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“Study Of Work Place Harashment And Discrimination Among Transgender”

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Abstract:

All over the world we can see the community of the transgender they receive least amount of respects and rights. Some of the prejudices are very strongly against them. They are kept away from the society and human rights are denied. They considered sex work and begging as the only choice for them as occupation. Much importance was not given for their education in their community. For this people education should be the main concern to bring the changes in them. Education must act as an agent of this community. 64% of them agreed about the positivity of an education. There are many reasons and causes leading to the illiteracy of the transgender. The government has to intervene in the transgender community development.

Key Words: Transgender, Workplace Harassment, and Discrimination.

Introduction:

Most of the transgender were found to be uneducated either due to gender discrimination, harassment, by sexually as well as verbally, teacher's harassment, poverty, because of this they may join transgender community where they involved in dancing, begging and prostitution. Approximately 64% of the transgender agreed that education could play a vital role in their life. Major cause for this is illiteracy. Most of the families are transgender lack of financial resources, for providing education. As a socially unacceptable gender harassment is more on them. Students face assault in schools face, verbal and physical harassment.

As they are considered as deviance there is no proper system where they can go and get their rights. Education has become a least priority for them. So their illiteracy rate is growing. It increases the rate of begging and prostitution, drug addiction and criminal activities. They possess low standard of living. They are arising in work places and discriminating from others. If they create any separate school for them it will again create difference between them and the society even in job opportunities. It is better to remove social prejudice towards the transgender community.

A study was conducted to know the workplace harassment among illiterate transgender respondents. The researcher has made a study by making null hypothesis as there is no significant difference in social acceptability scores before and after the skill training programme in terms of workplace harassment and discrimination among illiterate transgender respondents.

Objectives:

1. To know the relationship between workplace harassment and Discrimination before and after skill training programme of illiterate transgender respondents.

Design of the Study:

- **Method:** The nature of present study is Descriptive survey along with Experimental study.
- **Data gathering tools:** 1) Social Acceptability and 2) Skill Based Training Programme tool, developed by research investigator.
- **Sample:** 37 transgender are selected with the help of purposeful random sampling technique.
- **Scope :** The study is related to only illiterate transgender as respondents.

Null Hypotheses:

1. There is no significant difference in scores before and after the skill based training programmes in terms of ,
(A) Workplace Harassment and Discrimination

Based on the t-test the null hypotheses were verified and shown in the following table.

Table: Results of dependent t-test between before and after the skill based training programme focusing on workplace harassment and Discrimination scores among illiterate transgender respondents.

Variable	Time	Mean	SD	Mean Diff.	SD Diff	t-Value	P- Value
Workplace harassment and Discrimination	Before Skill training Programme	74.73	4.95	- 22.78	6.60.	21.0109	0.0001,S
	After Skill training Programme	51.95	5.64				

Table description of – Workplace Harassment and Discrimination.

- To test the null hypothesis t-test was applied.

A significant difference was observed before and after skill training programme on workplace harassment and discrimination as social acceptability of illiterate transgender respondents ($t=21.0109$, $Df=36$, $p=0.0001$) at the 5% level of significance. In another words, the calculated t -value of 21.0109, exceed the critical t -value of 2.0280 for 36 illiterate of freedom at the 5% significance level. Thus, the null hypothesis is rejected and the alternative hypothesis is accepted. Thus, we concluded that workplace harassment and discrimination scores after skill programme are significantly lesser as compared to before skill programme of illiterate transgender respondents. This indicates that the skill training programme is highly effective in reducing workplace harassment and discrimination scores among illiterate transgender respondents.

Conclusion:

From this study we can think of bringing about policy alternatives and to bring refunds in education in transgender communities. Such as separate schools, vocational training institutes, separate quota in work places and educating the public about gender diversity. It is better to increase existing as well as new job opportunities for illiterates. The attitude of the people must be changed short term training courses should be given to leave equally as other citizens. That is a need of inclusive approach in all life spares. Media should also play an important role in bringing understanding of this community in defecting their mode of life and their contribution to the society and the reservation of the quota this will help as a supportive for them to get educated by knowing the value of output.

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