained of High competition which requires an analysis into the marketing strategies and proper tutorial that can assist the trans-gender entrepreneurs to survive strategically and effectively in the competitive markets and, the business coaching and opportunity forging to assist trans-gender entrepreneurs to develop competitive advantages. Entrepreneurs that are members of the Transgender community are chronically underbanked, lack meaningful business networks and access few if any support services which affects their ability to compete for market share in traditional markets (Spigel, 2017; Gadgil et al., 2018). They are discriminated and stigmatized- this bar them from competing business networks exacerbating competitive disadvantages (Crawford 2023). Hence there is need for strategic planning in the kind of mentors to approach for sponsorship, training and economic opportunities for Transgender individuals undertaking business ventures, within competitive business environments.

Respondent 8: *“There is a very high competition. Also, lack of support from other fast food stall owners, lack of experience regarding marketing skills & Selling techniques creates challenges.”*

Respondent 15: *“As we don’t use Handlooms or other machinery, we prepare every jute bag with our own hand which takes nearly five to six days for making one bag. Due to this, we lost many orders because we were group of 6 people who can’t made such a huge order, like hundred bags in 5-15 days. Many cheap products are available which are machine made in competition with our products which are expensive as they are handmade in their comparison.”*

3) Lack of proper marketing platforms:

Transgender business owners face a challenge to market their products, services or businesses through conventional marketing platforms. Most of the transgender business owners suffer from lack of capital, networks and marketing skills. This hampers their capacity to sell the various products and or services they offer to consumers in the market. This can impact their confidence or readiness to brand themselves or their businesses. The lack of representation of transgender individuals in marketing and advertising further exacerbates the problem. Cultural and social norms can also challenge transgender entrepreneurs in marketing their businesses. These norms may dictate how transgender individuals are perceived and influence their ability to market themselves effectively (Sender, 2002; Essers et al., 2023; Figueroa, 2022; Berry & Parasuraman, 2004; Smith et al., 2024).

Table 4.134 Lack of proper marketing platforms					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	9.7	9.7	9.7
	Agree	28	90.3	90.3	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses regarding challenges related to the Lack of proper marketing platforms among stakeholders show significant concern (Table 4.134). Out of 31 respondents, 28 agree with the statement and 3 strongly agree that this is a challenge. This shows that every entrepreneur faces a Lack of proper marketing platforms issue and therefore there is a need to come up with special marketing support programs and call for awareness and advocacy to promote proper efficiency, the study also infers that there should be the creation of proper and efficient awareness on availability and provision of appropriate marketing platforms for the transgender entrepreneurs. Transgender entrepreneurs experience difficulties that prevent them from becoming known and therefore make it unlikely for them to expand their business through conventional outlets (Sender, 2002; Figueroa, 2022). Most are deprived of capital,

contacts, and market savvy to efficiently advertise their products or services (Essers et al., 2023). This calls for marketing support programs aimed at increasing marketers' awareness and market access for Transgender entrepreneurs.

Respondent 18: *“We need market spaces, sales platforms, display or shelf spaces. So, that we can sell our product to customers.”*

4) Lack of risk-bearing capacity:

Venture creation processes of transgender people can involve fewer resources than similar processes in other people. They are less risky as a result of the fear and the consequences that are associated with being a trans person in business. Furthermore, trans businessmen and women have it even worse trying to secure funds and loans from conventional financial institutions. Therefore, the chances are that TG persons may have to access capital from informal sources, and this probably will not be adequate to support their business ventures. Another key factor contributing to the lack of risk-bearing capacity among transgender entrepreneurs is the absence of support networks and mentorship opportunities, which can provide guidance and support as they navigate the challenges of starting and growing a business (Ayres & Carter, 2024; Kiran, 2020; Preethi Sarah & Karthigai Prakasam, 2021; Dayal, 2018; Sohail et al., 2022; Darden et al., 2022; Ewens, 2022).

Table 4.135 Lack of risk-bearing capacity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	11	35.5	35.5	35.5
	Agree	16	51.6	51.6	87.1
	Neither Agree, Nor Disagree	4	12.9	12.9	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on entrepreneurial challenges faced by transgender social entrepreneurs in India, specifically regarding the lack of risk-bearing capacity, indicate

significant concern (Table 4.135). Out of 31 respondents, 16 (51.6%) agree that this is a challenge, while 11 (35.5%) strongly agree. Four respondents (12.9%) neither agree nor disagree. This distribution shows that a majority (87.1%) of the entrepreneurs acknowledge a lack of risk-bearing capacity as a notable challenge, highlighting the need for better financial support and resources to enhance their ability to take on risks and sustain their ventures. As evidenced from literature, the rate of return on investment that the transgender group has is less compared to the amount they are willing to risk in entrepreneurial activities due to fear of negative repercussions for failure among other factors (Ayres and Carter, 2024, Kiran, 2020). This becomes largely worse due to the lack of social support systems and major upliftment for mentorship, stressing the need to look at better financial conditions and to aid improve their readiness to take risks (Preethi Sarah & Karthigai Prakasam, 2021).

5) Lack of tools/ machinery/Technology:

The lack of access to appropriate equipment for work-related purposes is another issue urging transgender entrepreneurs to pursue funding for buying the equipment; many face financial problems and discrimination against them in acquiring the equipment. One main cost factor is the purchase cost of the tools and machinery that is to be adopted. Since most of the transgender businesspersons have restricted access to capital, they cannot afford the equipment that would enable them to undertake or expand their businesses. Another challenge is the need for more technology availability. In today's digital age, having access to Technology is crucial for reaching customers, managing operations, and staying competitive. Without access to the necessary Technology, transgender entrepreneurs may struggle to grow their businesses and achieve long-term success (Diwakar et al., 2024; Noreen, 2023; Gnana & Suriya, 2024; Ruebottom & Toubiana, 2021; Fantappiè, 2022; Haimson et al., 2020; Willar, 2019).

Table 4.136 Lack of tools/ machinery/ Technology					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	45.2	45.2	45.2
	Agree	15	48.4	48.4	93.6
	Neither Agree, Nor Disagree	2	6.5	6.5	100.0

	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on entrepreneurial challenges faced by transgender social entrepreneurs in India, specifically regarding the lack of tools, machinery, or technology, indicate significant concern (Table 4.136). Out of 31 respondents, 15 (48.4%) agree that this is a challenge, while 14 (45.2%) strongly agree. Two respondents (6.5%) neither agree nor disagree. This distribution shows that a vast majority (93.6%) of the entrepreneurs recognize the lack of tools, machinery, or technology as a considerable challenge, highlighting the critical need for improved access to technological resources to enhance their business operations and competitiveness. Financial constraints and discriminatory practices limit their ability to acquire necessary equipment (Diwakar et al., 2024; Ruebottom & Toubiana, 2021). Access to technology is crucial for managing operations and reaching customers in today's digital age (Haimson et al., 2020). This underscores the need for improved access to technological resources to enhance their business operations and competitiveness (Noureen, 2023; Fantappiè, 2022).

Respondent 14: *“I face d problem in accessing tools and machinery. I manage my resources like tools and machines from the institute where I work.”*

Respondent 20: *“Lack of proper equipment, machinery, marketing platforms, and raw material is a big challenge for me.”*

6) Lack of proper access to raw material:

Transgender entrepreneurs encounter prejudice from investors, suppliers, and other business partners. Due to financial constraints, this can limit their access to essential raw materials needed to run their businesses. There are also data-related challenges that transgender entrepreneurs face. For instance, even if they have all the necessary documents and a space of their own to register a company, many transgender people in India may not be able to do so (*Transgender Directors of Indian Companies*, 2023). This can limit their ability to establish formal business relationships with suppliers and access raw materials. Systemic barriers to their economic participation, including

limited access to property rights, further complicate the situation. Without property rights, it can be difficult for transgender entrepreneurs to secure loans or credit, which are often necessary for purchasing raw materials (Divan et al., 2016; Pandya & Redcay, 2021; McClure, 2012; *Transgender directors of Indian companies*, 2023; Orser & Elliott, 2015).

Table 4.137 Lack of proper access to raw material					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	48.4	48.4	48.4
	Agree	15	48.4	48.4	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on entrepreneurial challenges faced by transgender social entrepreneurs in India, specifically regarding the lack of proper access to raw materials, indicate significant concern (Table 4.137). Out of 31 respondents, 15 (48.4%) agree that this is a challenge and an equal number of 15 (48.4%) strongly agree. Only 1 respondent (3.2%) neither agrees nor disagrees. This unanimous agreement (96.8%) demonstrates that nearly all entrepreneurs face challenges in accessing raw materials, underscoring a critical area that needs addressing to ensure the sustainability and growth of their enterprises. Prejudice from investors, suppliers, and other business partners can hinder access to essential materials needed to run their businesses (Divan et al., 2016; McClure, 2012). Systemic barriers, such as limited access to property rights, complicate the situation further, making it difficult to secure loans or credit for purchasing raw materials (Pandya & Redcay, 2021; *Transgender Directors of Indian Companies*, 2023). This indicates a critical area that needs addressing to ensure the sustainability and growth of their enterprises.

Respondent 14: *“Everyone considers a transgender person as vulnerable and most people tries to take benefit out of it whether financial or physical. A lot of struggles were there to make the ends meet firstly, vendors or suppliers acche nahin milte the shuru mein aur milte bhi the toh mujhe raw-material means fabric achcha nahin milta tha. I faced a lot of challenges in finding and convincing the fabric vendors and*

suppliers because of my gender identity. I have to face abusive comments from them, but I did not let those bad words affect my heart and will power. I stayed strong and confident while dealing with my suppliers. They refuse to sell raw material to me and few who was ready to sell ask me to charge double because I am a transgender. Finally, I went to an institute where agricultural fabric and synthetic fabric was produced. I told them about my business and they said that they are not having any issue with my gender identity. They started providing me fabric on a fair price. I started getting blended fabric from there. I have a good connection and network now as I have a personal person from my own Institute who supplies fabric to me.”

Box 4.15. Case study: Overcoming Struggles to Source Raw Material

Shruti Ahir, a non-binary transgender fashion designer from Mumbai, faced immense challenges while sourcing fabric for their brand "RIDEM." Due to their gender identity, many fabric suppliers either refused to sell to Shruti or charged them higher rates. Despite the discrimination and abusive comments, Shruti remained determined. Instead of giving up, they sought out alternative solutions. Shruti approached an institute that produced agricultural and synthetic fabric, where they were welcomed without prejudice. This new partnership allowed them to access high-quality fabric at a fair price. Through resilience, networking, and building strong relationships, Shruti not only overcame their struggles but also found a reliable fabric supplier, empowering them to continue their fashion business and promote inclusion. This journey highlights the power of determination and problem-solving in the face of adversity.

7) Improper premise/infrastructure:

Transgender entrepreneurs are facing the acute problem of improper premises and infrastructure. They experience unfair treatment when seeking premises to rent or buy for the purposes of their businesses. Such prejudice and misconception stems from social discriminative factors within the society especially based on the transgender community's perceived sexuality or lack of it which hampers their chance to access infrastructure to set up their businesses. This refers to asking for property space, and basic necessities like electricity, the internet, and transportation services. Another way is that the financial resources may also form some barriers in getting proper place and accommodation. Other threats include legal constraints because while registering a company or even getting an ideal location for a business, most transgenders still face legal constraints. Other barriers to their participation in the economy are the systematic ones, especially restricted property rights that make it even worse. Without property

rights, it can be difficult for transgender entrepreneurs to secure premises for their businesses (Shankle, 2013; Valdez, 2011; Marlow & Martinez Dy, 2018; Cahill & Tobias, 2006; Beck & Demirguc-Kunt, 2006; Badgett, 2014; Yinger, 1998; Johnson-Manning & Slade, 2023; Mazhar, 2019).

Table 4.138 Improper premise/infrastructure					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	14	45.2	45.2	45.2
	Agree	16	51.6	51.6	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on entrepreneurial challenges faced by transgender social entrepreneurs in India (Table 4.138), specifically regarding improper premises or infrastructure, reveal a significant concern. Out of 31 respondents, 16 (51.6%) agree that this is a challenge, while 14 (45.2%) strongly agree. Only 1 respondent (3.2%) neither agrees nor disagrees. This distribution shows that a substantial majority (96.8%) of the entrepreneurs' face issues related to inadequate premises or infrastructure, highlighting the need for better facilities and infrastructure support to enhance the operational efficiency and growth of their enterprises. Discrimination when trying to rent or purchase premises creates significant barriers for transgender entrepreneurs (Shankle, 2013; Valdez, 2011). Societal prejudices can limit access to essential services such as electricity, internet, and transportation, further hindering their ability to establish and run their businesses effectively (Badgett, 2014). This highlights the need for better facilities and infrastructure support to enhance operational efficiency and growth.

Respondent 3: *“Transgenders don't get rented places/ Spaces Like Shops, rooms etc. and if gets, then they amount double charges because of our gender Identity.”*

Respondent 20: *“Transgenders are charged very high rental prices due to their gender issues by landlords. Mostly Peoples from society always tries to take benefit of our situation of exclusion.”*

8) Hiring of transgender employees due to lack of education, confidence, awareness, and resisted attitude & denial to do a job:

Many transgender individuals face educational barriers due to discrimination and social stigma (*Transgenders and Employment in India: Opening Doors of Opportunities for Transgenders*, 2020). This lack of education can limit their job skills and qualifications, making it difficult for transgender entrepreneurs to hire them. Transgender individuals often face significant social stigma and discrimination, which can impact their self-confidence. This lack of confidence can hinder their performance in job interviews and their ability to advocate for themselves in the workplace. Some transgender individuals resist the job because they are habitual of the easy money concept. They keep on relying on sex work and begging because they find it habitual. They deny jobs because they consider the amount they receive after hours of workdone insufficient compared to their earnings through demeaning work. Also, they don't think it is a sustainable source of income. This limits the pool of potential employees for transgender entrepreneurs (Krishna & Sharma, 2024; Mahmud, 2024; GULER, 2022; Krishna & Sharma, 2024; *Transgender people and employment in India: Opening doors of opportunities for Transgenders*, 2020; Preethi Sarah & Karthigai Prakasam, 2021).

Table 4.139 Hiring of transgender employees due to lack of education, confidence, awareness and resisted attitude or denial to do a job					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	51.6	51.6	51.6
	Agree	14	45.2	45.2	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on entrepreneurial challenges related to hiring transgender employees, due to factors such as lack of education, confidence, awareness, and resistance or denial to do a job, show a significant level of concern (Table 4.139). Out of 31 respondents, 14 (45.2%) agree that this is a challenge, while 16 (51.6%) strongly

agree. Only 1 respondent (3.2%) neither agrees nor disagrees. This indicates that a vast majority (96.8%) of the entrepreneur's face difficulties in hiring transgender employees due to these issues, highlighting a need for targeted initiatives to improve education, confidence, and awareness among potential transgender employees, as well as to address resistance and denial in the job market. Many transgender individuals encounter educational barriers due to discrimination, limiting their skills and qualifications (Transgenders and Employment in India: Opening Doors of Opportunities for Transgenders, 2020). Furthermore, they lose their self-esteem in the society and weak self-confidence which in turn would prevent them from performing well during interviews for job placements (Krishna & Sharma, 2024). Targeted initiatives to improve education and confidence among potential transgender employees are essential for addressing these challenges.

Respondent 17: *"The challenge we have faced is that when we have started providing training then a lot of community members have dropped out during the training."*

Respondent 18: *"Many transgenders did not Get ready instantly for helping me in my business. Hiring transgender community members is also a challenge because they think that there is a lot of hard work in the jobs assigned to them and the money is less about work done because they have the concept of easy money in their mind. The most important thing is that transgender need to be interested in performing. Because Humari community ke members ki soch hai ki agar unhein easy money mil raha hai toh fir voh kaam kyon karein ya mehnat kyon karein."*

Respondent 20: *"Skeptical attitude among transgender employees is a big problem in employing them."*

Box.4.16. Case study: Dual Challenge of Hijra Culture and Temptations for Transgender Youth

Sandhya, a transgender entrepreneur from Indore, encountered considerable obstacles in starting her handicrafts business due to the dominant hijra culture, which often emphasizes begging and sex work over independent livelihoods. When she pursued her entrepreneurial goals, she faced pushback from Hijra community members who perceived her success as a threat to traditional norms, fearing social ostracism or backlash. Moreover, she observed that many transgender children in her community were increasingly drawn to the allure of cross-dressing, make-up, and quick money through dancing, often at the expense of their education. This trend perpetuated negative stereotypes and limited the community's understanding of transgender individuals. Despite these challenges, Sandhya remained resolute in her mission to inspire others by promoting self-acceptance, education, and advocacy for dignified careers, thereby challenging the stereotypes associated with hijra culture.

9) Discrimination & Transphobia among stakeholders:

Transgender individuals often face discrimination and Transphobia. This can extend to the business world, where they may encounter prejudice from stakeholders such as investors, suppliers, customers, and employees. This can create a hostile environment for transgender entrepreneurs and their businesses. It leads to discriminatory practices and a hostile work environment, which deters transgender individuals from seeking employment or starting their businesses. Refusal to hire, privacy violations, harassment, and even physical and sexual violence and harassment on the job are common occurrences and are experienced at even higher rates by transgender people (Waite, 2021; Dial, 2023; McFadden, 2015; Alexandra Beauregard et al., 2018; Bell et al., 2011; Lombardi, 2009; Siegel, 2019; Goodstein & Wicks, 2007; Preethi Sarah & Karthigai Prakasam, 2021).

Table 4.140 Discrimination & Transphobia among Stakeholders					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	38.7	38.7	38.7
	Agree	18	58.1	58.1	96.8
	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses regarding challenges related to discrimination and transphobia among stakeholders show significant concern (Table 4.140). Out of 31 respondents, 18 (58.1%) agree that this is a challenge, and 12 (38.7%) strongly agree. Only 1 respondent (3.2%) neither agrees nor disagrees. This indicates that a substantial majority (96.8%) of the entrepreneurs' experience issues with discrimination and transphobia among stakeholders, underscoring the need for greater awareness, sensitivity training, and inclusive practices to address and mitigate these challenges. This discrimination extends into the business realm, creating hostile environments for transgender entrepreneurs and their businesses (Waite, 2021; Dial, 2023). Such an environment can

lead to practices like refusal to hire and harassment, further discouraging transgender individuals from seeking employment or starting businesses (McFadden, 2015; Lombardi, 2009). This underscores the need for greater awareness, sensitivity training, and inclusive practices to address these challenges and create safer environments for transgender entrepreneurs.

Respondent 1: *“Customers are supportive till the point they are not knowing that we are transgenders but once they get to know it or Competitors reveal to our customers about our gender identity, Peoples starts discriminating against us.”*

Respondent 16: *“In starting we Face problems in receiving Orders and finding customers due to transphobia.”*

Box. 4.17. Case study: Challenges in getting Vendor Certificate & other licences

Anmol and Sanam, transgender entrepreneurs from Delhi, encountered numerous challenges in securing a vendor certificate and other essential licenses for their fast-food cart. Despite their efforts, the process was hampered by bureaucratic delays and discrimination, with government bodies offering little assistance. The absence of a TG ID card further complicated the situation, preventing them from accessing specific benefits and support programs. Additionally, frequent re-location, coupled with harassment from other vendors, made it even harder for them to operate their business and thrive in the competitive market.

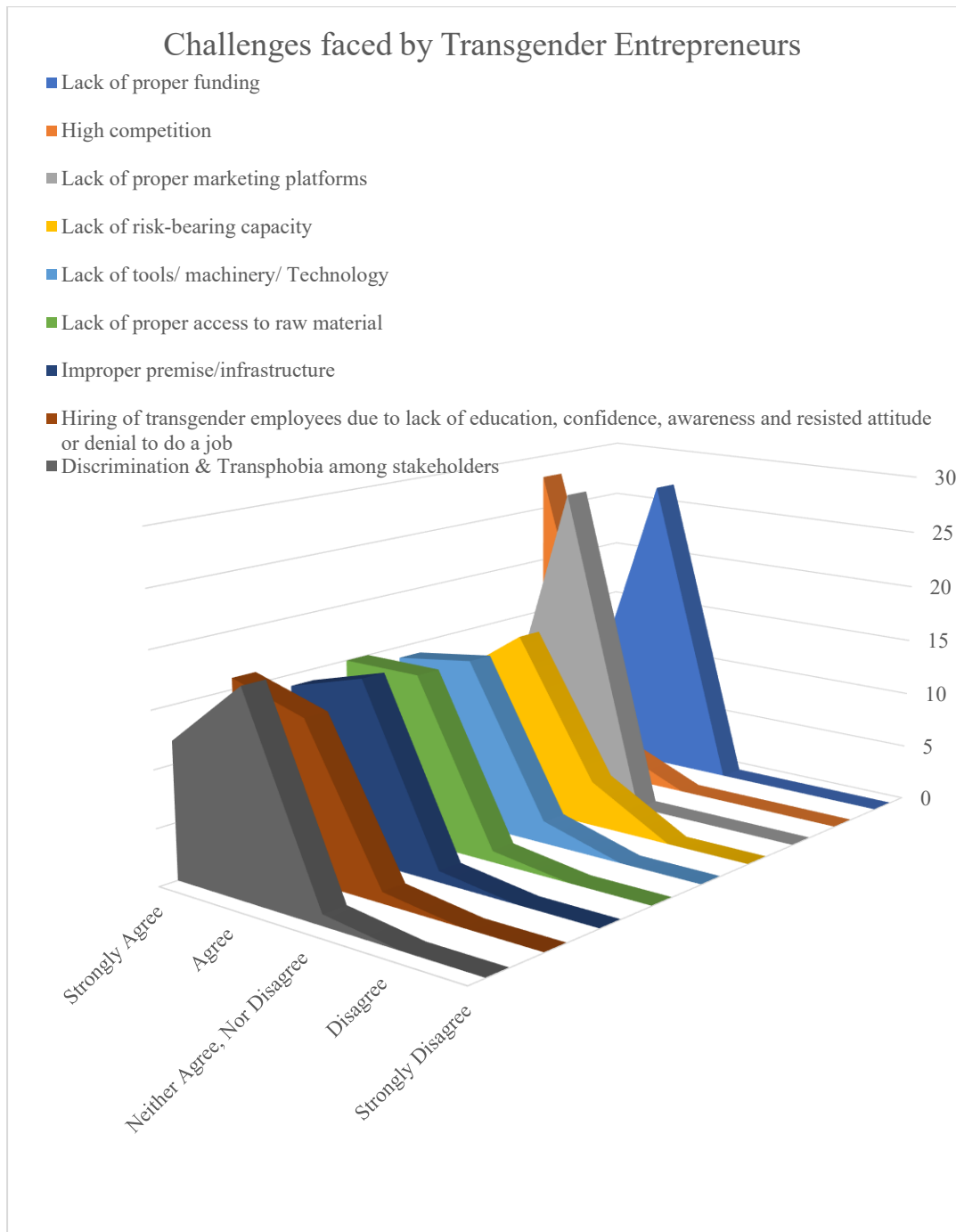


Fig 4.38 Quantitative Analysis: Challenges faced by Transgender Entrepreneurs

The 3D area graph titled “Challenges faced by Transgender Entrepreneurs” provides insights into the various obstacles encountered by transgender entrepreneurs (Fig 4.38). The data indicates that most respondents agree or strongly agree that they face significant challenges in several areas. These include a lack of proper funding, high competition, and insufficient marketing platforms. Additionally, many respondents highlight the lack of proper business training and education, as well as limited access

to raw materials, tools, machinery, and technology. Improper microfinancing support and discrimination or transphobia due to lack of education, confidence, and awareness are also significant issues. This analysis underscores the multifaceted challenges that transgender entrepreneurs face, emphasizing the need for comprehensive support systems to address these barriers.

Respondent 11: *“I have registered my business and I have got food license, shop license, trading license, GST registration for online marketing. But I faced problem in documentation for registration of my business from government’s side as we cannot register with our preferred name or new name.”*

4.6.3 Quantitative Study- Solutions provided by transgender social entrepreneurs vis-à-vis the challenges

The main elements that influence transgender to become entrepreneurs are 'entrepreneurial tactics' factors, which consist of variables like a reinvention of the idea, positioning strategies, lifetime mentor etc. and 'focal point of business' factors, which include variables like targeting customers, multiple role & multi-tasking practices etc. (Suraiya, 2017). They need special attention and Support, training, meritorious awards, etc. Vocational training is essential for transgender entrepreneurs. The supportive measures include different types of financial assistance, accommodation facilities, and transgender-friendly policies that will encourage them to participate effectively in the development process. The strategies for supporting transgender entrepreneurship are to Ensure active participation, Provide the service of managerial experts, provide Better educational facilities, Support to improve coordination skills, organize vocational and soft skill training programs, enhance professional competence, Adequate training and continuous monitoring, arrange counseling facilities and motivational environment, Provide territorial awards. Also, various suggestions are given to foster transgender entrepreneurship, such as Ensuring equality, Protection from violence and exploitation, Schemes and Programs for empowerment, Empowerment through Education, accepting society, soft skill and Vocational training, Confidence building workshops, Technology knowledge classes and others (Chakkunny & Raj T, 2020). Also, based on the Qualitative analysis of 20 in-depth interviews of Trans-Social Entrepreneurs in India, the major solutions provided are as follows:

1) Increased participation in Managerial and entrepreneurship-related training:

Training programs can equip transgender individuals with essential managerial and entrepreneurial skills, such as business planning, financial management, marketing, and leadership. These skills are necessary for starting and running a successful business. Training can help build confidence among transgender individuals, enabling them to overcome the challenges and stigma they might face in the business world. Many training programs provide access to resources such as funding, technology, and business networks. Increased participation in training programs can help raise awareness about transgender entrepreneurship and promote greater societal acceptance. This can lead to a more supportive environment for transgender entrepreneurs to thrive (Ruebottom & Toubiana, 2021; Hardin III, 2016; Hughto et al., 2015; *Board on the Health of Select Populations*, 2011; Lyons & Zhang, 2018; Collins et al., 2015; Miller et al., 2002; Hatthakijphong & Ting, 2019; Zahra et al., 2014; Mizock & Mueser, 2014; Mizock et al., 2017).

Table 4.141 Increased participation in Managerial and entrepreneurship-related training					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	3.2	3.2	3.2
	Agree	29	93.5	93.5	96.8
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	1	3.2	3.2	100.0
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

Given the nature of the challenge facing aspiring entrepreneurs, a majority of transgender entrepreneurs have found solace in enhancing managerial and training in entrepreneurship to overcome the challenge (Table 4.141). Out of 31 respondents, 29 (93, 5%) practice the strategy by affirming that they have followed this by emphasizing on implication of skills and knowledge. There is one respondent who shares the opposites of these views, this is 3.2%, and one who share these views completely that

is also 3.2%. This research study has posited that significantly, 99% of the transgender entrepreneurs argue that there is need to pursue formal training and development as ways of addressing the challenges and succeeding in business. This focus on training is strategic, it speaks to efforts to enhance the skills of managers and growing the entrepreneurial spirit as is recommended in literature when addressing challenges that minorities experience (Badgett et al., 2019; Yaduvanshi & Narendran, 2017). With regards to education, the potential improvement of decision-making capabilities and operational performance of TGs could contribute to better business outcomes (McFadden, 2015).

Respondent 8: *“I provide marketing related training mainly on Behaviour/relationship building with customer and 5 Ps of marketing- place, product, prices, Promotion, Peoples.”*

2) Employing proper risk management strategies like identifying, assessing, responding, and monitoring risk:

It is important to note that the transgender entrepreneurs experience major barriers, which include social exclusion, prejudice, and limited opportunities. Recognizing these risks will allow organizations and policymakers to construct specific support programs and policies to counter these difficulties. After risk identification, it becomes mandatory to evaluate the possible consequence or effect and probability of those existing risks. It assists in deciding which risks to tackle first and how much protection for dealing with those risks cost. Risk management should therefore be best described as an ongoing process that doesn't have an end point. Refining the success of risk management measures periodically will allow the ongoing successful operation of transgender entrepreneurs. (Kendrick, 2015; *Board on the Health of Select Populations*, 2011; Bell et al., 2011; Stoneburner et al., 2002; Lüthi & Prässler, 2011; Asghar et al., 2022; Fletcher et al., 2024).

Table 4.142 Employing proper risk management strategies like identifying, assessing, responding, and monitoring risk.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	28	90.3	90.3	90.3
	Agree	2	6.5	6.5	96.8

	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The majority of transgender entrepreneurs have adopted robust risk management strategies to navigate their business challenges (Table 4.142). Out of 31 respondents, 28 (90.3%) respondents strongly agree that they use adequate measures on risk management activities such as identification, evaluation, treatment as well as monitoring of risks. 2 participants (6.5%) support this strategy; while 1 (3.2%) has no opinions that make it neutral. Such overwhelming endorsement of the need to undertake a thorough risk analysis shows that the identified target group of transgender entrepreneurs diligently practice risk management to avoid any adversity to their businesses. This is in line with literature underlining the importance of risk management in the sustainability of small enterprises, especially in the modern world. The review of risks helps transgender entrepreneurs manage the challenges experienced and maintain business resilience (Divan et al., 2016).

Respondent 4: *“My Business is both offline & online mode. I use Facebook, Instagram & what’s app as marketing platforms.”*

Respondent 11: *“I do both offline as well as online business. I took my business to online marketing and main distribution channels targeted are IndiaMART. Amazon, Flipkart and other websites. Amazon, Flipkart and other websites. Collaborating with local Buyers is also important.”*

Respondent 15: *“We are Participating in online marketing. We have also taken online classes from a College Professor about how we have to sell our products through e-marketing.”*

3) Approaching government and financial institutions for funding and needed help:

Transgender entrepreneurs often face unique challenges in accessing resources due to societal stigma and discrimination. Therefore, approaching government and financial institutions for funding and assistance is a critical step for them. Governments can play

a pivotal role by implementing inclusive policies, providing grants, and establishing programs to support transgender entrepreneurs. Similarly, financial institutions can contribute by offering loans, micro-financing options, and other financial services tailored to the needs of transgender entrepreneurs. It's also important for these institutions to foster an inclusive environment that respects and values the diversity of all entrepreneurs. By doing so, they can play a significant role in promoting transgender entrepreneurship and contributing to a more inclusive and diverse economy (Khalid et al., 2022; Badgett et al., 2019; Kulturel-Konak et al., 2024; George et al., 2012; Koima, 2023; Ochonogor, 2018; Orser, 2022; Hameed et al., 2023; Ledgerwood, 1998; Naseer et al., 2020; Preethi Sarah & Karthigai Prakasam, 2021).

Table 4.143 Approaching government and financial institutions for funding and needed help					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	1	3.2	3.2	3.2
	Agree	28	90.3	90.3	93.5
	Neither Agree, Nor Disagree	1	3.2	3.2	96.7
	Disagree	-	-	-	-
	Strongly Disagree	1	3.2	3.2	100.0
	Total	31	100.0	100.0	

A significant majority of transgender entrepreneurs approach government and financial institutions for funding and support (Table 4.143). Of the 31 respondents, 28 (90.3%) agree with the statement while 1 strongly agreed. One participant is neutral (3.2%) and another is strongly disagreed (3.2%). The high rates of entrepreneurs looking for support from those two spheres demonstrate that external financing and assistance are highly relevant to their entrepreneurial endeavors (Hughto et al., 2015; McCann & Brown, 2017). This strategy supports the research outcomes that show that funding is crucial in the development of businesses by the marginalized groups (Pinto et al., 2008; Gonzalez et al., 2022).

Respondent 6: *“I received award from Kerala's Governor, titled- ‘Kerala Pravasi Bharthi Award’, last year in 2022. Government is recognizing Trans-Entrepreneurship in Kerala. Kerala Government is providing training for Entrepreneurship & Skill*

Building. We are able to walk with Shoulder to Shoulder with others in the society. I have support from public, community, media, govt. etc.”

Respondent 11: *“About investment, I started with taking a loan from SBI of 2,00,000 rupees and I have cleared it till now and I still running in a profit. I applied the loan online on the basis of Aadhar Card. I got the loan with-in 15 days and no Collateral was needed. I did not face any problem in getting loan. It was a personal loan.”*

Box. 4.18. Case study: The Importance of Innovation and Online Business

Shruti, a transgender entrepreneur from Delhi, has successfully leveraged online business platforms and innovation to grow her eco-friendly waffle cup venture. Through IndiaMART, Amazon, and Flipkart, she expanded her reach across India, particularly in high-demand regions like South India. She started with an SBI loan of ₹2,00,000, applied online using her Aadhar card, and obtained the loan without collateral within 15 days. Now, she runs a profitable business, having cleared the loan. Shruti has also secured all necessary licenses, including food, shop, trading, and GST registration for online marketing. Despite these successes, she faces challenges, such as the government's lack of options for third-gender registration, preventing her from using her preferred name for business documentation. Yet, her innovative approach to product delivery, using government bus services, and her commitment to collaborating with local buyers highlight the importance of digital platforms and creative solutions in overcoming the systemic barriers transgender entrepreneurs face.

Respondent 12: *“I started a CBO in Jharkhand under Pehchaan Project called Jeevan Jyoti Kendra, for transgenders. Then we formed self-help group for doing business. We learnt bamboo handicraft making like- bamboo showpieces, stools, keychain, fan, basket, mats, etc.”*

Respondent 15: *“We approached district block official (BDO) where they had provided us training among different available options like pickle making, jam making, goat husbandry, etc., we chosen to learn jute Handicrafts because it's very rare and on the verge of extinction.”*

4) Approaching supporting NGOs and private institutions for mentoring and guidance:

Transgender entrepreneurs often face unique challenges in their entrepreneurial journey, and seeking Support from NGOs and private institutions can be incredibly beneficial. These organizations can provide a wealth of resources, including mentorship, guidance, and training programs tailored to the specific needs and experiences of transgender individuals. Mentorship can be particularly valuable, offering personalized advice and insights from experienced entrepreneurs who understand the unique obstacles that transgender entrepreneurs may face. By approaching and collaborating with these supportive NGOs and private institutions,

transgender entrepreneurs can gain the necessary guidance, skills, knowledge, and confidence to successfully navigate the business world and achieve their entrepreneurial goals (Dutta & Patil, 2024; Bornstein & Davis, 2010; Khalid et al., 2022; EJAZ & FAROOQ, 2023; Fletcher et al., 2024; Ross et al., 2016; Hoang & Oosterhoff, 2016).

Table 4.144 Approaching supporting NGOs and private institutions for mentoring and guidance					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	13	41.9	41.9	41.9
	Agree	16	51.6	51.6	93.5
	Neither Agree, Nor Disagree	1	3.2	3.2	96.8
	Disagree	-	-	-	-
	Strongly Disagree	1	3.2	3.2	100.0
	Total	31	100.0	100.0	

Many transgender entrepreneurs actively seek mentoring and guidance from supporting NGOs and private institutions (Table 4.144). Of the 31 respondents, 16 (51.6%) agree that they approach these organizations for support, while 13 (41.9%) strongly agree. Only 1 respondent (3.2%) is neutral, and another (3.2%) strongly disagrees. This suggests that more than 90% of transgender entrepreneur's appreciate and use these NGOs and private institutions as a major tool for combating entrepreneurial barriers and for increasing successful business outcomes. Mentorship has been found to be especially valuable for diverse business owners since, beside the business aspects, it possesses the elements of emotional support and connections (Ayres & Carter, 2024; Kiran, 2020). This strategy goes a long way in showing how support systems have a big role to play in entrepreneurial success.

Respondent 12: *“I participated in Anam Prem Mela 2018, where I was welcomed, loved and respected. I almost sold each and every product there which was a great success and motivating factor to continue and sustain my business.”*

Respondent 15: *“We participated in Transgender Employment Mela in 2017, organised by Anam Prem which was a great experience for us as we were respected, welcomed, loved and an instant bond or connection had developed a sense of*

belongingness. After that, we got very support and guidance from there regarding the growth of our business.”

Respondent 18: *“I am associated with an NGO called Akshaya Shakti Sansthan, in which the founder of the NGO had motivated & promoted me to do paintings and start an art business.”*

5) Providing necessary motivation, guidance, and counseling regarding career betterment:

Transgender entrepreneurs, in their pursuit of career betterment, often require motivation, guidance, and counseling tailored to their unique experiences. This Support can come from various sources, including mentors, counselors, and peers within the entrepreneurial community. Motivation can be provided through the success stories of other transgender entrepreneurs, demonstrating that success is attainable despite the challenges they may face. Guidance can be offered in the form of practical advice on business strategies, market analysis, and financial management, helping them navigate the complexities of entrepreneurship. Counseling plays a crucial role in addressing the emotional and psychological challenges that transgender entrepreneurs may encounter, such as dealing with discrimination or overcoming self-doubt. By providing this triad of Support - motivation, guidance, and counseling - transgender entrepreneurs can be empowered to achieve their career goals and contribute positively to the economy and society (Chang, 2012; Mishra, 2021; Smith et al., 2011; Dees et al., 2004; Dees et al., 2004; Smith et al., 201; Essers et al., 2023; Darden et al., 2022; Kuhn & Galloway, 2015; Bergman & McMullen, 2022; Sheridan, 2018).

Table 4.145 Providing necessary motivation, guidance, and counseling regarding career betterment.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	2	6.5	6.5	6.5
	Agree	29	93.5	93.5	100.0
	Neither Agree, Nor Disagree	-	-	-	
	Disagree	-	-	-	-

	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses regarding the organization of developmental programs for transgender employees and the community, specifically in providing motivation, guidance, and counseling for career betterment, reflect a strong commitment (Table 4.145). Out of 31 respondents, 29 (93.5%) agree that such programs are being organized, while 2 (6.5%) strongly agree. This unanimous agreement (100.0%) reflects a dedicated effort to enhance career prospects and overall well-being within the community (Thinakaran, 2019; Badgett et al., 2019). These initiatives contribute to building confidence and skills, further supporting the entrepreneurial aspirations of transgender individuals.

Respondent 7: *“I help my community members in every possible aspect, wherever they want support from me.”*

Respondent 12: *“I provide Computer training to my employees and skills & education among group members in tailoring and beauty parlor courses.”*

Respondent 15: *“We also provide training and workshops in a beauty parlour, Jewellery making, tailoring courses on minimal charges courses to transgenders as well as marginalized women so that they will be able to develop livelihood options for themselves based on their own skills and talent.”*

6) Organizing self-awareness Programs for transgender people:

Transgender entrepreneurs play a significant role in organizing self-awareness programs for the transgender community. These programs serve as a platform to educate and empower individuals about their rights, potential, and opportunities. They can cover various topics, from understanding one's identity and self-worth to practical aspects like entrepreneurship, career opportunities, and legal rights. By sharing their own experiences and success stories, transgender entrepreneurs inspire others, demonstrating that it's possible to overcome societal barriers and achieve success. These programs can also provide a safe space for individuals to express themselves, ask questions, and discuss their concerns. Ultimately, these self-awareness programs can help foster a sense of community, confidence, and ambition among transgender

individuals, encouraging them to pursue their entrepreneurial dreams (Ibarra, 2023; Hoffman-Fox, 2017; Majid et al., 2023; Peters, 2003; Fletcher et al., 2024; Essers et al., 2023; Stets & Burke, 2014; Diwakar et al., 2024; Cooper & Christie 2005; Mena et al., 2010; Sheridan, 2018; Priola et al., 2014).

Table 4.146 Organizing self-awareness Programs for transgenders					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	29	93.5	93.5	93.5
	Agree	2	6.5	6.5	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses regarding the organization of self-awareness programs for transgender employees and the community show a strong commitment to this initiative (Table 4.146). Out of 31 respondents, 2 (6.5%) agree that such programs are organized, while 29 (93.5%) strongly agree. This overwhelming consensus (100.0%) indicates that nearly all respondents are actively engaged in organizing self-awareness programs, reflecting a significant focus on fostering self-awareness and personal growth among transgender individuals. It reflects a commitment to helping individuals develop self-acceptance and confidence, which are critical for entrepreneurial success (Essers et al., 2023; Figueroa, 2022).

Respondent 8: *“I have an informal group of 50+ trans men throughout all districts from Orissa, in which I provide support and guidance to every group member regarding education, health, career opportunities, and government documentation.”*

7) Motivating personally to other transgender people to take dignified jobs/professions:

Transgender entrepreneurs can play a pivotal role in personally motivating other transgender individuals to pursue dignified jobs and professions. By sharing their journey of overcoming challenges and achieving success, they can be role models,

inspiring others to strive for their goals. They can highlight the importance of self-belief, perseverance, and resilience in adversity. Moreover, they can provide practical advice and guidance on navigating the professional world, from choosing a career path to dealing with workplace discrimination. Importantly, they can emphasize that being transgender does not limit one's potential or worth and that every individual, regardless of gender identity, has the right to pursue a fulfilling and dignified profession (Mollenkott & Sheridan, 2010; Chang & Singh, 2018; Sharif, 2023; Coetzee & Roythorne-Jacobs, 2007; Bimrose & McNair, 2011; Partsch, 2021; Ahmad & Kutty, 2023; Morgenroth et al., 2015; Lockwood, 2006; Fontana & Siriwichai, 2022; Asghar et al., 2022; Diwakar, K et al., 2024)

Table 4.147 Motivating personally to other transgender people to take dignified jobs/professions					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	3	9.7	9.7	9.7
	Agree	28	90.3	90.3	100.0
	Neither Agree, Nor Disagree	-	-	-	-
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey responses on organizing programs to motivate transgender individuals to pursue dignified jobs or professions show a strong commitment (Table 4.147). Out of 31 respondents, 28 (90.3%) agree that they are actively involved in motivating transgender individuals personally, while 3 (9.7%) strongly agree. This consensus (100.0%) indicates that nearly all respondents are engaged in efforts to encourage transgender people to seek and attain dignified employment, demonstrating a significant dedication to enhancing career opportunities and promoting respect and professionalism within the community. This focus aligns with literature that emphasizes the need for programs that promote dignity and respect in employment, which can help combat societal stigma and encourage more individuals to enter the workforce (Divan et al., 2016; Badgett et al., 2019).

Respondent 10: *“I teach my art to other community members so that they will be able to develop their own skills as, skill building can help them in their livelihood opportunities.”*

Respondent 12: *“I always motivate trans peoples and pushes them to take dignified jobs.”*

Respondent 16: *“Even after being educated the major challenge before transgender is lack of employment opportunities, due to the main reason of gender expression, even if they will get job they face discrimination and harassment due to which they feels- ‘kya karna hai padhai likhai karke yahi to karna hai, bheekh mangna hai, sex work karna hai,’ but now this mentality need to be challenged and changed. Opportunities are there but it depends on the part of community members also, to come out of our comfort zone and avail them.”*

8) Creating awareness regarding social and political issues related to transgender people:

Transgender entrepreneurs themselves, by virtue of their experience, effectively contribute to growing consciousness regarding social-political matters of the transgender population. They can use the platform and raise awareness of the problems which transgender people experience, for example, discrimination, absence of legal rights, and limited opportunities of getting medical help and education. Getting a first-row view of the realities of dealing with these conditions lets them share their experience and give the public a better idea of what these conditions entail, thus improving the acceptability of the patients in society. In addition, they can fight for the changes of legislation and policies of the country in order to promote the protection of rights of the TGs. They also have the opportunity to break prejudices and show society and the business world that a transgender person is also capable of creating and managing an enterprise (Fletcher et al., 2024; Theodorakopoulos & Budhwar, 2015; Klingler-Vidra, 2019; Essers et al., 2023; Hswen et al., 2018; Narendran, 2022; Kirkland et al., 2021; Essers et al., 2023; Goffman, 1974).

Table 4.148 Creating awareness regarding social and political issues related to transgenders

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	20	64.5	64.5	64.5
	Agree	10	32.3	32.3	96.8

	Neither Agree, Nor Disagree	1	3.2	3.2	100.0
	Disagree	-	-	-	-
	Strongly Disagree	-	-	-	-
	Total	31	100.0	100.0	

The survey response on the plans to organize programs for creating awareness of the social and political issues concerning the Transgenders reveal a good activity in the area (Table 4.148). When asked whether the respondent participated in such programs, 10 (32.3%) say yes and 20 (64.5%) strongly agree. The remaining one respondent is not sure and has selected a neutral option (3.2 %). A very high percentage of 96.8% respondents either agreed or strongly agreed with this distribution proving a strong intention of enterprises that use such programs to bring awareness of social and political issues affecting the transgender community. Rights advocacy is crucial in encouraging activists and entrepreneurship so that individuals with trans discriminations and stigma can practice their businesses (McFadden, 2015; Waite, 2021). They are crucial in supporting the minority and promoting the concerns of the transgender peoples in society.

Respondent 8: “I support other transgender in creating awareness regarding TG rights, health, education, employment etc.”

Box. 4.19. Case study: The Importance of Understanding Marketing Techniques

Francis, a transgender entrepreneur from a tribal area in Jharkhand, underscores the significance of mastering marketing techniques for the success of small businesses, particularly for marginalized communities. Despite challenges such as lack of government support and limited marketing platforms, Francis has sustained a bamboo handicrafts business by honing communication skills and understanding market demand. Participating in local markets like 'Mangla Haat' and leveraging previous sales experience, Francis focuses on producing in-demand products like bamboo showpieces, stools, and baskets. This market-oriented approach not only enables business growth but also provides dignified employment opportunities for other transgender individuals within the community. By imparting skills such as tailoring, beauty parlour training, and offering computer literacy, Francis ensures that transgender entrepreneurs are equipped with essential marketing knowledge. Moreover, Francis advocates for equal job opportunities, emphasizing that transgender individuals, when given the chance, can contribute to nation-building and the economy, including GDP growth. Understanding marketing techniques is key to breaking through societal barriers, creating sustainable livelihoods, and fostering the inclusion of the transgender community in economic development.

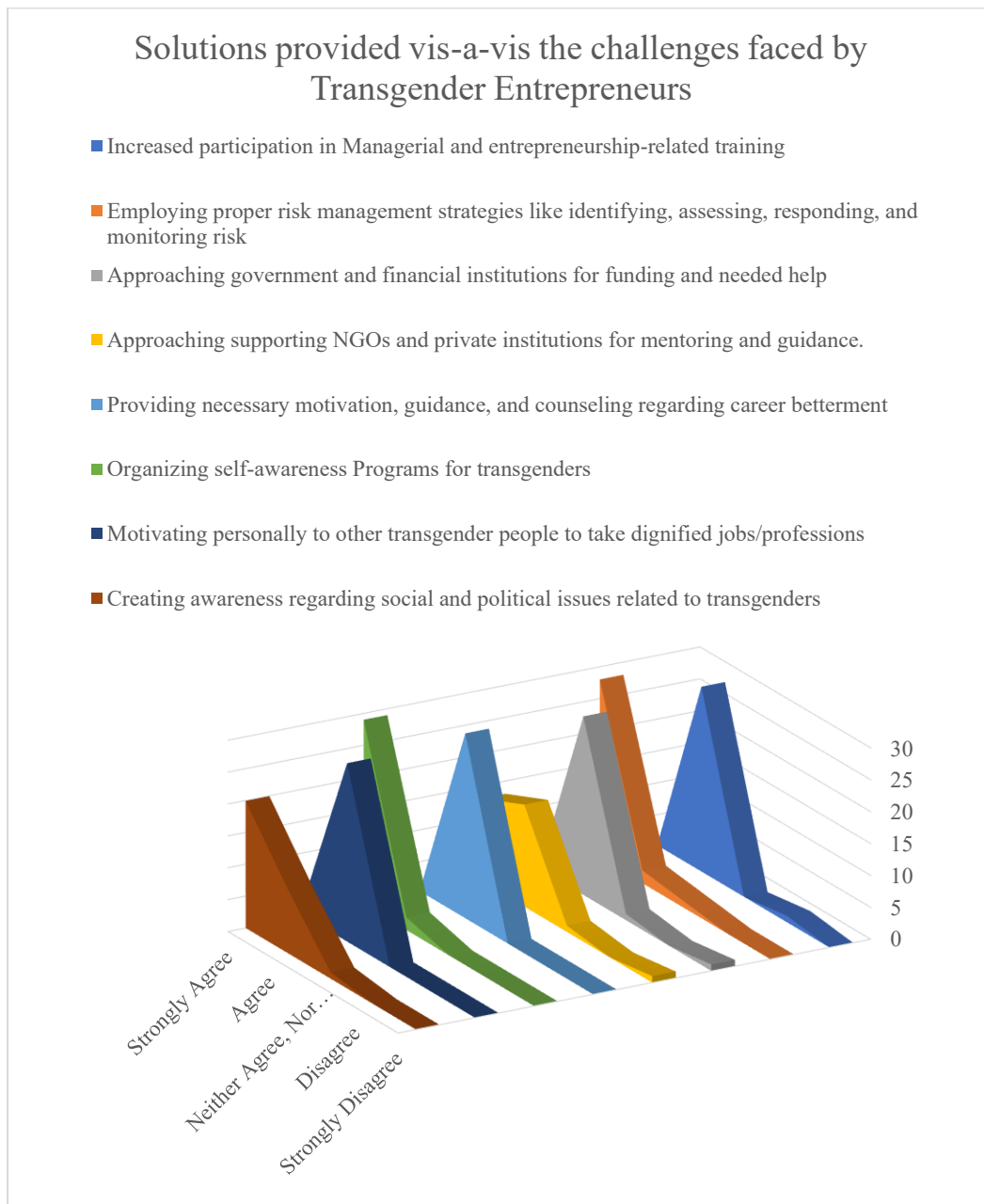


Fig 4.39 Quantitative Analysis: Solutions provided by transgender social entrepreneurs vis-à-vis the challenges

The 3D area graph provides insights into the effectiveness of various solutions provided to address the challenges faced by transgender entrepreneurs (Fig 4.39). The data indicates that most respondents agree or strongly agree with the effectiveness of increased participation in managerial and entrepreneurship-related training. Similarly, employing proper risk management strategies and approaching government and financial institutions for funding are generally viewed positively. Similarly, requests to

NGOs and private institutions for patronage and coaching, besides offering needed encouragement, consultation, and advice on career improvement are also considered positive. Furthermore, management also perceives the organization of the self-awareness programs and raising the awareness about the social and political aspects regarding the transgenders as useful. This analysis educates the audience on levels of perceived effectiveness in support measures with a focus on extensive training, risk management, and awareness support measures.

Discussion & Conclusion: Objective 5

‘TO IDENTIFY THE CHALLENGES FACED BY THE TRANSGENDER SOCIAL ENTREPRENEURS AND STRATEGIES ADOPTED BY THEM VIS-A-VIS THE CHALLENGES’

The qualitative analysis using N.Vivo with 20 transgender entrepreneurs across eight states in India revealed several significant challenges. Thematic analysis identified seven core themes, including empowerment and the challenges faced. A primary obstacle identified is social stigma, which restricts access to business networks and financial resources. Research indicates that social stigma can significantly impede entrepreneurial efforts, as transgender individuals often encounter rejection from traditional business networks and funding sources due to societal prejudices (Divan et al., 2016; Thinakaran, 2019; Waite, 2021). Additionally, many entrepreneurs face bureaucratic hurdles that complicate the legal recognition of transgender identities. These hurdles often manifest as systemic barriers in accessing business licenses and permits, further entrenching the marginalization of transgender individuals within the economy (Parker, 2018; Mohini & Sinha, 2023; Gonzalez et al., 2022). Cultural pressures also pose significant challenges, discouraging non-traditional career paths among transgender individuals. Literature indicates that deeply rooted cultural norms can create barriers for individuals seeking to pursue entrepreneurship, as they may face family rejection and community disapproval (Badgett et al., 2019; Chakkunny & Raj T, 2020; Mahmud, 2024). Furthermore, the lack of education and skills among many transgender individuals limits their business management capabilities, hindering their ability to compete effectively in the market (Thinakaran, 2019; Yaduvanshi & Narendran, 2017; GULER, 2022).

From the quantitative study that involved 31 transgender entrepreneurs, the following entrepreneurial challenges were established. Consequently, the respondents revealed

that 87.1% of the sampled organizations have an acute lack of proper funding as a problem. This supports the literature on how it is similarly difficult for transgender business owners to obtain capital, as well as discrimination in funding processes (Hughto et al., 2015; Greenburg & Gaia, 2019; Case et al., 2009). Additionally, 90.3% stated they were concerned with high competition and a lack of good marketing channels. The literature review suggests that the situation in which transgender people themselves have little to no chance of getting exposure for their brands is disastrous for creating visibility and marketing opportunities (Sender, 2002; Figueroa, 2022; Smith et al., 2024). It stresses the role of transgender-specific financial assistance, targeted promotion activities, and complex educational interventions. The respondents also confirmed the problem of discrimination, indicating that 96.8% of them faced transphobia; thus, it can be concluded that it is high time to undertake systemic shifts in the business world to enhance representatives' inclusiveness (Dial, 2023; McFadden, 2015; Alexandra Beauregard et al., 2018). An integration of qualitative and quantitative results has depicted the complex problem of transgender entrepreneurship in India. On the one hand, the keys found by the qualitative perspectives are communal support and the policies that approve of everybody. For example, orientation could drastically minimize the prejudices and misinformation concerning transgenderism within the business and help the development of new favorable environments for entrepreneurship (Thinakaran, 2019; Essers et al., 2023).

In conclusion, this research study has unveiled that the business opportunities of transgender individuals in India are financially, legally, socially, and culturally constrained. Stress has been placed on the necessity of identifying various specific opportunities that exist for future growth, such as increasing funding, education, as well as various community support programs aimed at helping those in the Trans community interested in businesses (Thinakaran, 2019; Chakkunny & Raj T, 2020). If these issues are addressed in an integrated manner, then society will be able to create the necessary opportunities for business for TG that will help them to be beneficial to the economy as well as the social setting (Mahmud, 2024; Diwakar et al., 2024). This is consistent with inclusive and community-based concepts of social justice within the parametrized periphery, to foster social inclusion and empower resource-deprived communities while also stressing the cooperative buy-in of stakeholders for positive change (Badgett et al, 2019; Yaduvanshi & Narendran, 2017; Hughto et al., 2015; McFadden, 2015).

Education and sensitization initiatives within the community are also important for the eradication of stigma, with a view of fostering support for new business creation by all people in the society (Essers et al., 2023; Gonzalez et al., 2022).

Respondent 10: *“I want to show the world that if I belong to the LGBTQAI+ community then it does not mean that I can’t do anything or I will do the demeaning works only. Instead, I can earn and live independently and lead a respectful life based on my skills and talent.”*

Box. 4.20. Case study: Building business beyond Stereotypes

Rudrani Chettri, the founder of India's first trans modelling agency 'BOLD' and owner of a hotel business in Rishikesh, emphasizes the critical importance of having a deep understanding of business before starting any entrepreneurial venture. Drawing from her own experiences and the challenges faced by the transgender community, she highlights that many trans entrepreneurs lack formal business education and guidance, which is a significant barrier to success. According to Rudrani, it is essential for aspiring business owners to conduct thorough research, understand the market, and avoid making random investments. She advocates for trans individuals to learn continuously, seek mentorship, and ensure financial decisions are well-planned. Without this foundational knowledge, ventures can become unsustainable, much like the unsatisfactory attempts to fit trans businesses into traditional moulds like handicrafts or candle-making, which Rudrani critiques as limiting and non-viable for long-term success. Through her work, she aims to inspire trans entrepreneurs to break free from stereotypes and build enterprises based on sound business principles.

*** Message From the hearts of our Real Heroes- ‘The Transgender Entrepreneurs of India’**

This research journey has been teaching for all of us... following (Box. 4.21 to Box. 4.24) messages are the raw and direct voices of transgender entrepreneurs, guiding and acting as the torchbearers, clarifying the directions for an inclusive, equitable, and sustainable future for every human... as above humanity, nothing prevails... In the end, let’s learn the lesson of empathy and acceptance.

Message to the Transgender Community Members	
Box. 4.21 Message to the Transgender Community Members	
Respondent 1	<i>“Uneducated members take demeaning work. But the new-generation should do dignified jobs.”</i>
Respondent 4	<i>“I got motivated by my Nani's words who always told me that It's not in your control the way you are born but always remember that your actions will always be in your control and</i>

	<i>always do actions which will contribute to the betterment of one's nation."</i>
Respondent 8	<i>"The first thing is that support is needed from our community members. Then we can do great in our businesses and grow fearlessly."</i>
Respondent 9	<i>"Community members need to come forward and start earning with respect and hard work rather than going for easy money. The concept of easy money in community needs to be changed."</i>
Respondent 12	<i>"Lack of Unity, trust among community members is a major challenge before us... so I want support from the transgender community." "Know your rights...In my opinion, If you know your rights then you can make your voice to be heard louder and Polite at the same time. Till the time you are not visible, nothing will change. So, we need to come forward and confront the world."</i>
Respondent 13	<i>"We need to come forward and be visible because, in our society, peoples know that we exist but do not want to recognise us. Transgenders are like air... people feel our presence but never see us."</i>
Respondent 18	<i>"Jab Ham transgender Ki Baat Karte Hain, unke kam Ki Baat Karte Hain toh hamare dimag Mein jo basic si chezein aati hain voh h silai-kadhayi, beauty parlour ya fir candle making. So, humein in concepts k aage aa ke, kuch hatke alag alag fields mein kam karne ki zaroorat hai. Mere hisab se transgenders ko har field mein kaam milna chahiye... kisi ko pilot, kisi ko doctor, kisi ko businessperson banana chahiye."</i>
Respondent 19	<i>"Lack of Unity in our community is a major problem due to which we are not able to grow together as if we will compete with our community members then it will be a problem. So, if we come together and work together, then we will be able to move forward in the right direction on the right path. Kyunki ab society wale log Inkar karte hain badhai-toli ke paise dene mein, ki aaj ki jo government hai voh bahut sari chizein kar rahi hai transgender community ki upliftment k liye, Toh hum tum logon ko badhai kyon dein... so, yeh sari problems abhi bhale hi hum logon ko na dekhne mein aayein but aane wale time mein yeh bahut jyada badi problem banne wali hai aur jab hamare community ke members ko aane wale time mein log paise dena band kar denge, toh unke paas koi option nahin reh jayega... isiliye aise situation samne na khadi ho, humein inn chizon ko abhi se hi address karne ki zaroorat hai. So, I think abhi se hi shuruat ho jaani chahiye employment opportunities ki, health ki, education ki,</i>

	<i>jisse Ki Aane wali Jo generation hai voh empowered ho aur unka inclusion ho.”</i>
Respondent IJK	<i>“I want to give this message to all the Dera peoples ki jitne bhi Dera ke log hain jo bhi guru chela system mein jo log hain unko mein kehana chahti hun ki aap, jo bhi transgender bacchein padhna chahte hain unko aap aage padhaaiye, vikas mein madad kijiye, unko aage badhne ka mauka dijiye. Dekhne mein aata hai ki jo transgenders log hain, voh orphan ladkiyon ki shaadi karaate hain, Ration distribute karte hain to aap apni community ke logon ko bhi badhava dijiye aur khud ki community ke bacchon ko padhaaiye, jin trans bacchon ke man baap unhe accept nahin karte, aap unko khud apna baccha samajh ke apne bacche ki tarah unhein padha likha kar ek achchi life provide kijiye.”</i>

Message to the Society	
Box. 4.22 Message to the Society	
Respondent 1	<i>“Transgenders are born with Unique talents which should be encouraged. So, our expectations from Society are Acceptance, let us grow, treat us like a human.”</i>
Respondent 2	<i>“I want the Society members to change their Phonebook's number of a Trans who has undergone Surgery with their new preferred names because when after transition, trans are called with their old names, their confidence deteriorates badly as they already suffered a lot. So, this is how, with such small changes we can create respect & awareness towards transgender Community in our Society.”</i> <i>“Transmen, Transwomen & hijra Culture are all different & should not be regarded as one ‘Kinnar’ identity.”</i>
Respondent 7	<i>“I accept that there are flaws, but I think that it's a two-way responsibility, both from the trans community as well as Society, to accept everyone. Treat everyone as human and be supportive.”</i>
Respondent 9	<i>“Lack of communication between the transgender community and Society is a major hindrance in transparency acceptance and inclusion. It needs to be addressed from both ends”</i>
Respondent 10	<i>“I expect that my work should be prioritized and not my gender.”</i>

Respondent 12	<i>“Transgenders need opportunities for coming out of their closets. Most transgenders are not having guidance for career betterment due to which they got mis-led. Please create safe spaces for us.”</i>
Respondent 13	<i>“Not every transgender is Kinner/Hijra.”</i>
Respondent 14	<i>“Every Transgender is not Hijra. The transgender community is the sum of hijra culture, transperson, trans women, and transmen. There should be visibility, dignity, and respect for everyone.”</i>
Respondent 17	<i>“Educating young generation about transgenders and creating awareness about the community will help to a great extent. The mindset of society needs to be changed. People need to educate themselves and not judge a book by its cover. Not every transgender is a person who stands at a signal and begs.”</i>
Respondent 18	<i>“Transgender community ke logon ko aage aaane ki bahut jayada zaroorat hai aur society ke logon ko humein support karne ki zaroorat hai.”</i>

Message to the Government of India	
Box. 4.23 Message to the Government of India	
Respondent 1	<i>“We want financial support & Quick Documentation Process, Sensitisation campaigns.”</i>
Respondent 2	<i>“Need of Transgender Youth – Education and Jobs. Today’s educated trans youth can’t beg or do sex work.”</i> <i>“Even higher position officials are not Sensitized enough. So, govt. Needs to focus on Creating awareness through Sensitization Programs.”</i>
Respondent 4	<i>“If we are supported, we will generate more revenue which will ultimately lead to the Growth & Development of the Nation.”</i>
Respondent 7	<i>“Government must provide financial support to trans-entrepreneurs in society.”</i>
Respondent 9	<i>“Everyone in the trans community at present is ready to do hard work rather than engaging in begging, easy money, or sex work because it’s not a choice of any person. So, please ensure that steps taken by the government for transgenders shouldn’t be limited to just paperwork and administrative formalities.”</i>
Respondent 11	<i>“There is a need for more Trans-entrepreneurs so that it will support India’s GDP and economy.”</i>

	<i>“Society is not sensitized and it’s not their mistake. It’s a responsibility of the Indian government to sensitize citizens of India.”</i>
Respondent 12	<i>“We need opportunities to shine. We want equal job qualities and opportunities so that we can also contribute to our nation-building and GDP.”</i> <i>“At present, we need to promote the skills and talent of transgenders for their livelihood. Also, Inclusion, sensitization, and advocacy need to be prioritized.”</i>
Respondent 13	<i>“Transgenders are not allowed to donate blood because they are supposed to have a higher HIV risk in comparison to other populations, which is a sad, but reality of our society and government till date... which needs to be addressed because addressing such issues will aid in creating more awareness in our society and confidence, inclusion and feeling of belongingness among community members.”</i> <i>“No one from the society wants to hire a transgender person because even if anyone hires a transgender then he/she will only be able to sensitize the staff, what about the behavior of customers... So, it is the responsibility of the Government of India to make every citizen of India understand who are transgender persons?... It’s the responsibility of the government to sensitize our people. I strongly feel that we should promote the concept of employing transgenders and transgender entrepreneurs should be promoted.”</i>
Respondent 14	<i>“I heard about some government policies, but have not seen its applicability. Please do the needful otherwise they are of no use if we can’t access them”</i>
Respondent 19	<i>“Government should make laws about those transgenders who don’t want to join hijra culture... there should be laws regarding their safety and shelter. Policies on skill development and Entrepreneurship promotion are the need of the hour.”</i>

Message to the Present & Budding Transgender Entrepreneurs	
Box. 4.24 Message to the Present & Budding Transgender Entrepreneurs	
Respondent 1	<i>“Let people talk, do your own business and shine like a star, be an Inspiration for Community.”</i>
Respondent 4	<i>“Ignore all odds. Dream & work hard towards achieving your goal.”</i>

Respondent 6	<i>"Go ahead & never give up. Don't Dishearten yourself. Be consistent, Be patient. Business is all about ups & Downs. Be positive."</i>
Respondent 7	<i>"Planning, management, and marketing skills are needed, and having a vision is very important. Pre-plan the things, have a vision, and work hard towards achieving it."</i>
Respondent 8	<i>"Self-employment is a big decision so, stick to it. Reap low margins in starting.... Be patient, be focused... accept yourself with pride."</i>
Respondent 9	<i>"Lage Raho, nothing is going to happen instantly. We need to give more time. And also, we have to learn a lot."</i>
Respondent 10	<i>"If you are doing your own business then acche se karo duniya ki mat Suno aur aage badho, Jo Achcha Lage voh karo...The rules of a society should not be a barrier for us."</i>
Respondent 11	<i>"Don't settle for less side due to your gender. You can do much better things in your life. Just don't think that someone is going to support you by holding your hand and pulling you up over there. So, you only need to stand for yourself and just stand up for yourself and chase your dreams and be successful..."</i>
Respondent 12	<i>"Empower yourself and another transgender member of the community... never give up... transgenders are loyal, hardworking, and productive people... we will surely prove ourselves."</i>
Respondent 13	<i>"It's very good to see more people who are showing courage to start a business venture. It's very inspiring and motivating to see other transgender entrepreneurs creating employment. It's the fight of our identity... The Identity of an Entrepreneur."</i>
Respondent 18	<i>"I want to convey this message that- In the starting, I also did not get a very good response but with consistency and patience, I am doing my business well enough now... aur mujhe bhi bahut jyada mushkilein aayin but apni will power ko maine kabhi tutene nahi diya. So, mein yahi kehana chahti hun ki aap apni will power ko strong rakhiye aur apne upar confidence rakhiye."</i>
Respondent 19	<i>"For transgender entrepreneurs, I want to say ki aap man lagakar acche se apna business kijiye jisse ki logon ko bhi dikhega ki transgenders log bhi bahut achcha kam kar sakte hain aur apni khud ki ek identity bana sakte hain... jis se ki transgender community ke logon ko ek daya ki drishti se na dekh kar unki capabilities ke basis p appreciate kiya jaye."</i>
Respondent 20	<i>"Work in unity and support each other. Starting a business is a brave act towards visibility and operate it with all your courage"</i>

	<i>and hard work. Humein sabko dhikana hai ki kabiliyat kisi bhi gender ki mohtaaz nhi hoti... Humein bhi poora haq hai apna sar uncha kar k apna khud ka kaam karne ka, society k beech mein rehene ka aur shaan se apni zindagi jeene ka...”</i>

CHAPTER 5

SUMMARY & CONTRIBUTION

5.1. Summary of the Study

This thesis fills a research gap on how social entrepreneurship can help the marginalized community, the transgender people in India, due to the social economic discrimination and exclusions that the group has suffered in the past (Yadav, 2020; Singh, 2018; Mahmud, 2024). From the mentioned diverse group of transgender people – transwomen, transmen, and people of hijra culture – the social attitudes restrict their opportunities in getting decent jobs and, therefore, economic independence (Jha, 2020; Gupta et al., 2019). About 92% of the transgenders in India are unemployed, and those few who are employed work in informal sectors and are further socially marginalized; they are forced to beg or take up sex work trapping them in a cycle of poverty (NHRC, 2018; Bajpai, 2021; Chakraborty, 2020). Discrimination from society due to their gender identity also continues to disapprove and deny them any chance at improving their economic status and general well-being (Divan et al., 2016; Badgett et al., 2019). Therefore, there is great importance to apply appropriate interventions raising the issue of economic productivity as well as social integration of the Transgenders.

The study used both survey quantitative data collected by structured questionnaires and qualitative data from 20 interviews with fifteen transgender entrepreneurs and five transgender employees and an online survey from 31 transgender entrepreneurs and 100 employees. This made it possible to gain an understanding of the subject and its applications, the quantitative results of empowerment and economic security, as well as the intricacies of the personal experiences of the transgender people involved in such enterprises (Parker, 2018; Essers et al., 2023). This study set out to contribute to the understanding of how social entrepreneurship can be operationalized to support the delivery of sustainable and affirmative employment opportunities for Transgender social entrepreneurs & employees in India by conducting a literature review of published studies and articles about Transgender social entrepreneurs and employees.

This study aimed to fill this gap by exploring the transformative potential of social entrepreneurship as a catalyst for change within the transgender community. Specifically, the research aimed to address the following primary objectives:

1. To explore the various social entrepreneurship practices prevailing in India.
2. To assess the application of social entrepreneurship practices among the transgender community in India.
3. To identify the role of social entrepreneurship in empowering the transgender community.
4. To examine the role of social entrepreneurship in enhancing the social inclusion of transgender individuals.
5. To identify the challenges faced by transgender social entrepreneurs and the strategies they adopted to overcome these challenges.

The study produced several significant findings that align with the stated objectives, revealing critical insights into the practices and impacts of social entrepreneurship on the transgender community.

Objective 1: *To explore the various social entrepreneurship practices prevailing in India.*

The evaluation of diverse practices of social entrepreneurship in India led to the identification of a socio-centric transition towards sustainability. The research identified key practices that fall under three main constructs: 'Framing, Convening, and Multivocality.' Framing includes issues like strategic management, sustainability, governance of accountability, and value from a social capital perspective. These involve showing how establishing links between business operations and social missions is critical for solving enduring social issues and achieving sustainability. Firms such as Amul and SELCO show that strategic planning is powerful in targeting social problems to create value in the market (Mair & Marti, 2006; Prahalad & Hart, 2002). The research has indicated that social enterprise that incorporate social objectives within the organizational strategies not only amplifies organizational value but also increase organizational profitability (Ebrahim & Rangan, 2010). Convening is all about working with the capacity of communities through purposes of cooperation. The study showed that efficiency, collaboration, and knowledge management are critical areas that can lead to the improvement of social enterprises. Using collaborating technologies for informal communication results in unique strategies for solving social issues (Short et al., 2009; Smith et al., 2020). Observations and studies show that social entrepreneurs negotiate, mobilize resources, and build networks, drawing out the capabilities of the

excluded groups, to solve common problems collaboratively (Kahane, 2010; Bloom & Chatterji, 2009). Multivocality indicates that the consideration of heterogeneity of people in decision-making processes is crucial. In essence, organizations that encourage inclusion in perspectives and are focused on cooperation are normally strong against failure. Greater flexibility and diverse perception can be introduced when the organizational structure is not very strict; this factor is of primary significance for social enterprises' sustainability (Spear, 2006; Haugh, 2007). Research indicates that companies with ethnic and sexual orientation diversity in their managerial ranks and racially and sexually integrated workplaces are more creative and better able to address society's new demands (Richard, 2000; Page, 2007). The results highlight that social entrepreneurship is much more than a vehicle for the creation of profit; it is an efficient tool for social transformation. Nicholls (2010) mentions that social entrepreneurship can reinvent such vulnerable groups as people who have been discriminated against by adapting to the source of injustice and offering opportunities for a livelihood. Such strategies make business and social missions become closer and more related and can have positive impacts on communities leading to higher social cohesion, and economic benefits.

Objective 2: To assess the application of social entrepreneurship practices among the transgender community in India.

This research revealed that the Transgender social entrepreneurs in India are practicing social entrepreneurship. The respondents gave a good impression about their adherence to such basic principles as sustainability, transparency, or showing leadership. These areas were considered to be Strategic Planning, as well as Profitability. When it comes to strategic planning the respondents scored 100% stressing both social and economic goals in an acknowledgement of sustainable business models (Mair & Marti, 2006; Prahalad & Hart, 2002). Social value creation implies that transgender entrepreneurs are more oriented toward enhancing the welfare of society. These actions are seemingly mutually beneficial, focusing on creating value for others in order to generate profit and supporting the concept of social entrepreneurship as becoming a valuable resource for creating social capital together with material wealth (Ebrahim & Rangan, 2010, Austin et al., 2006). Some of the research outcomes defined that the formation of transgender social enterprises reflects the need for adequate capacity and teamwork as the critical success factors for business development. Networking makes it possible to share

physical assets, information, and contacts to improve the efficiency of operations (Short et al., 2009; Smith et al., 2020). The findings showed that relationships in the social enterprise domain are mutually beneficial where partnering enhances individual business viability and offers supportive frameworks necessary for excluded populations (Kahane 2010; Bloom & Chatterji 2009). Also, the study brings evidence that the involvement of social entrepreneurship among the Transgender serves the development of social capital needed to combat Transphobia and Discrimination effectively (Badgett et al., 2019; Divan et al., 2016). Furthermore, research also suggests that social enterprises providing employment opportunities to marginalized groups like the transgender can in effect help empower the targeted groups as was demonstrated by how trans-gender-led social enterprises offer leadership and management opportunities to the trans-gendered people and offer them the chance to engage in collective decision-making processes (Haugh, 2007; Nicholls, 2010). This makes the approach not only socially inclusive but also ensures the long-term sustainability of laid-down initiatives bringing about positive social changes in the community members' welfare.

Objective 3: To identify the role of social entrepreneurship in empowering the transgender community.

The results of the study showed that social entrepreneurship has an overwhelming positive influence on the plight of the transgender. The findings of this questionnaire involved high-level responses on self-identity, self-esteem, and financial status. Out of the total respondents, 99% expressed a high level of self-identification and strengths, and 100% accepted their identity without biases. This is in line with data suggesting that social entrepreneurship may help develop one's identification and acceptance of marginalized groups (Divan et al., 2016; Badgett et al., 2019). Another important empowered aspect mentioned in the study was the aspect of economic enabler with all the respondents in this study asserting this empowerment which is very important as it helps reduce dependence on informal income. Other researches prove that monetary freedom plays an important role in increasing the quality of life, which allows a person to pursue desired goals irrespective of indigent conditions (Yadav, 2020; Singh, 2018). Another impact of financial autonomy is the ability to free oneself from cycles of stigma and consequent marginalization by the use of resources to reclaim one's health and social stature (Mair & Marti, 2006). The study showed an improvement in the decision-making ability of transgender individuals where 99 percent had the perception that they

can independently make their decisions which in turn makes them confident and more involved in the affairs of their communities. This empowerment is on par with literature that argues that participation in social entrepreneurship may enhance self-efficacy and leadership among disadvantaged groups to engage in social and community-financed activities (Kiran, 2020; Haugh, 2007). The high level of consensus across the indicators disclosed that such ventures offer opportunities for personal development and identity reinforcement and for this reason reinforce Nichols' proposition (Nichols, 2010/ Austin et al, 2006) that social entrepreneurship is an agent of change and empowerment. In that way, social enterprises can play an important role in building supportive networks and skill development hence improving the wellbeing and participation of the Transgender within society (Thinakaran, 2019; Essers et al., 2023).

Objective 4: To examine the role of social entrepreneurship in enhancing the social inclusion of transgender individuals.

The study illustrated the critical role of social entrepreneurship in enhancing the social inclusion of transgender individuals. The data suggested that social entrepreneurship increases the availability and participation in the accessibility of critical services to a great extent. Regarding changes in housing situation from business operation 100% of responders, specifically the transgender entrepreneurs, pointed to positive changes. This finding supports literature that claims that entrepreneurship solutions, can ensure more permanent employment and enhance housing status for groups that are variously excluded and impoverished (Yadav, 2020; Singh, 2018; Mair & Marti, 2006). A study established that 80.6% of transgender entrepreneurs believed that social entrepreneurship enhances their healthcare service access. Healthcare is a basic concern that is fundamental to health; earlier research proves that social entrepreneurship can help enhance stakeholders' health since individuals with limited access to other basic rights can experience distinct healthcare improvements (Divan et al., 2016; Badgett et al., 2019). However, one common attribute is that healthcare is associated with economic enfranchisement because those in employment have the means to pay for quality healthcare (Bajpai, 2021; NHRC, 2018). With regards to the question asking whether social entrepreneurs have positive societal cooperation, all respondents responded affirmatively, indicating that social entrepreneurship enhances acceptance and cooperation within their societies. This aligns with other research that shows that social enterprises can help break social exclusion by limiting prejudice by offering

opportunities for dialogue and interaction between stigmatized communities and society (Thinakaran, 2019, Kiran, 2020). Group involvement in social entrepreneurship leads to psychological intervention from local people, emphasizing their sense of possession and shared responsibility when adopting and endorsing different identities (Essers et al., 2023; Haugh, 2007). In conclusion, the present study highlights the relevance of social entrepreneurship in contributing to a better future for the transgender community. Reporting on social, economic, and health domains, social enterprises thus speak to the objectives of social integration and advancement of disadvantaged persons within the framework of social entrepreneurship as a method of positive change (Nicholls, 2010; Austin, et al., 2006; Mahmud, 2024).

Objective 5: *To identify the challenges faced by transgender social entrepreneurs and the strategies they adopted to overcome these obstacles.*

The research established that transgender social entrepreneurs encountered several difficulties such as prejudice, red-tapism, and exclusionary financial systems. Respondents' accounts reveal discrimination affects the owners' ability to access business networks and funding; 96.8% of the owners experienced transphobia. This is in concordance with studies done by Divan, et al., (2016) and Badget, et al., (2019) on discrimination and prejudice where the economic opportunities of those who are in this group are severely restricted and usually end up in the informal or vulnerable sectors of employment. This level of discrimination not only limits resource acquisition but also erodes self-confidence and hinders entrepreneurship (Hughto et al., 2015; Waite, 2021). The study revealed that bureaucratic factors make it difficult for transgenders to attain legal status within the country, and their abilities to access financial services or form legal enterprises are limited. Efficient licenses and permits are hard to come by due to legal and bureaucratic barriers, meaning that those who identify as transgender remain expelled from the economy (Parker, 2018; Mohini & Sinha, 2023). These systemic barriers are further coupled with cultural barriers which include prejudice against any non-traditional professions making it even harder for anyone in the Transgender community to become an entrepreneur (Chakkunny & Raj T, 2020; Yadav, 2020). According to the findings, societal norms can put a limit on people's choices regarding entrepreneurial intentions for they risk being rejected by their families or ostracized by their communities (Mahmud, 2024; Gupta, et al., 2019). However, the findings provided in the study focused on the active efforts made by transgender

entrepreneurs to reject the challenges mentioned above. Most respondents noted that it should be possible to get a strong support system through associations and clubs for emotional as well as other support apparatuses. It was found that it can greatly improve resilience and offer important support for excluded owners of new businesses (Ayres & Carter, 2024; GULER, 2022). Most of the respondents claimed that they wanted to improve their managerial and other entrepreneurship skills with more than 95% of them engaging in any form of development. This has been in line with the increasing literature on the role of skills development in creating successful enterprises (Haugh 2007; Kiran 2020). These findings underscore how advocacy is needed to address issues of prejudice and eventually foster broad societal acceptance of trans entrepreneurs. There are numerous potential benefits of advocacy in changing attitudes to eliminate prejudice and improving acceptance of TG persons in society and act as a workaround for TG persons' stereotyping (Nicholls, 2010; Thinakaran, 2019). These results show that although the barriers are still substantial, the contamination can be properly managed by transgender entrepreneurs. Social entrepreneurship therefore can act as an empowering force and channel for social inclusion, restoring the self-esteem of people and enabling them to be useful members in their respective societies (Ebrahim & Rangan, 2010, Austin et al., 2006).

Conclusion

It is therefore noteworthy that the insights uncovered within the undertaking of this research add value to the existing body of knowledge on social entrepreneurship and the plight of marginalized groups. In this area the current study aligns with the prior research arguing that social entrepreneurship can be used as an effective agent for change in diverse contexts around the world (Mair & Marti, 2006; Short et al. 2009; Bertaux & Crable, 2007; Narendran, 2023). It fills a literature gap regarding the implementation of social entrepreneurship practices within the transgender community in India, emphasizing the necessity of economic development through the launch of entrepreneurial ventures (Kimbu & Ngoasong, 2016; Laeis & Lemke, 2016). However, building on the research agenda set forth by prior studies on social entrepreneurship, this research offers a rich view of how such ideas can be operationalized for the improvement of the lives of the transgender population. Through innovative business practices, transgender social entrepreneurs can create opportunities for sustainable income generation, the introduction of new and progressive values into society, and

equality in access to various services. Social entrepreneurship is not only a way of making income but it is a crucial approach to restoring dignity and independence, and reintroducing people into society marginalized by poverty, illness, or other disadvantages (Dees et al., 2001; Yaduvanshi & Narendran, 2017; Jeong, Bailey, Lee, McLean, 2020). Thus, the idea of Trans-Social Entrepreneurship provides the necessary theoretical foundation that considers specific circumstances truly unique to this group of Indian entrepreneurs. The evidence suggests that the infusion of social entrepreneurship concerns with the lives of the transgendered can improve socio-economic well-being and question and change conventional perceptions at the same time (Ashoka, 2014; Dees, 1998; Johnson, 2000). It reveals that transgender social entrepreneurs are making notable progress in creating inclusive work environments that empower marginalized individuals to thrive (A Framework for Transgender-inclusive India, 2023; Yadav, 2021; Godrej: Trans inclusion manifesto, 2018).

Moreover, the study also synthesizes the idea that social entrepreneurship needs to be strategic and focused on sustainability, inclusion, and leadership skill development (Badgett et al., 2021; Schaltegger et al., 2016; Zachariah & Nandini, 2023; Golden & Bencherki, 2021). Based on aggregative analysis of case studies, it is evident that India-based transgender social entrepreneurs show enormous system sensitivity and adaptability concerning major challenges, including financial exclusion, discrimination as well as limited access to education. Their business ventures not only offer employment to other transgenders but create empowering workplaces where they can make their own decisions, earn their own money, and become financially independent working women and men, empowered from within (Austin et al., 2006; Sheldon et al., 2017; Laeis & Lemke, 2016; Dierdorff & Rubin, 2019; Eriksen, 2009).

However, the study also reveals systematic level factors such as- limited financial capital availability and lack of legal protection that trans people experience (Hughto et al., 2015; McCann & Brown, 2017; Divan et al., 2016; Pandya & Redcay, 2021). Even if there are several competent and ambitious transgender people, the outcome is not going to be very high, if there are no concrete steps and additional stimuli from the policymakers and organizational levels. Hence, for the governments, non-government organizations, and private players in the form of start-ups and incubators to support Transgender social entrepreneurs effectively, more pragmatic approaches are needed (Khalid et al., 2022; Badgett et al., 2019).

In conclusion, facilitating social entrepreneurship for the transgender community is not a mere obligation but the need of the hour for the construction of a progressive, diverse, and inclusive India ridding of prejudice (Prasad, 2011; Karl, 1995; Eng & Parker, 1994). In understanding, supporting, and providing opportunities for Lesbian, Gay, Bisexual, Transgender, and other gender minorities, we shall ensure that regardless of the person's choice of gender, that person is given a chance to become productive citizens in our economy and society.

Overall, this research contributes to the growing literature on social entrepreneurship and the transgender community; it offers important findings on the potential of entrepreneurship for empowering marginalized groups and creating positive social change. This research study is an encouraging and promising account of their stories that shows the possibilities, strengths, and agency of marginalized groups, especially trans people in social ventures and their pursuit of positive social change.

5.2. Key outcomes of the research:

- **Economic Empowerment**

The study reveals that although members of the transgender group experience social stigma and discrimination, which bar them from employment, entrepreneurship has provided them with an opportunity to become financially stable. These efforts empower them to leave poverty behind and disentangle themselves from the association with begging, prostitution, etc. It also enhances the human capital status of the transgender and allows them to make the right decisions as they relate to their future, and how they plan to engage in their communities. Socially, they are in a position to develop businesses that generate income to support their lives, create employment for others plus help everyone in the society to improve their standard of living.

- **Increased Societal Acceptance and Improved Access to Services**

Social entrepreneurship has been central to the improvement of the social acceptance of transgender people. The number of transgender individuals who are now running successful businesses proves the presence of modern societies increases tolerance to such individuals. These opportunities mean that through the accrual of capital, successful investment, and operation in the economy, members of the transgender community will be demonstrating their competence and potential, thereby lessening the

prejudices that exist within societies. Additionally, the study revealed that different social enterprises delivered better services to transgender people in terms of health care, shelter, and legal aid which are all aspects of an improved quality of life. Thus, not only do they feel that services improve their quality of life but they are also relieved of the burden of entrenched informal networks that offer a forced dignity and sense of self-worth.

- **Challenges and Proactive Measures**

Although being active in social entrepreneurship, transgender people experience numerous difficulties. Prejudice is still part of the world which people face in business organizations and general society and this often limits their opportunities in acquiring funds and business contacts. Legal challenges such as lack of legal recognition of their gender identity provided by the relevant governmental agencies make it even harder for them to open businesses or even get credit even if they existed legally. However, the research also presents the actions that have been taken by transgender entrepreneurs to overcome barriers identified in the research study. The importance of outreach, support, advocacy, and the development of effective networks in transgender and other sexually and gender minority groups have become critical. These kinds of support structures do more than offer positive regards and backup in terms of morale but also business insight and links to similar opportunities.

- **The Concept of "Trans-Social Entrepreneurship"**

The study introduces the innovative concept of "Trans-Social Entrepreneurship," which focuses on the unique challenges and opportunities faced by transgender entrepreneurs in India. This framework demonstrates how the entrepreneurship can be adapted to support the 'transgender' and how the purpose of this idea can make support the inclusive economy. Trans-social entrepreneurship adapts the social entrepreneurship model that is a model in which organizations use core business concepts to pursue social initiatives, for the needs of the transgender community. Now transgender people do not only earn money but they also empower themselves by starting their own business, thus allowing their ventures to become tools for advocacy, social change, and community progression.

- **Policy and Structural Recommendations**

The research emphasizes the critical need for targeted interventions from policymakers and stakeholders to support transgender entrepreneurs. It calls for the creation of inclusive policies that protect transgender entrepreneurs from discrimination and ensure their equal access to resources such as financial support, mentorship, and legal frameworks. The study recommends that governments introduce financial programs such as grants, low-interest loans, and tax incentives tailored to the needs of transgender-owned enterprises. These initiatives would alleviate some of the financial challenges faced by transgender individuals and provide them with the necessary resources to establish and grow their businesses. Furthermore, policymakers must establish transparent processes for transgender entrepreneurs to access these resources and ensure that legal frameworks are in place to protect them from discrimination in business and employment.

- **Social Impact and Broader Implications**

Social entrepreneurship also acts not just as an economic opportunity for the transgender subjects, but also as the transformative force in the case of social inclusion. The study therefore establishes that achieving transgender business persons break the cycle and topples traditional expectations and norms. In this way, obtaining visibility in the business environment, they tend to inform its representatives how it is difficult for their community members to live and become a part of the social justice and equality advocating process. Social entrepreneurship means that people with similar interests can unite and act as a team because they have a common goal. In this context, the increased visibility and success of these entrepreneurs will further change in the mentality of the population of this country towards a more tolerant level, thus attending to the formation of an inclusive society.

- **Advocacy and Support Networks**

The third and very significant consequence addressed by the research is the significance of advocacy and strong support systems. An important aspect of the study is the recognition of the fact that allies need to come together, as that would allow them to speak in unison to fight for the policy changes, they need and the acceptance they crave. They also provide tangible assets in the form of the right guidance by successful persons in a given line of business as well as mutual business information so crucial for minority business organizations. These networks support transgender because they give them a

feeling that they are in society and give them all the necessary tools to survive in a climate where business is often hostile. When such networks have been cultivated, they indeed offer support to the Transgender entrepreneurs and enable them to overcome basic and structural challenges.

- **Educational and Entrepreneurial Training**

The research highlights the importance of specialized educational and entrepreneurial training programs designed specifically for transgender individuals. These programs should focus on developing critical business skills such as financial literacy, marketing, leadership, and digital skills. Training and education are essential for building the capacity of transgender entrepreneurs to navigate the complex business environment and succeed in their ventures. The research also points out the value of mentorship programs that provide transgender entrepreneurs with guidance from experienced business leaders. This support helps bridge knowledge gaps and provides access to valuable networks that are often unavailable to marginalized groups.

- **Broader Economic and Social Implications**

At the systemic level, the present research confirms that transgender-led enterprises can possess the capability assisting in reviving a local economy by promoting employment opportunities for the deprived section of society, consumer acceptance, and the development of a marginalized economy. The achievement that is realized in these businesses also impacts the transgender persons, but more importantly the general public. And when these masters of growth succeed, they create model market expectations, which become more loyal to inclusive and socially-oriented strategies. This may also create higher visibility that may attract funders who are interested especially in socially responsible investing firms which aim to finance business that are progressive and responsible in accommodating the TG community and those who are sustainable, thus, creating more funding opportunities to be tapped by the transgenders.

- **Leadership Development and Identity Empowerment**

The research done within this work shows that social entrepreneurship contributes to leadership and confidence in personal identity among Transgender people. They indicated that the programme had helped them develop better self-awareness and decision-making capacities crucial for leadership in their businesses and the

transgender community. They embody perseverance and the ability to adapt and thrive during their entrepreneurial endeavors to lead not only their businesses but also social causes. This is a process of identity of empowered, as it allows transgender people to alter the existing cultural definition of leadership and success, so that they act as positive role models not solely to the transgender community, but to society as a whole.

5.3. Future Research Directions:

- **Longitudinal Studies**

Concerning the limitations of the present study, it is imperative that subsequent studies should adopt longitudinal designs that would enable documentation of the lives and entrepreneurship experiences of transgender people. This type of research would be ideal for Social Entrepreneurship to measure the level of economic inclusion, social integration, and overall development of Transgender entrepreneurs in the future. They established that additional such studies would uncover changing trends in empowering dynamics and depict the sustainability entrepreneurship interventions. For example, the longevity of economic performance, leadership capacity, and changes in the social acceptance of transgender entrepreneurs. This would also assist in establishing various issues that emerge during various developmental phases of businesses and this will come in handy to policy makers and support institutions.

- **Comparative Cross-Cultural Studies**

Future studies could be enriched by comparative analysis focused on the transgender social entrepreneurship in different geographical, cultural and economic environments. Researchers could compare the situations of transgender business owners in various geographic locations (for example-rural and urban settings) or using different cultural acceptance measures between countries or provinces, likewise, and thereby identify best practices for particular contexts. Research across different countries may provide useful information on the impact of social practices regarding gender norms legal provisions of entrepreneurship and economic environments to the prospects of the inclusion of transgender entrepreneurs. In addition, these works could help in broadening the understanding of the phenomenon of transgender entrepreneurship across nations, and allow for trading ideas for effective interventions that can be used across cultures.

- **Development of Robust Impact Evaluation Frameworks**

Another important research area is development of the sound methodology of impact assessment of the social and economic effects of transgender social entrepreneurship. Present-day research is, therefore, still dependent on ad hoc measurements to assess the success of entrepreneurship interventions, especially for such vulnerable groups as the transgenders. Further studies could be made on creating a more effective evaluation matrix for the case by expanding it with other measures than merely the financial results of the Transgender-led businesses to include such qualitative measures as- self-esteem, lovability, community cohesiveness, access to health, employment and other basic needs, and overall acceptance of Transgenders in the society. Such frameworks would facilitate a more orderly view of the advantages of social entrepreneurship and to highlight existing gaps in existing programs and policies.

- **Policy Analysis and Advocacy**

Policy analysis is relevant at present to discuss the existing and potential legal and regulatory policies on the transgender entrepreneurship. Subsequent studies should assess the effectiveness of existing policies affecting the transgender population as workers and consumers, financial inclusion for the transgender community, legal recognition of gender identity, and anti-trans discrimination protections in workplaces and markets. This analysis might inform advocacy for the rights of the transgender population and provide policies that squarely address the issues that such persons encounter when starting and running businesses. In consequence, it will be possible for future research to present specific recommendations to improve the legal environment to support the self-employment of transgender individuals.

- **Participatory Approaches and Community Engagement**

Engaging transgender communities through participatory research methods is another promising direction. Future studies should actively involve transgender individuals in the research process, from design to data collection and interpretation. It also makes the study highly consultative in that the authors are infinitely in touch with the needs of the transgender entrepreneur and the eventual findings. It also fosters involvement from the stakeholders in the development of other complementary initiatives and structures of relevance to the transgender entrepreneurs. Since direct involvement of the community

is likely to capture the daily experiences of trans-identifying people more effectively, the research, therefore, has a higher likelihood of creating more potent and culture-sensitive ways of empowering the trans-identifying people.

- **Exploring Intersectionality in Entrepreneurship**

Future research could delve deeper into the concept of intersectionality, exploring how multiple social identities—such as gender, race, class, and sexual orientation—intersect to shape the experiences of transgender entrepreneurs. It is essential to acknowledge the intersectionality, as far as different issues and experiences of the transgender population in terms of entrepreneurship are concerned, since socio-economic status, ethnicity, or education level might affect people's ability or desire to set up a business. Cross-sectional effectiveness comparisons of distinct marginalized areas would probably reveal certain obstacles and possibilities beyond the gender identification problems area and expand the existing conversation about social inclusion and economic elevation using entrepreneurial activities.

- **Technological Empowerment and Digital Entrepreneurship**

Another field of interest is how technology supports the business activities of the transgender community. The growing significance of digital platforms and online marketplaces will be also be a fruitful area for the future research that seeks to examine how the businesses can tap into the potential of digital technologies to address the issues that transgender people have with traditional business networks. Research could turn to facets of digital entrepreneurship, which can help increase market opportunities for trans people on the global level because they can reach buyers without encountering physical or bureaucratic constraints from their national scenes. In addition, expanding a focus on how these technologies support information exchange and foster supportive and financially connected communities as applicable to trans entrepreneurs would also provide understanding of the advancement of transformative practices.

- **Impact of Social Entrepreneurship on Community Well-being**

Future studies may also build upon to capture the areas of enhancement in the overall successful transgender social entrepreneurial ventures as well as the effects in enhancing the wellbeing of the transgender populace. Apart from reporting success stories, more research needs to be done about how the formation of social enterprise by

transgender affects the community development in various ways such as, enhanced psychological well-being, decreased rates of poverty, and social association amongst others. Academic scholars may quantify how the aforementioned enterprises create positive changes in social perceptions, prejudice and negativity, and establish togetherness amongst transgenders and in other sectors of society. An analysis of the impact that transgender entrepreneurship could have on various aspects of community life would give one a comprehensive picture of how it could empower the society.

- **Exploring the Role of Allies and Partnerships**

The support from the allies and partnerships of the transgender individuals involved in the business becomes another interesting area of the research for the future studies. Research study could examine the influence of partnerships with other non-governmental organizations, firms, and governmental establishments on the achievement of transgender entrepreneurs. It can also focus on the ways in which workplace allyship fosters diverse business solutions, the advantages of mentorship, or the proper and effective models of partnerships that supply the necessary tools, including money, training, or legal support. Knowledge of the factors that might lead to engagement of allies in the transgender entrepreneurial initiative could therefore enable the formulation of better synergy that fosters the human advancement of the transgender group through improved economic reforms.

- **Entrepreneurial Identity and Psychological Empowerment**

Finally, it should be future research to explore how the process of developing entrepreneurial identity is related or entwined with psychological empowered for the Transgender group. Research questions could be conducted that assess how, for example, the entrepreneurial activity contributes to self-identity and self-esteem, or provides psychological buffering, for the transgendered who were rejected by society. Studies might also look at experiences and feelings of depression with the tradeoff for being a transsexuality / gender dysphoria entrepreneur and how getting over these hitches may affect their quality of life. Knowledge on the emotions and psychology of Transgender entrepreneurs would give more insight into the personality change resulting from economic opportunities.

5.4. Implications of the study:

The findings of this research are not limited to theoretical contributions and have applied research relevance as the study reveals how social entrepreneurship might be used as an instrument in tackling exclusion of the Transgenders in India. The first is the possibilities for social entrepreneurship to open up opportunities to help transsexual citizens become financially independent. Although many euphemistically or legally seek formal employment, the process is (as we know) arduous, if not totally impossible, due to societal prejudice; thus, most transgenders become susceptible to other forms of exploitative working conditions. Social entrepreneurship offers them another chance, to create business that can generate revenues besides being agents of social change. As what follows is the systematization of various implications of this research study-

- **Practical Contributions**

Transgender advocacy through social entrepreneurship provides prospects for employment that make the communities financially self-sufficient. Enterprise development allows them to expand and create new businesses that can serve their communities and other markets as well. Transgender entrepreneurship needs to have better access to funds as well as training and mentorship services to create businesses that will be sustainable. Furthermore, improved legal protection can create the enabling environment which these people need to undertake the entrepreneurial chores in the marketplace without prejudice.

- **Social Implications**

Real-life examples of trans-entrepreneurs may help break social benchmarks and prejudices on members of their own sex, thus impacting the greater society by making it more accepting of such persons. Social entrepreneurship activities can therefore be used to build agency and solidarity among the transgender people. It also ensures that this group of entrepreneurs is visible and helps draw concern to the struggles of the community through fighting for social justice and equality. Bridging cooperation between NGO's, government and corporations can also enhance social change and inclusiveness.

- **Managerial Implications**

Executive and managers should promote and establish organizational policies and practices that would ensure relationship and inclusion of Transgenders in organisations.

Most of the transgender individuals have never been prepared for the social roles and responsibilities they are likely to fulfill as entrepreneurs, or for the roles they are going to play in the society, thus training and development programs can help. Implementing mentorship programmes creates guidance and contacts that are necessary for operating within business environment. Furthermore, managers should establish standards for social performance of their businesses; this means the move to incorporate social performance to the business performance in addition to the financial performance.

- **Policy Implications**

Public authorities must pay attendant efforts to formulate policies that support the rights of transsexuals especially in the business environment a policy that embraces equality and non-discrimination in the provision of resources. Appointing definite funding programs can assist these transgender operated businesses through providing funds via grants and low-interest loans. Supervisory measures to track discrimination in employment and business are vital for the development of an equal business climate. Specifically, there are benefits to incorporate NGOs in training and other support tools directly interfering with the multiple obstacles transgender business-owners come across.

- **Educational Implications**

Gender concerns and socially responsible entrepreneurship should thus be included as relevant topics in academic learning of education institutions with a view of embracing future generation entrepreneurs. Education for entrepreneurship development for the disadvantaged enables an individual to acquire the required skills and facts for business. Campaigns and sensitizations within educational settings can facilitates awareness on issues affecting the Transgender hence availing supportive environment for the Transgender students and Entrepreneurs.

- **Economic Implications**

Some findings also pointed out that there is an economic benefit as transgender-led enterprises can help in creating employment and boosting the economy in overlooked areas. As these entrepreneurs grow, they guide consumers and direct the market to be more inclusive and offer better products. Transgender entrepreneurs are possibly to gain

a better chance of investors who are keen on opportunities that are socially responsible and implement diversity in their business operations.

5.5. Contributions

This research significantly contributes to both academic literature and practical applications in the realm of social entrepreneurship and transgender empowerment. By exploring the intersection of gender and entrepreneurship, developing innovative assessment tools, and introducing the concept of trans-social entrepreneurship, the study lays a foundation for future research and practice. It highlights the potential of social entrepreneurship to not only foster economic independence among marginalized communities but also to challenge societal norms and promote inclusivity.

- **Theoretical Contributions**

Defining and coining the term ‘Trans-Social Entrepreneurship’ is one of the key theoretical contributions of the study, capturing the intersection of gender identity and social enterprise. This framework illustrates the ways in which transgender people not only construct viable enterprises, but also confront entrenched socio-identity discrimination, pushing the boundaries of entrepreneurial theory further into underdeveloped gendered contexts. This study contributes to the understanding of how social entrepreneurship operates in the context of social marginalization, particularly focusing on the transgender population in India—a community which this study highlights as largely absent from entrepreneurship research. It advances theories of social value creation by showing how transgender social entrepreneurs facilitate personal, social, and political empowerment through these enterprises. In addition, it contributes to the theory of empowerment by explaining how such empowerment occurs in economic, psychological, and social dimensions—self-awareness, self-acceptance, and self-reliance as well as participation and autonomy—thereby providing a rich, multidimensional, and nuanced analysis of empowerment that is grounded in the lived experience of transgender people. Perhaps the most valuable contribution is the formulation of two new instruments: Trans Social Entrepreneurship Assessment Tool (TSEAT) and the Empowerment Through Trans Social Entrepreneurship Measurement Tool (ETSEMT). These tools fill a methodological gap in existing research by operationalizing the previously defined transgender social entrepreneurship, social inclusion, empowerment, and other intricate concepts within marginalized contexts.

Moreover, the study presents and utilizes as an example the Systematic Social Entrepreneurship Practices Framework based on Framing, Convening, and Multivocality which captures 17 practices of transgender entrepreneurs multidimensionally. This framework describes how strategic advocacy, community of practice centrism, participatory governance, and grassroots leadership sculpt enduring enterprises defined by social value in the community. Further, this inquiry develops the literature on intersectionality and identity entrepreneurship by demonstrating the roles of caste, religion, and gender identity on entrepreneurial incentives and challenges. Situated within the socio-legal and cultural landscape of India, this research advances indigenous social entrepreneurship theorizing by illustrating how local frameworks redefine the concepts of empowerment and inclusion for communities socially and structurally excluded.

- **Practical Contributions**

From the present study's findings, social entrepreneurs pursuing equitable and sustainable business models for employment of marginalized populations will benefit from an understanding of the transgender population's particular needs and barriers as a guide to the development of socially impactful enterprise. These findings can be used by policymakers to identify the key challenges that many transgender individuals face when starting their businesses and to create appropriate legal conditions and financing models for business development by Transgender people, which allows for a more tolerant economic environment. Furthermore, the results can benefit NGOs and community leaders, helping them improve their understanding of program strategies for supporting transgender entrepreneurship – focusing on the role of mentorship, training, and resources. The work also stresses the need to develop effective business strategies for trans peoples to help practitioners to establish supportive environments for trans employees and business owners.

- **Social Contributions**

Perhaps one of the greatest valuable inputs is that the concept of Transgender Entrepreneur can disrupt the dominant social paradigms. Visibility and achievement state the possibility of changing the stereotype perceptions and help to increase the general societal acceptance of transpeople as business owners. Such a change in social attitudes creates a favorable condition for excluded people. This means that the success

of Transgender entrepreneurs adds up to causes for advocacy for social justice and equality. This is illustrated in the study on how the establishment of business by members of the transgender community act as empowering agents to the targeted clients as well as creating awareness of challenges faced by the transgender fraternity. It is important for advocacy for policies and programs that seek to protect the rights of the transgender people in the society. Another focus of the research is the use of social entrepreneurship in creating collective actions and solidarity among the transgender population. Because of this effort to ensure that workplace is inclusive for the transgender, they improve teamwork and productivity whereby, the overall aim is to ensure everyone in the community is empowered and supported and thus the business is improved.

- **Managerial Contributions**

The conclusion reached in this study may be valuable for managers and other business leaders as they promote the outlined effective leadership styles which had proved their efficacy in regards to working with the transgender population. It also discusses how to support people with disabilities and more specifically how to create workplaces for trans employees through field research studies and active professionalism examples of the best practices in the employment of such subjects as inclusive hiring, mentorship, and leadership development. The study also advances the literature on indicators of social value of enterprises. These should be useful for business leaders to have an objective measure of their impact for positive social change alongside business outcomes. The combination of both qualitative and financial performance outcomes makes it important to show how businesses can pursue profit and perform socially responsibly at the same time.

- **Policy Contributions**

The study focuses on the necessity of developing proper legal regulations that will prevent discrimination of transgender individuals in business and work spheres. These findings can be applied by policy makers in coming up with specific grant, subsidies, loans, and tax exemptions that will respond to the needs of the transgender people of the country who are interested in business. In addition, the work calls for increased vigilance to check instances of Discrimination in Employment, and in business start – up opportunities for transgender.” Through illuminating the key challenges experienced

by trans-entrepreneurs, the study informs policies was made for full financial ability and equal resource access. And this includes offering affordable financing, educational and training and support and mentorship to those transgender beings who wish to have their own businesses in this world of employers. These policy contributions are critical in creating the right enabling environment for entrepreneurship for Transgender persons.

- **Educational Contributions**

The research suggests that educational institutions should integrate topics on gender diversity and social entrepreneurship into their curricula. This promotes non-discriminatory learning environment and pave way to enlightenment and readiness of future business magnates to handle cases discriminated by minority groups. Supporting entrepreneurship education for the target group – transgender people, concentrated on important entrepreneurial competencies, starting from the financial literacy basics up to leadership abilities development – would be beneficial. This study calls for the education, consciousness-raising efforts on issues relating to the transgender within school systems in order to foster favourable environments for the learners and the business people belonging to this minority category. Such campaigns would help disapprove prejudice in the societies since prejudice would be defendant of a person's character.

- **Economic Contributions**

Transgender entrepreneurs can thus play remarkable role in the creation of employment opportunity and economic enhancement of otherwise neglected regions of a country. It also affects the behavior on the market through positive changes which take place for the purpose of imitating role models associated with the successful provision of diverse products on the market. This can create a chain effect with more transgender people going into business to attract investors who are aware of the need to fund diversity in the market. This research postulates that transgender entrepreneurship plays a pivotal role in promoting equitable goods and services within the marketplace and pushes the market into adopting more equity-oriented approaches. This is beneficial in opening chances allowing the transgender businesspeople to shape other systems within the market environment, and move towards a more inclusive and socially just economy.

5.6. Limitations of the Study

While this study offers valuable insights into the role of social entrepreneurship in empowering transgender individuals, it is important to acknowledge its limitations, which future research can address to enhance understanding and support for marginalized communities:

- **Sample Size and Representation:**

A major constraint of the study is the unrepresentative sample, only large enough for exploratory inquiry and may not capture the heterogeneity of the experiences of trans folk in India. Most of the participants received education in urban settings, which may give a biased view on the issue on how transgenders are experienced in rural regions. In this study it was found that process is more challenging for rural TG populations due to issues like lack of access to resources, comparatively stricter norms and less interaction with other people. Since the study targets mostly the urban transgender entrepreneurs, these may not be identified as some of the challenges and the ways through which the transgender men and women in the less developed regions can venture into social entrepreneurship. Thus, a diverse group of participants with respect to geographic, economic, and social backgrounds may give a more accurate representation of the experiences of transgender entrepreneurs.

- **Snowball Sampling and Potential Bias:**

Another limitation is the application of snowball sampling strategy. This is because people to sign up through friends and this makes it possible to marshal a rather relatively homogenous group. This leads to the risk of bias, as most of those who participate in the study share similarities concerning their social, economic or cultural association. Such sampling can result in the possible restricted variations of the given community opinions and experiences especially of the transgender with possible lesser or more cases of encounter than others. For instance, there are potentially different barriers and achievements to those who are not affiliated to the already knowledgeable networks or advocacy organisations. Another reason for a more random or even random stratified method is that the variety of Transgender business owners is significantly more diverse.

- **Cross-Sectional Design:**

An important limitation of this research is that it operates on the cross-sectional data of social entrepreneurship collected at a certain period in time, thus, it is not effective for measuring the long-term effects of social entrepreneurship on the lives of the transgender persons. Since social entrepreneurship is characterized by processes in continuous dynamics, this research does not capture changes in economic independence, social inclusion, or identity empowering that may occur from time to time. For this reason, it depends on what is meant by success, and its implications in the context of the social entrepreneurship: is the financial stability, for instance, maintained over a long term, or does the social acceptance improve? Further research is required in the form of longitudinal studies to understand the longitudinal process of the growth and development of the businesses of these individuals, the challenges which are enacted at each stage, and if indeed social entrepreneurship results in sustainable individual and community change.

- **Context-Specific Findings:**

The results of the study could be restricted to the Trans people of India because personal social context, legal structure, and culture changes from one country to another, and from one socio-economic background to another. The factors that contribute to the experiences of the TG have a uniqueness which is attached to the social structure of India's society, legal status of the TG people, and the culture that is related to the TG issues and entrepreneurial activities. For example, the Hijra culture which is prevailing only in South Asian region directly influences the social and economic status of the transgender in India. Nevertheless, those persons who live in the countries where similar traditions are absent can face quite different conditions and perspectives. The next steps for future research could be based on comparative research that compare transgender social entrepreneurship in multiple cultural and geographical contexts to give a wider insight on the relation between the social environment and the achievement of entrepreneurship and the integration of the community.

- **Influence of Broader Contextual Factors:**

The study may also exclude other external factors like political environment or economic factors and other social changes that may have an impact on the entrepreneurship. Consumers, for instance, might have variations in confidence based on political shifts or changes in legal status of Transgender people, or access to capital

or changes in community perception towards transgender folks. Customer related features like inflation rate or fluctuations in the market prices might also work against the disadvantaged business persons since the difficulties in running a business are compounded. They have noted that the absence of these general factors might reduce the study's capacity to analyze the environment in which transgender social entrepreneurs work. It is in light of these broader dynamics that future research must incorporate to get a broader view in establishing the challenges and opportunities founded in business for the transgender clients.

- **Limitations in Measuring the Complexity of Transgender Experiences:**

While the study introduces valuable tools such as the Trans Social Entrepreneurship Assessment Tool (TSEAT) and the Empowerment Creation by Trans Social Entrepreneurship Measurement Tool (ETSEMT), these tools may still have limitations in capturing the full complexity of transgender experiences. The measurement of empowerment, social inclusion, and entrepreneurial success is inherently challenging, particularly when dealing with a marginalized population that faces both external discrimination and internal struggles related to identity. These tools may not fully capture nuanced psychological and social dynamics, such as the deep emotional impact of stigma, or the intersectionality of identities like race, class, and sexual orientation, which can further influence the entrepreneurial experience. Further refinement and validation of these tools are needed to ensure they can adequately reflect the diverse experiences of transgender individuals in various contexts.

- **Underexplored Role of External Stakeholders:**

In the study, the focus of resilience and strategy remains more on the transgender business owners themselves; however, it is somewhat limited when it comes to discussing external support in the form of government initiatives, NGO, and other private organisations. It means that these stakeholders engage themselves in offering resource, advocacy, and policy support. Future research could explore how these external actors enable success or failure of venture run by trans individuals, how they can improve working with trans entrepreneurs to build more supportive environments for trans business.

- **Absence of Comparative Analyses with Other Marginalized Groups:**

This research specifically targets the Transgender population, which gives it richness but also restricts the generalization of results for other minority groups. For instance, does the experience of setting up a micro-business as a Transgender person differ from that of a woman, a disabled, or an LGBTQ person? Knowledge of these comparative trajectories could be useful in deciding if some or any difficulties are especially trans-specific, or universal to all the oppressed. The comparative assessments would also shed light on the part of intersectionality in enterprise, which will provide more specific insights about how the various positions of social subjects affect business processes.

5.7. Recommendations of the study

Based on the findings of this study, several key recommendations can be made to enhance the impact of social entrepreneurship on transgender empowerment in India:

- **Policy Reform:**

It's important for governments to embark on policy change that would boost the effectiveness of social entrepreneurship on the wellbeing of the transgender in India. Namely, the lack of the guidelines and, therefore, policies that would to prevent prejudices and discriminations against the people, in particular, the transgender for their business and employment. Legal rights should provide equal opportunities and rights for transgenders in all facets of the economy, promoting the creation of an environment that welcome entrepreneurship. Moreover, in fairness to all players in the industry, several measures can be directed toward offering incentives to transsexuals: equal opportunities when applying for funding, business guidance, as well as legal assistance. Strategies such as targeted grants, loans and tax incentive policies that seek to address the challenge with transgender business owners can go a long way in addressing the barrier to economic citizenship. Moreover, it is important for governments to set clear application procedures of such programs and provide key guidance to the transgender people about how to properly avail such a resource in order to contribute to the enhanced equity environment for business.

- **Financial Inclusion Programs:**

Financial inclusion programs are the key that facilitate the involvement of financial institutions in the lives of Transgender entrepreneurs. This is why it is crucial to create special financial products with transgender person's needs in mind. Such products

could be micro loan, affordable and flexible repayment terms, and grants to recognise the barriers that transgender individuals experience while seeking financing. Secondly, it is obvious that cooperation between banks on the one hand and microfinance organizations and NGOs on the other hand can also contribute to the problem of the lack of financial resources. Such partnerships can promote training about finances that helps the transgender businesspeople understand and engage the banking systems for a better shot at getting finance. As the mentioned programs enable transgender people receive financial support without prejudice from the common society, their competency in business and consequently economic self-sufficiency can be boosted.

- **NGO and Governmental Support Networks:**

Findings indicate that the support offered by NGOs and charitable organizations is not fully utilized. Expanding their outreach and including transgender individuals as active participants in NGO government entrepreneurship programs is vital. There is a systematic gap in support which can be alleviated through precise policies, dedicated support channels, and tailored empowerment programs. It is about the need to form support networks or associations among transgender entrepreneurs to feel and support each other. Whereas such networks can help to encourage members to seek and offer mentorship, share resources and engage in collaborative work to build an affirmative environment for transgenders in business. However, such networks can be used as advocacy forums for collective action so that the transgender business owners can speak for change in law that will suit their community. Joining their forces can help the members of these networks to impose necessary changes to the business environment more effectively. The transgender entrepreneurs should share their experiences which will help them build stronger positions and create the conditions which are useful for them.

- **Awareness Campaigns:**

It is highly imperative essential that more awareness was created for transgender people in business since they are discriminated by the society. These campaigns come in different form and can use media tools to popularize the image of the TG persons especially the business men and business women to influence the society and the market to accept the TG persons. In addition, campaigns that highlight best practices of Transgender businesspeople can go a long way in changing the perceptions of the

current business community. Having the main campaigns developed with the involvement of such allies and influencers can boost effect, pointing to the fact that the fate of transgender entrepreneurs is improving the society overall. These types of campaigns can play a massive role in the effort to decrease prejudice and increase acceptances of transpeople within entrepreneurship.

- **Entrepreneurial Education and Training:**

Limited entrepreneurship training has been provided to some transgender entrepreneurs; most remain informally mentored. Specialized training on marketing, information technology, and finance needs to be developed and made available at the federal and provincial levels. Collaborating with educational and private sector sponsoring entities can improve the training's impact and widen its applicability. Specific training for entrepreneurs is necessary to encourage successful business performance by the transgender population. This means that educational institutions and training organizations should design programs for the transgendered individuals for those activities that may favor their establishment of business ventures and other entrepreneurial activities by availing to them economic literacy, marketing, leadership and internet which are recognized as greatly valuable in business. Further, incorporation of learning through and with mentors within these programs can benefit the transgender entrepreneurs in a way that they will receive necessary learning from experienced business professionals. This can help to increase their probabilities of success by the provision of information that is real and access to networks that they cannot themselves acquire. As a result, professional and business education would help provide these ladies and gentlemen with skills that would enable them to be economically empowered in business.

- **Establish Transgender Entrepreneurial Networks**

The lack of a centralized coordination platform impedes peer encouragement, support, advocacy, and coalition building. Transgender entrepreneurs should be able to join a national network or association that would allow them to pool resources, gain greater visibility, obtain mentorship, and participate in policy advocacy, thus transcending mere representation. This platform could advance business endeavors while simultaneously promoting social change.

- **Foster Inclusive Employment Practices**

It is noticeable that transgender-led enterprises give preferential employment opportunities to transgender people as it increases their inclusion and dignity. Such employment practices should be recognized and incentivized by policy makers and funders of transgender-led ventures through tax incentives, grants, and CSR collaborations.

- **Address Documentation Barriers**

The formal financial and other support systems are inaccessible to many transgender entrepreneurs because of their incomplete identity documents. To address these gaps, government agencies should actively organize mobile documentation campaign and services to help transgender people obtain the necessary legal documents which will help them run their businesses and give them financial access.

- **Promote Sectoral Diversification**

It is evident that most of the transgender led enterprises are located in traditional sectors predominantly in food and beauty. For stimulating greater diversity, transgender entrepreneurs need to be supported with business training and innovation grants to venture in high growth fields such as digital services, e-commerce, and sustainable technologies.

- **Research and Monitoring Social Impact Systematically:**

Services and personal autonomy have been catalyzed by social entrepreneurship in the transgender community. For measuring change and impact, government and NGOs need to implement TSEAT and ETSEMT for continuous assessment. By creating a national registry or dashboard to track transgender social enterprises, visibility and accountability can be increased. Future and ongoing research is necessary to monitor the advancement of policy and program initiatives and to identify any newly arising issues with the Transgender community as business owners. Only through the continued research, can data be collected to help dictate the future objectives of the organization so they are current and have the capacity to effectively address Transgender's needs. Also, the need for developing structures that would allow for measuring outcomes generated by social entrepreneurship on the empowering of the

transgender population or not is important. This form of assessment should therefore endeavor to get feedback from the transgender entrepreneurs themselves. Through such a structured approach, the stakeholders can accurately pinpoint strengths and weaknesses of social entrepreneurship initiatives for the targeted population as well as strategies to optimize the effectiveness of the work done in this sphere for supporting transgender individuals in becoming successful owners of their startups.

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APPENDIX

1. For Transgender Entrepreneurs

TRANS SOCIAL ENTREPRENEURSHIP ASSESSMENT TOOL (TSEAT)

S.no.	Question	Response
Q.1	Name / Preferred Name	
Q.2	State/ Union Territories	
Q.3	Age	1. Below 20 2. 20-30 3. 30-40 4. 40-50 5. Above 50
Q.4	Caste	1. SC 2. ST 3. OBC 4. General 5. Other.....
Q.5	Religion	1. Hindu 2. Muslim 3. Sikh 4. Christian 5. Other.....
Q.6	Marital Status	1. Married 2. Unmarried
Q.7	ID card	1. Yes 2. No
A	Aadhaar card	
B	PAN card	
C	Voter ID	
D	Transgender ID	
E	Transgender certificate	
Q.8	Educational Qualification	1. Yes 2. No
A	Illiterate	
B	High-school (10th)	
C	Senior-secondary (12th)	
D	Graduate	
E	Post-graduate	
F	Technical Diploma/Degree	
G	Other.....	
Q.9	Occupation before starting the entrepreneurship venture?	1. Advocacy and Activism 2. Worked in NGOs 3. Worked in Private Institutions 4. Performed Hijara community roles 5. Performed Arts at events-dance, music, drama etc.

		6. Begging & sex-work 7. Other.....
Q.10	Are you getting any support from any NGO?	1. Yes 2. No
Q.11	Are you getting any support from any government scheme?	1. Yes 2. No
Q.12	Have you taken any prior managerial, business, or entrepreneurship -related training?	1. Yes 2. No
Q.1	Name of enterprise	
Q.2	Year of establishment	
Q.3	Activity performed (clothing, handicrafts, agriculture, weaving, boutique, food stall)	
Q.4	What is the social mission of your enterprise, towards transgender community?	1. Education 2. Healthcare 3. Political & Civic participation 4. Economic growth and development 5. Empowerment 6. social-inclusion
Q.5	What is the innovative/new feature of your enterprise?	1. Self-employment 2. Hiring Transgenders 3. Creating dignified & safe working environment for transgenders 4. Promoting training and skills within transgender community members 5. Working towards transgender community's growth and development 6. Other.....
Q.6	Total number of employees	
Q.7	Enterprise registration status	1. Registered 2. Unregistered 3. Under-process of registration
Q.8	Nature of enterprise	1. Sole 2. Partnership 3. Owned by a group of community members/SHGs
Q.9	Investment made	1. Less than 50,000 ₹ 2. 50,000- 1 lacks 3. 1 lack to 2 lacks 4. 2 lacks and above (please specify in next column- 'other')

		5. Other.....
Q.10	Monthly Profits	1. Below 25,000 ₹
		2. 25,000-50,000 ₹
		3. 50,000-1,00,000 ₹
		4. 1,00,000 and above (please specify in next column- 'other')
		5. Other.....
Q.11	Is your enterprise reaping enough profits for its survival in the future?	1. Yes 2. No
Q.12	Sources of financial Investment	1. Very Frequently; 2. Frequently; 3. Occasionally; 4. Rarely; 5. Very Rarely
A	Personal wealth	
B	Bank loan	
C	The loan from family/friends	
D	Investment from Private Financial Institutions	
E	Investment from NGOs/ Charitable institutions	
F	Other.....	
Q.13	Based on your experience, kindly respond to the accessibility of the following by self-employment through social entrepreneurship with respect to your social inclusion	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	Own/rented house	
B	Education	
C	Safe drinking water and healthy meals	
D	Healthcare facilities	
E	Proper sanitation practices	
F	Internet connection	
G	Bank Account	
H	Mobile/ Internet banking	
I	Cooperation from Public Administration	
J	Cooperation from society	
K	Leading a decent and dignified life	
Q.14	Do you hire/ want to hire Transgender employees?	1. Yes 2. No
Q.15	How many Transgender employees do you hire?	
Q.16	In your opinion, by hiring transgender employees, your social enterprise is helping community members to address the following social problems	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	Unemployment	
B	Poverty	
C	Illiteracy	
D	Discrimination and Transphobia	

E	Workplace harassment	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
F	Social exclusion	
Q.17	Based on your experience, kindly provide your response to the following statements regarding ‘Framing Practices’ in your social enterprise which includes setting strategic objectives for transformation and consensus mobilization of resources-related activities	
A	Ensuring Strategic Planning	
B	Enhancing Profitability	
C	Maintaining Sustainability	
D	Ensuring Accountability	
E	Building Transparency	
F	Promoting Leadership	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
G	Visioning of creating social-value	
Q.18	Based on your experience, kindly provide your response to the following statements regarding ‘Convening Practices’ in your social enterprise which includes communicating, Outreaching and joint action towards collective learning & alliance, resulting in co-creation and innovation-related activities	
A	Ensuring Productivity	
B	Building Capabilities	
C	Promoting Learning Culture	
D	Developing Informal Communication Process	
E	Promoting Team-work	
Q.19	Based on your experience, kindly provide your response to the following statements regarding ‘Multi-vocality Practices’ in your social enterprise which includes multiple voices through multiple lenses, resulting in social embeddedness-related activities	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	Promoting Networking/ word of mouth	
B	Ensuring a co-operative Participatory environment	
C	Ensuring employing diversity	
D	Promoting inclusive-decision making	
E	Developing a less-formal organizational structure	
Q.20	Which of the following entrepreneurial challenges are you facing?	
A	Lack of proper funding	
B	High competition	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree

C	Lack of proper marketing platforms	
D	Lack of risk-bearing capacity	
E	Lack of tools/ machinery/ Technology	
F	Lack of proper access to raw material	
G	Improper premise/infrastructure	
H	Hiring of transgender employees due to lack of education, confidence, awareness and resisted attitude & denial to do a job	
I	Discrimination & Transphobia among stakeholders	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
Q.21	What strategies have you adopted to tackle entrepreneurial challenges?	
A	Increased participation in Managerial and entrepreneurship-related training	
B	Employing proper risk management strategies like identifying, assessing, responding, and monitoring risk	
C	Approaching government and financial institutions for funding and needed help	
D	Approaching supporting NGOs and private institutions for mentoring and guidance	
Q.22	Are you organizing the following developmental programs for Transgender employees & community?	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	Providing necessary motivation, guidance, and counselling regarding career betterment	
B	Organizing self-awareness Programs for transgenders	
C	Motivating personally to other transgender people to take dignified jobs/professions	
D	Creating awareness regarding social and political issues related to transgenders	
Q.23	What are the visible outcomes/results of your enterprise's social mission concerning the transgender community?	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	Empowerment Creation (self-awareness, self-acceptance, self-reliance, competence, participation, autonomy, and decision-making power)	
B	Stable source of income/ Livelihood	
C	Improved dignity, respect, representation, and visibility in society	
D	Creation of social awareness, acceptance, and inclusion	

2. For Transgender Employees:

EMPOWERMENT CREATION BY TRANS SOCIAL ENTREPRENEURSHIP MEASUREMENT TOOL (ETSEMT)

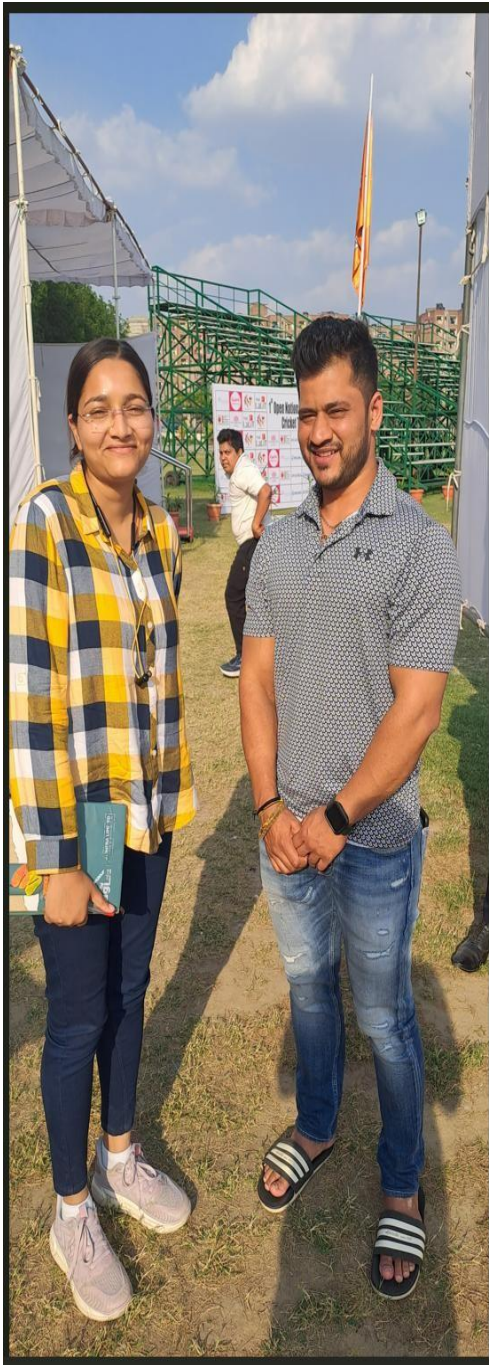
S.no.	Question	Response
Q.1	Name / Preferred Name	
Q.2	State	
Q.3	Age	1. Below 20 2. 20-30 3. 30-40 4. 40-50 5. Above 50
Q.4	Caste	1. SC 2. ST 3. OBC 4. General 5. Other.....
Q.5	Religion	1. Hindu 2. Muslim 3. Sikh 4. Christian 5. Other.....
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A	Illiterate	
B	High-school (10th)	
C	Senior-secondary (12th)	
D	Graduate	
E	Post-graduate	
F	Technical Diploma/Degree	

G	Other.....	
Q.9	Are you getting any support from any NGO?	1. Yes 2. No
Q.10	Are you getting any support from any government scheme?	1. Yes 2. No
Q.11	Designation/Position held at present?	1. Manager 2. Supervisor 3. Clerk 4. Worker (Production & Operating) 5. Sales/ Marketing Staff 6. Helper
Q.12	Monthly Income?	1. Below 10,000 ₹ 2. 10,000-25,000 ₹ 3. 25,000-50,000 ₹ 4. 50,000-1,00,000 ₹ 5. above 1 Lakh (please specify in round figure in next column- 'other') 6. Other.....
Q.13	Employment status	1. Provided by a Transgender employer 2. Provided by a Non-Transgender employer/ Private institution 3. Provided by NGOs working for transgenders 4. Other.....
Q.14	Occupation/Job in the past?	1. Advocacy and Activism 2. Worked in NGOs 3. Worked in Private Institutions 4. Performed Hijara community roles 5. Performed Arts at events- dance, music, drama etc. 6. Begging & sex-work 7. Other.....
Q.15	Have you taken any prior vocational, skill-development, or employment-related training?	1. Yes 2. No
Q.16	Based on your experience, kindly respond to the accessibility of the following by getting employment through social entrepreneurship with respect to your social inclusion:	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4.

A	own/rented house	Disagree; 5. Strongly Disagree
B	Education	
C	Safe drinking water and healthy meals	
D	Healthcare facilities	
E	Proper sanitation practices	
F	Internet connection	
G	Bank Account	
H	Mobile/ Internet banking	
I	Cooperation from Public Administration	
J	Cooperation from society	
K	Leading a decent and dignified life	
Q.17	SELF-AWARENESS	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	I am aware of my 'self-identity.	
B	I am aware of my strengths and weaknesses	
C	I am aware of my physical and mental health	
D	I am aware of my political rights and the Transgender Reservation Policy of the Government	
E	I am aware of my social well-being	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
Q.18	SELF-ACCEPTANCE	
A	I accept my feelings/emotions without judging myself	
B	I accept the way I am/ being a transgender	
C	I celebrate my achievements/ accomplishments	
D	I learn from my mistakes	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
E	I embrace changes in my life	
Q.19	SELF-RELIANCE	
A	I am financially independent	
B	I can manage my income and expenses	
C	I can save and invest money	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
D	I am experiencing increased economic growth and development	
E	My standard of living has increased	
Q.20	DECISION-MAKING POWER	
A	I make my decisions independently, without any influence	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
B	I decide after considering both positive and negative aspects	
C	I can decide on my career, relationships, and health issues	
D	I can solve conflicts on my own	
E	My participation increased in Community/workplace-related decision-making	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4.
Q.21	COMPETENCE	
A	I can coordinate with other employees at my workplace	

B	I have the capability/knowledge to perform-arithmetical calculations, accounting practices, and computer operations	Disagree; 5. Strongly Disagree
C	I have developed realistic missions/goals for my career/future	
D	I have developed the strength and courage to fight against the social evils of the Transgender Community	
E	I have developed the capability to communicate effectively and confidently in public	
Q.22	PARTICIPATION	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	I participate in activities at my workplace	
B	I have participated in skill development, education & training programs	
C	I cast my vote in political elections	
D	I participate actively on social media	
E	I participate in programs related to the Transgender community	
Q. 23	AUTONOMY	1. Strongly Agree; 2. Agree; 3. Neither Agree, Nor Disagree; 4. Disagree; 5. Strongly Disagree
A	I can earn independently	
B	I can live Independently	
C	I can shape my career	
D	I can fulfill my dreams	
E	I have developed the capabilities to undertake responsibilities	

3. FIELDWORK



Aryan Pasha & Dr. Laxmi Narayan Tripathi,
Transgender Entrepreneur, Delhi



Rudrani Chettri, Transgender
Entrepreneur, Delhi



Sonali Khan, Founder
Glad Foundation



Shaman Gupta, Social
Entrepreneur



Sandhya, TG
Entrepreneur, Indore



Shruti, TG
Entrepreneur, Mumbai



Priyanka, TG
Entrepreneur, Delhi



Priyanka, TG
Entrepreneur, Delhi

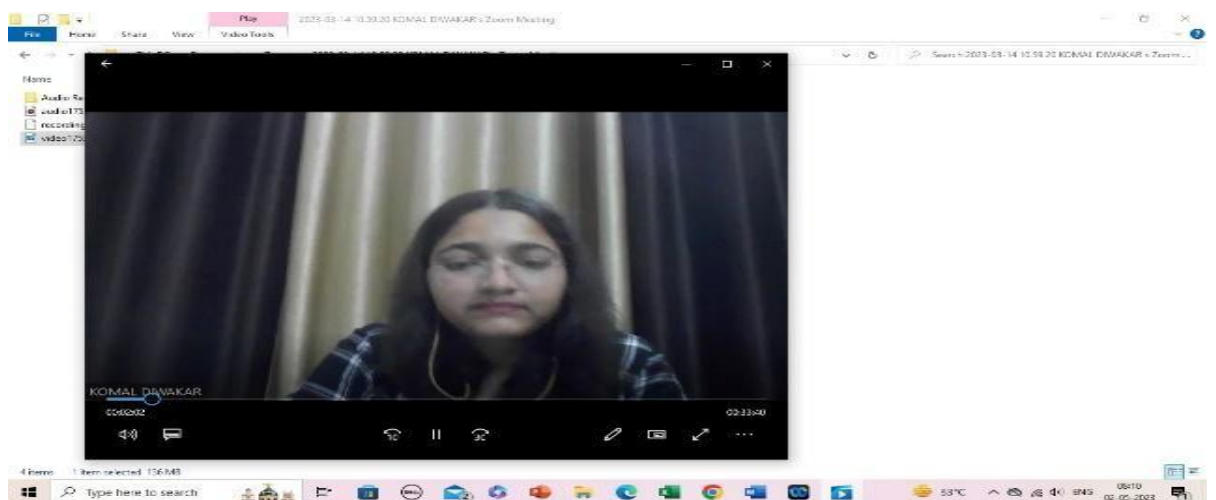


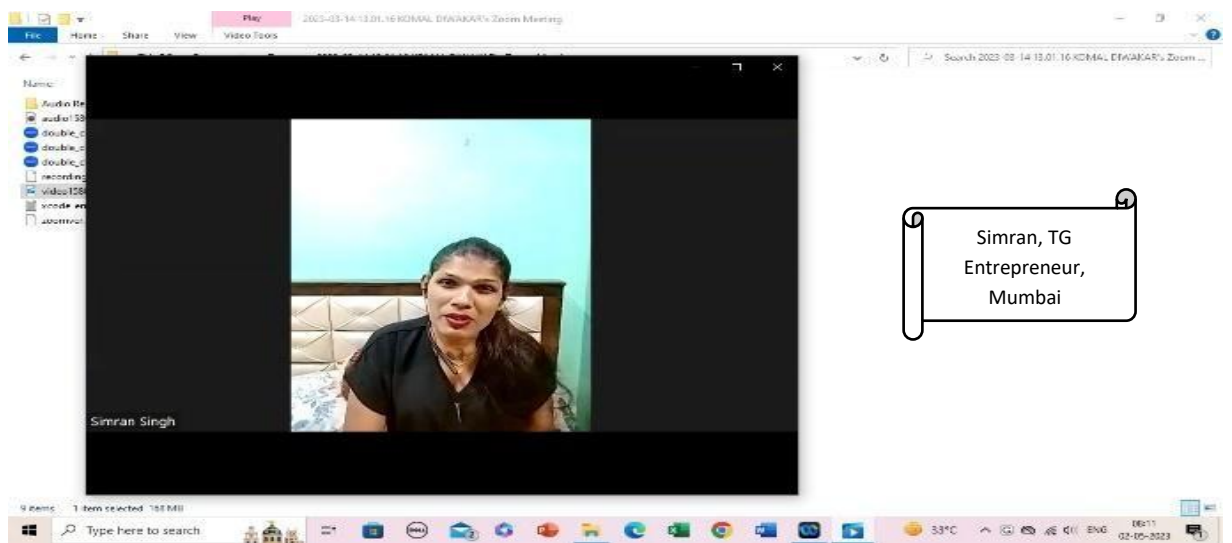
TG Employees, Kinnar
Asmita, Mumbai





Dhruv, TG Entrepreneur,
Kerala

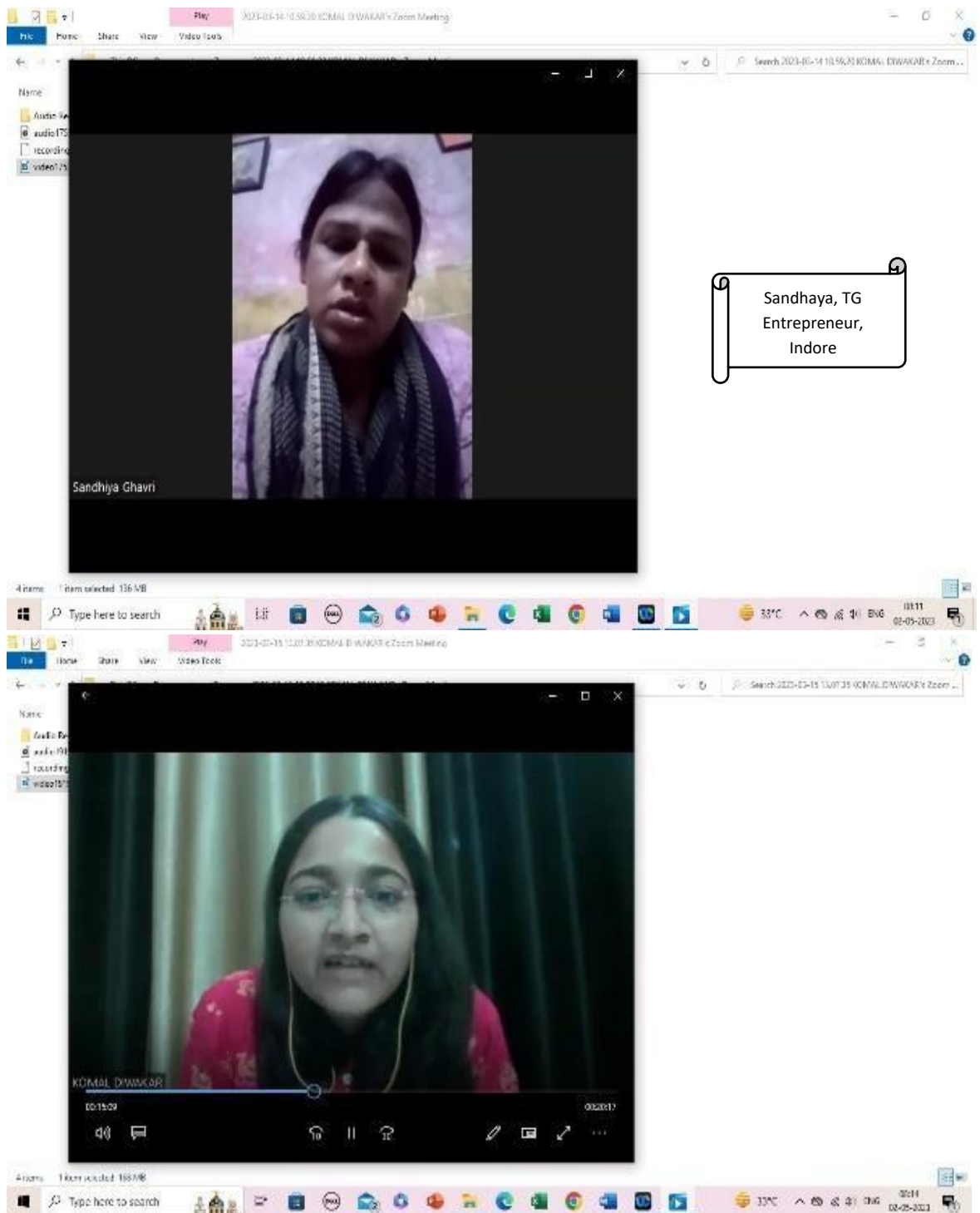


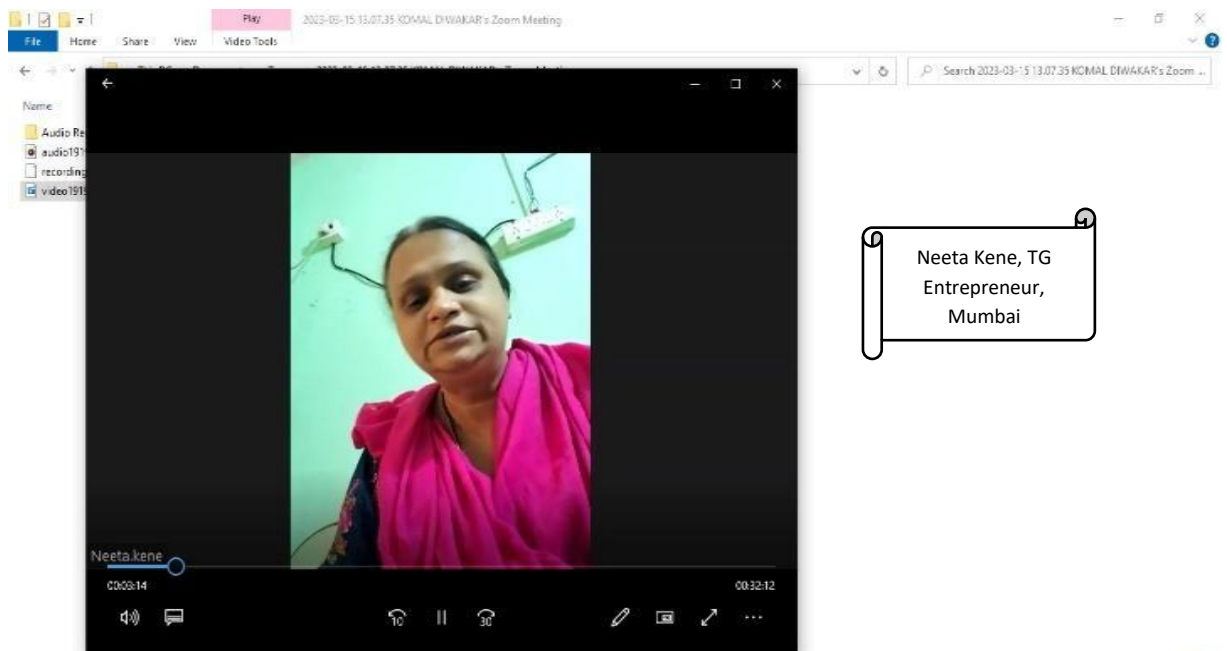


Simran, TG
Entrepreneur,
Mumbai

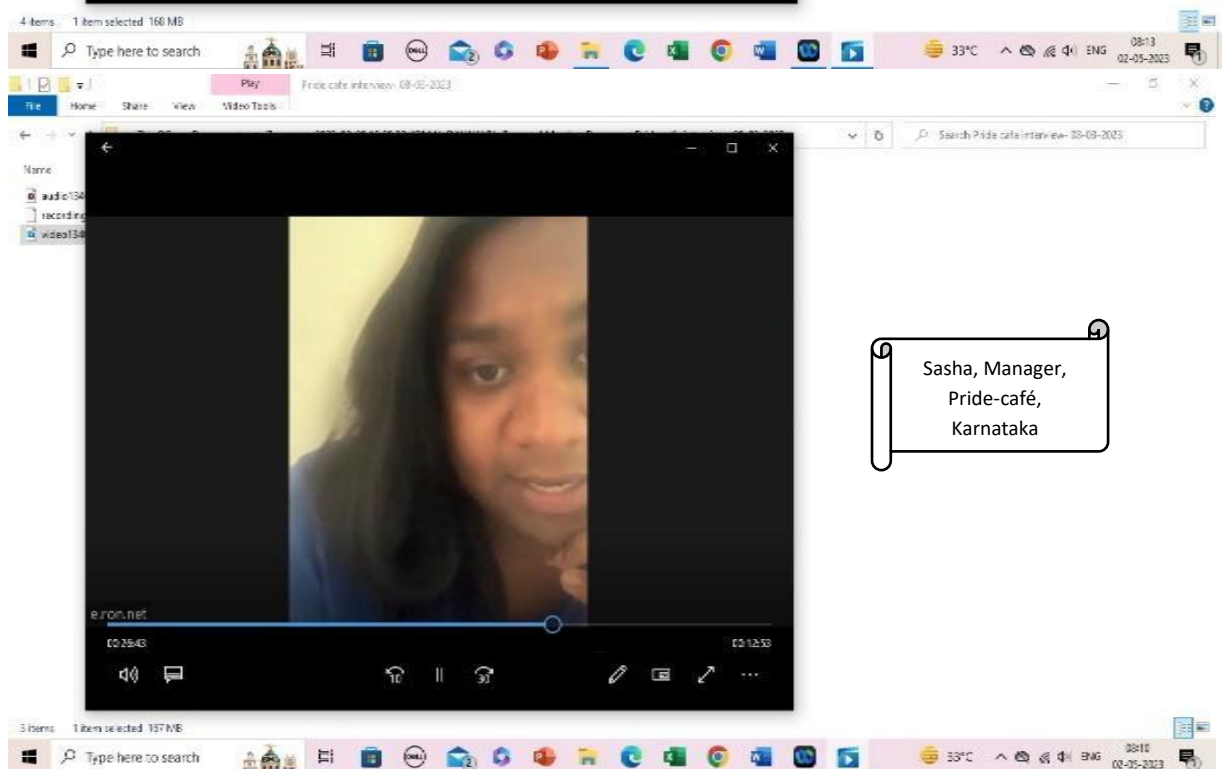


Shruti, TG Entrepreneur,
Delhi

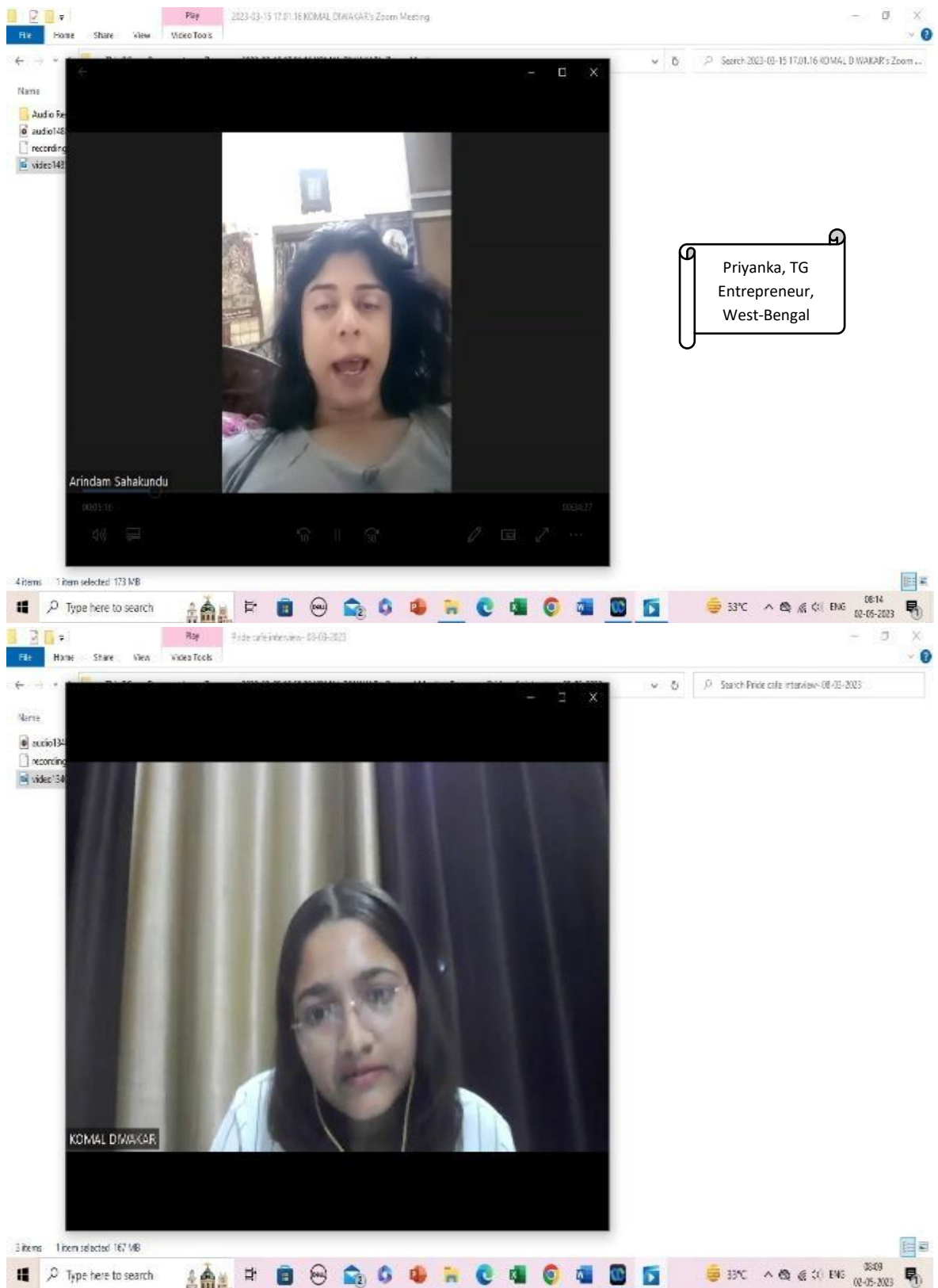


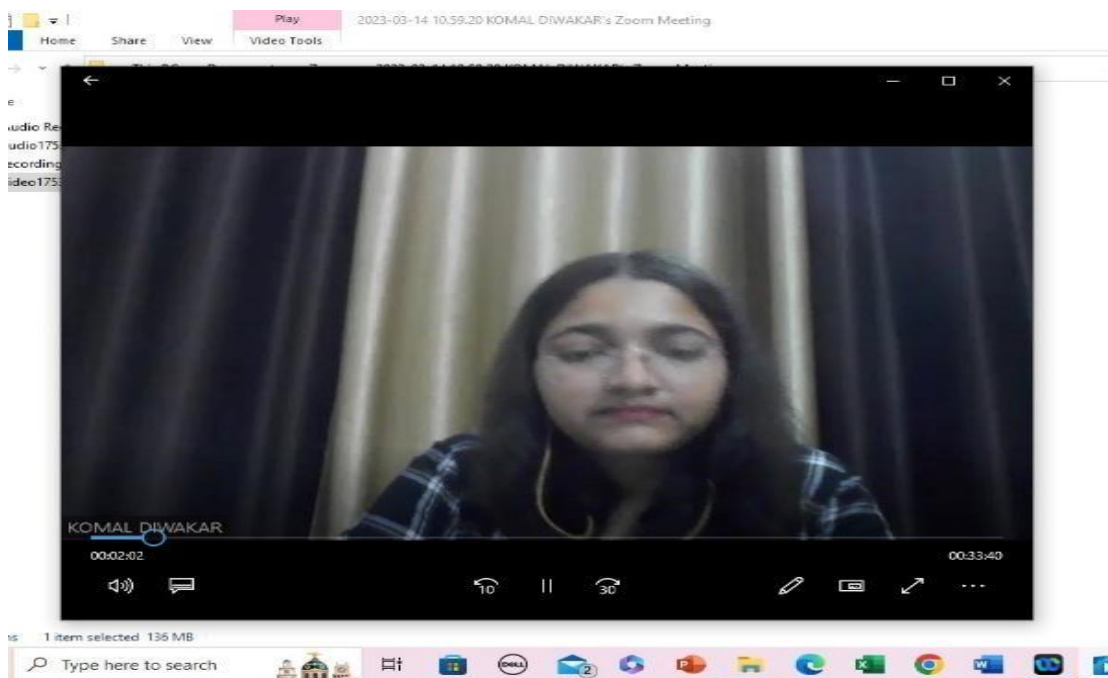
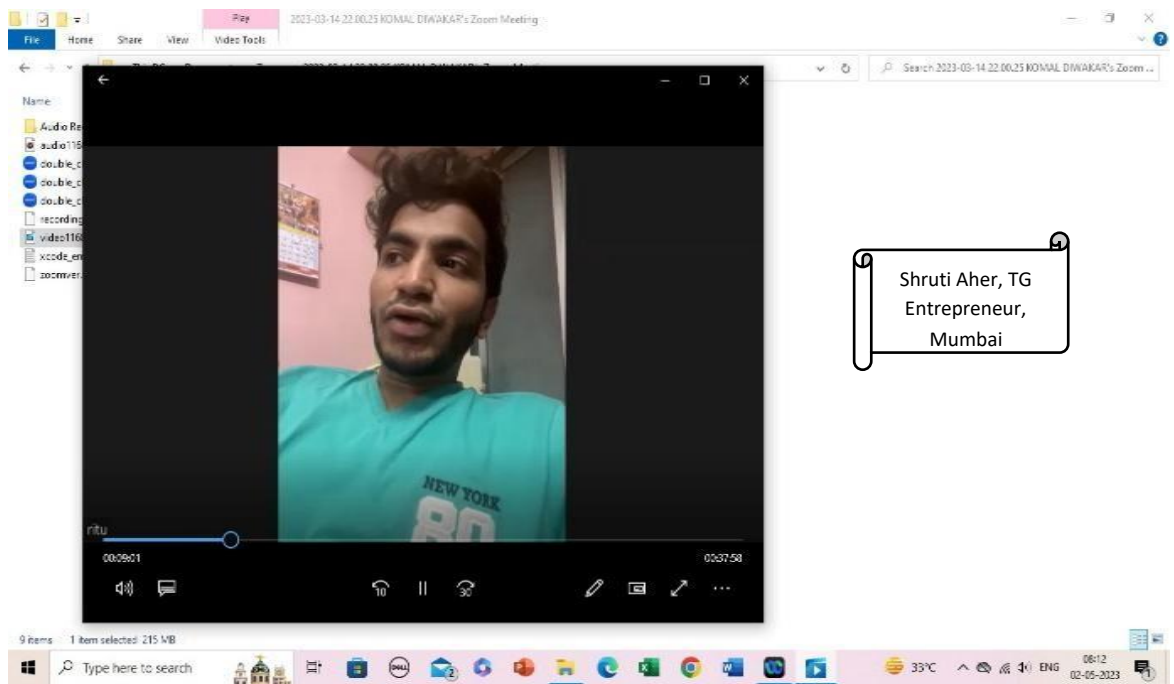


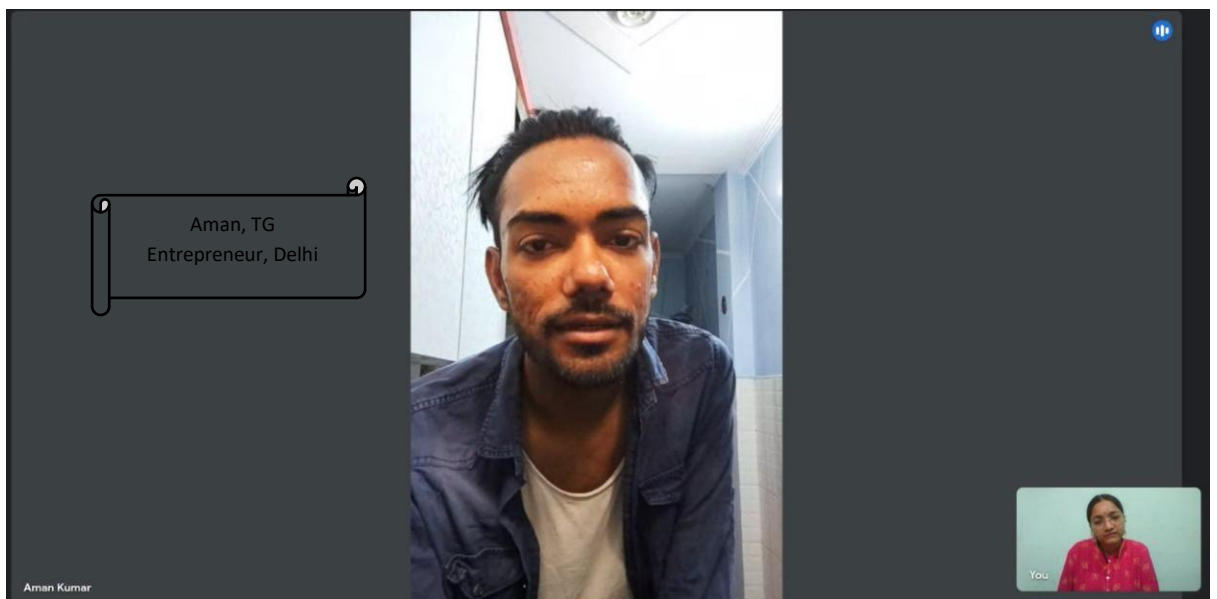
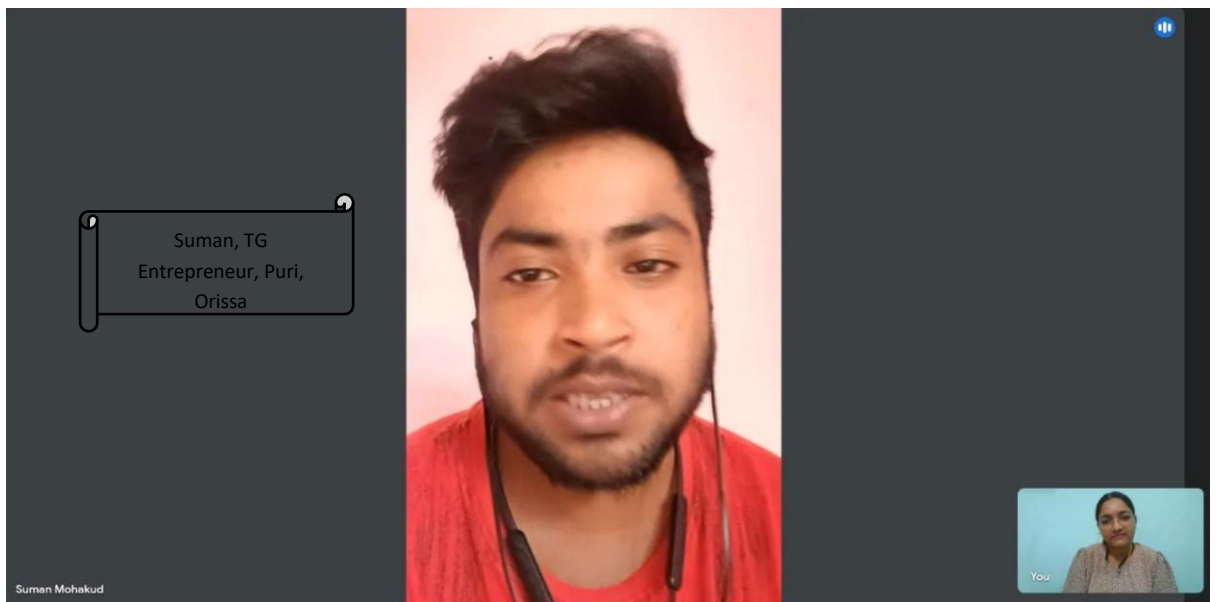
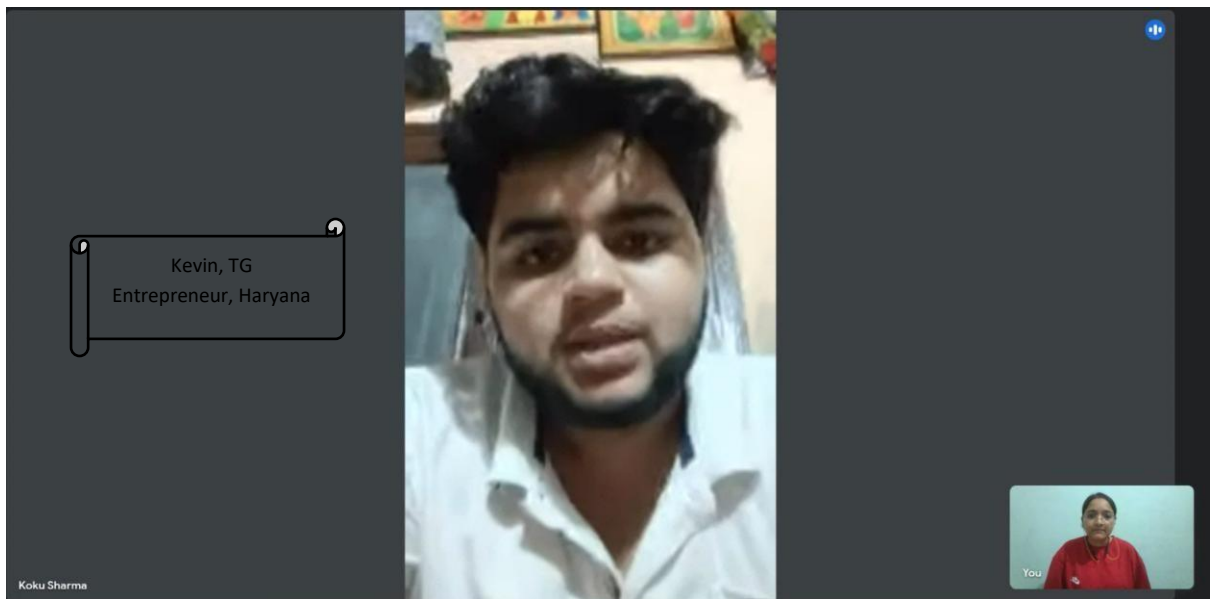
Neeta Kene, TG
Entrepreneur,
Mumbai

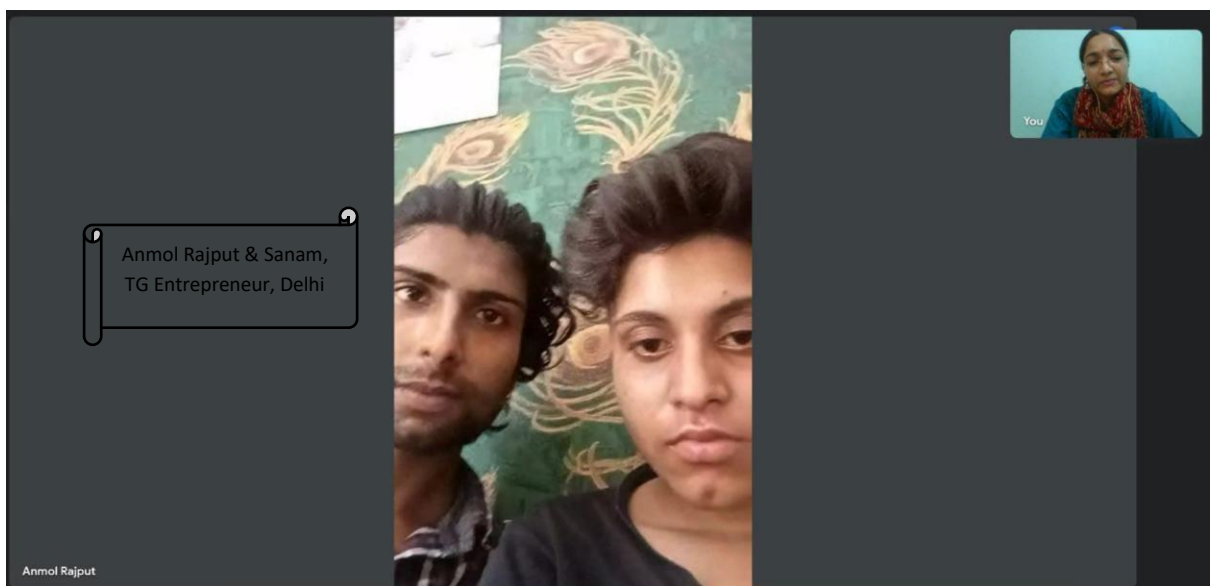
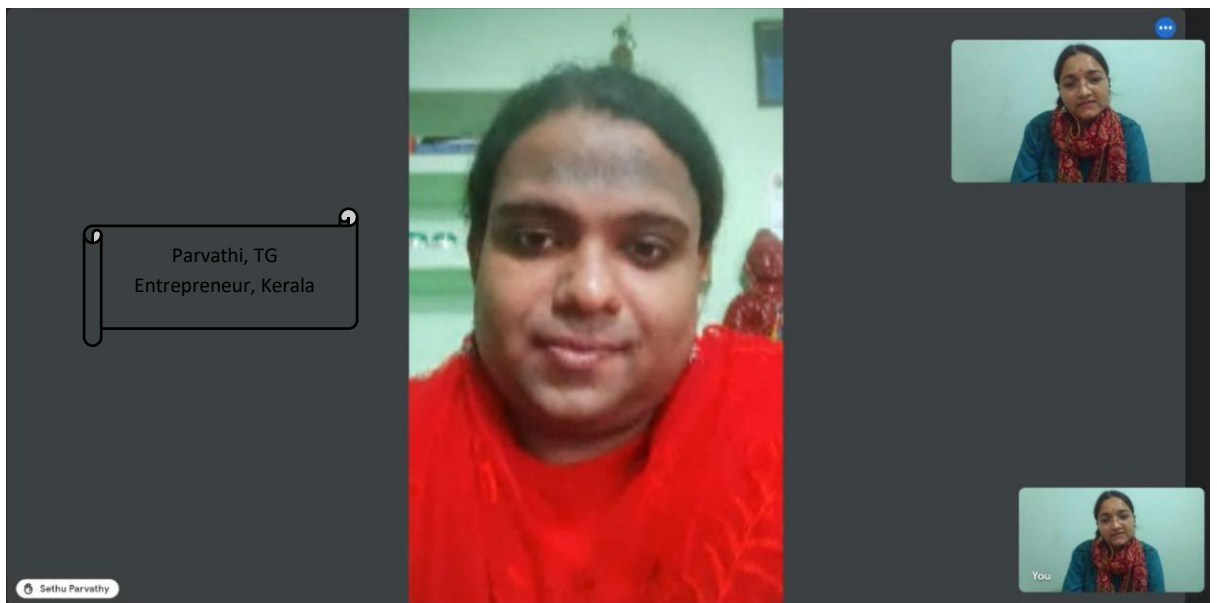
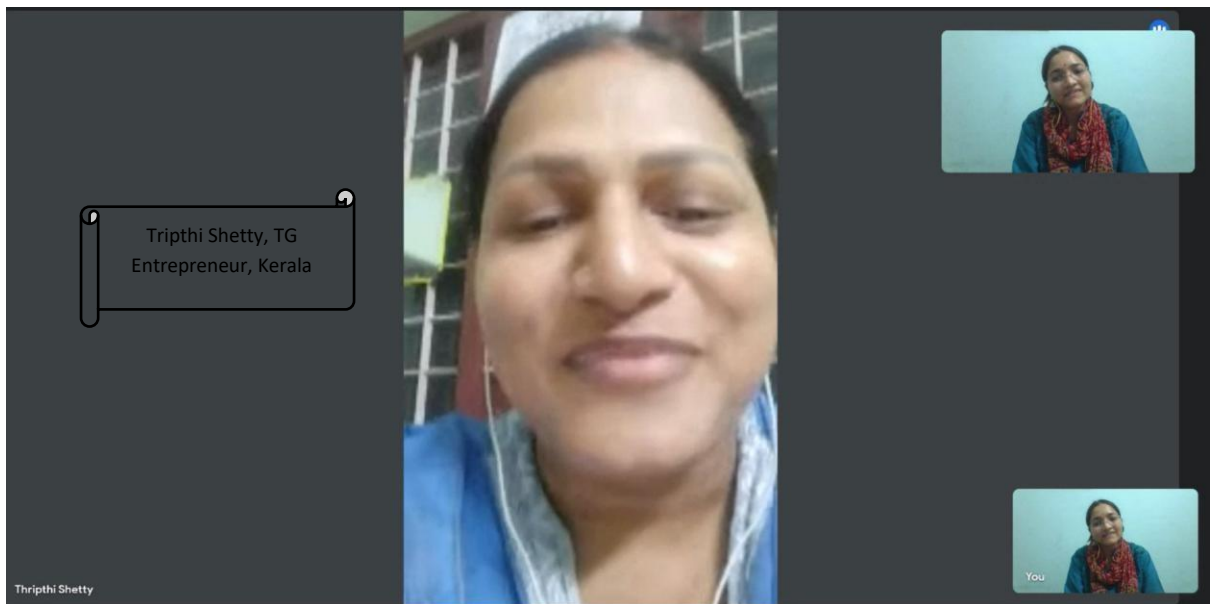


Sasha, Manager,
Pride-café,
Karnataka











Thankyou
Prioritize Capabilities,
not Gender...