



Transphobia Among Employees Working In Private Sector

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Abstract: The 2011 Indian census alone accounts for 4.9 lakhs of transgender people living in India which is allegedly only 1/6th of the actual population. Researchers suggest that most transgender people face harassment, abuse, and discrimination in the workplace. Therefore, the present study aims to understand transphobia among private-sector employees. The study was conducted on private-sector employees of Maharashtra and Karnataka (N=150) using the purposive sampling technique. The Genderism-Transphobia Scale by Darryl B. Hill and Brian L.B. Willoughby (2005) was used to assess transphobia. There is a significant difference in transphobia/genderism among private-sector employees based on employment type. Also, the findings suggest there is a significant difference in gender bashing among private-sector employees based on employment type and their location state.

Index Terms - Private sector employees, Transgender employees, Transphobia/Genderism, Gender-Bashing.

I. INTRODUCTION

Trans-phobia is a collection of ideas and phenomena that encompass a range of negative attitude, feelings, or actions towards transgender people or transness in general. Trans-phobia can include fear, aversion, hatred, violence, anger, or discomfort felt or expressed towards people who do not conform to social gender expectations. It is often expressed alongside homophobic views and hence is often considered an aspect of homophobia. Trans-phobia is a type of prejudice and discrimination, similar to racism and sexism, and transgender people of color are often subjected to all three forms of discrimination at once.

Besides the increased risk of violence and other threats, the stress created by transphobia can cause negative emotional consequences that lead to substance use disorders, running away from home (in minors), and a higher rate of suicide.

In the Western world, there have been gradual changes towards the establishment of policies of non-discrimination and equal opportunity. The trend is also taking shape in developing nations. In addition, campaigns regarding the LGBT community are being spread around the world to improve social acceptance of nontraditional gender identities. The "Stop the Stigma" campaign by the UN is one such development.

C McFadden, M Crowley-Henry (2016), conducted a study on Tran's career and workplace experiences. The study found that the Transgender population in the workplace face problems that affect their careers.

Transgender people are excluded from entitlements or privileges reserved for people whose gender identity they share, but whose sex they do not. As homophobia and transphobia are correlated, many trans people experience homophobia and heterosexism; this is due to people who associate trans people's gender identity with homosexuality, or because trans people may also have a sexual orientation that is non-heterosexual. Attacking someone on the basis of a perception of their gender identity rather than a perception of their sexual orientation is known as "trans bashing", analogous to "gay bashing".

Whether intentional or not, transphobia and cis-sexism have severe consequences for the target of the negative attitude. Transphobia creates significant stresses for transgender people which can lead them to feel shame, low self-esteem, alienation, and inadequacy. Transgender youth often try to cope with the stress by running away from home, dropping out of school, using drugs or self-harming. Suicide rates among transgender people are thought to be especially high, because of how they are treated by their families and by society.

Law et.al (2011), conducted a study on Organizational supportiveness, transsexual identity centrality, and the degree to which they disclose to individuals outside of work all of predicting transsexual employees' disclosure behaviors in the workplace. These disclosure behavior are positively related to job satisfaction and organizational commitment.

Transgender individuals report frequent encounters with transphobia in the workplace, few studies have investigated this phenomenon. India is a country known for its beautiful culture, ancient monuments, and diversity. One such ancient dwellings in humans are the people from the transgender community, they are called out with different terms such as Kinnar, Hijra, Eunuchs, etc. In a country like India where once Transgender individuals were considered as God and temples of worship was built, today they are in a situation to fight for their rights and acceptance. It is sad to see how this ancient community was not considered until Census 2011.

According to the 2011 census, there are 4.9 lakh transgender individuals in India. ("Transgender in India", 2015) However, the estimates by transgender activists and organizations put the figure between 60-80 lakh, as many avoid revealing their identity due to fear of discrimination. Almost 99% of the transgender individuals who participated in a study on 'Human Rights of Transgender as a Third Gender' (John, 2017) revealed that they had suffered social rejection in more than one occasion in the past.

The Government of India has enacted the Transgender Person (Protection of Right) Act, 2019 to provide prohibition against discrimination in matters of employment, education, and health services to the transgender person, and welfare measures have been adopted to protect the rights of the transgender person. Even after passing this bill the community members still go through a number of challenges within the society, to achieve education and at the workplace.

II. RESEARCH METHODOLOGY

2.1 Research Design

Comparative research is used to study transphobia among employees in the private sector. The present study is conducted in a quantitative research design. Data were statistically analyzed using SPSS. Descriptive analysis was done to understand the characteristics of the data. A statistical technique used is Mann Whitney U Test.

2.2 Problem Statement

The research intends to understand how transphobia among employees can increase workplace harassment, and abuse and disturb the mental well-being of a Transgender employee.

2.3 Objectives of the study

To assess the level of transphobia/genderism and gender bashing among private employees

To find the significant difference on transphobia and gender bashing among private employees based on the gender

To find the significant difference on transphobia and gender bashing among private employees based on their age

To find the significant difference on transphobia and gender bashing among private employees based on their educational qualification

To find the significant difference on transphobia and gender bashing among private sector employees based on their employment type.

To find the significant difference on transphobia and gender bashing among private employees based on marital status.

To find the significant difference on transphobia and gender bashing among private employees based on the located state.

2.4 Hypothesis

H₀₁ There will be no significant difference in transphobia and gender bashing among private employees based on their gender

H₀₂ There will be no significant difference in transphobia and gender bashing among private employees based on their age

H₀₃ There will be no significant difference in transphobia and gender bashing among private employees based on the educational qualification

H₀₄ There will be no significant difference in transphobia and gender bashing among private employees based on their employment type

H₀₅ There will be no significant difference in transphobia and gender bashing among private employees based on their marital status

H₀₆ There will be no significant difference in transphobia and gender bashing among private employees based on the located state

2.5 Theoretical Framework

Variables of the study are transphobia/genderism and gender bashing.

2.5.1 Operational Definition

The operational definition for transphobia is that it refers to the inability of a cisgender person to understand and empathize with a transgender individual.

2.5.2 Demographic variables

The demographic variables are Gender, age, educational qualification, employment type, marital status, and location of the state. The geographical area in Maharashtra, Karnataka, and other states.

2.5.3 Sample Distribution

Inclusion criteria

The inclusion criteria for this study are male and female participants, Age 21-50 years, employees working in the private sector, and educational qualifications above HSC.

Exclusion criteria

The exclusion criteria are below the age of 21 above the age of 50, employees working in the public sector, students, people living with disabilities, employees from outside India, homosexual, and transgender individuals

2.5.4 Sample and technique

The sample population is employees, and the locale of the study is Maharashtra, Karnataka, and other states. The sampling technique used is the purposive sampling technique.

2.5.5 Procedure of the study

A Google form was created which was to be circulated for the conduction of the

Study. It comprised of the consent form for the participant as well as the questionnaire Genderism and transphobia scale devised by Darryl B. Hill and Brian L.B. Willoughby being used. The raw data was collected through the responses from the Google form

circulated. Data was collected through the purposive sampling method, where the individuals of the selected generation were provided the Google form and asked to read the questions carefully and respond honestly.

The data was then scored through the use of MS Excel. SPSS was then used to perform the required statistical analysis.

2.5.6 Tool Description

Genderism and Transphobia Scale was published in Sex Roles, Vol. 53, Nos. 7/8, October 2005 by Darryl B. Hill and Brian L.B. Willoughby. This test have 32 items, the scale used is 7 points Likert scale, the reliability of the scale is 0.95 and the validity is its ability to detect the well-known gender differences in attitudes toward trans-persons.

2.5.7 Statistical Analysis

The data was collected and scored using MS Excel software. Descriptive analysis done to understand the characteristics of the data. Mean and SD was calculated using SPSS software.

2.5.7.1 Descriptive Statistics used to assess the levels of variables with mean and SD

2.5.7.2 Inferential Statistics: Mann Whitney U- test was used to find significant differences on variables based on demographic variables.

III. RESULTS AND DISCUSSION

Objective 1: To assess the level of transphobia/genderism and gender bashing among private employees

3.1 Descriptive Statistics of transphobia/genderism and gender-bashing among private sector employees.

Table 3.1 Descriptive Statistics

Variables	N	Mean	Std. Deviation
Transphobia/Genderism	150	128.36	49.6663
Gender bashing	150	39.16	15.8576

Table 3.1 indicates the descriptive statistics for the variable's transphobia/genderism and gender bashing. The total sample, N=150. The mean of variable transphobia/ Genderism is 128.36, and the Std. Deviation is 49.66. The mean of variable gender-bashing is 39.16, and the Std. Deviation is 15.85.

3.2 Result showing test of normality for transphobia/genderism and gender bashing

Table 3.2: Normality Test

	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Transphobia/Genderism	0.259	150	0	0.685	150	0
Gender bashing	0.317	150	0	0.606	150	0

Table 3.2 shows the test of normality for the variable's transphobia/genderism and gender bashing. The table indicated that the significant value is 0.000 for transphobia/genderism and gender bashing. Hence, non-parametric test will be used to measure the comparison.

Objective 2: To find the significant difference on transphobia and gender bashing among private employees based on their gender H_{01} there will be no significant difference in transphobia and gender bashing among private sector employees based on their gender

3.3 Results of Mann Whitney U test on transphobia/genderism and gender bashing based on gender

Table 3.3: Mann Whitney U Test on transphobia/genderism and gender bashing based on gender

Variables	Mann Whitney U	Sig. (2-tailed)
Transphobia/Genderism	2607	0.531
Gender bashing	2727	0.862

Table 3.3 shows the Mann Whitney U value and levels of significance of Transphobia/ Genderism and gender bashing based on gender. The Mann Whitney U value and sig value of Transphobia/Genderism based on gender is 2607 and .531 respectively. There is no significant difference in Transphobia/Genderism between male and female among the employees in the private sector. Also, The Mann Whitney U value and sig value of gender bashing based on gender is 2727 and .862 respectively. It shows that there is no significant difference found in gender bashing between male and female employees in the private sector. Hence, the null hypothesis which states that there will be no significant difference in transphobia among private employees based on their gender is accepted.

Objective 3: To find the significant difference on transphobia and gender bashing among private employees based on their age
 H_{02} There will be no significant difference in transphobia and gender bashing among private sector employees based on their age.

3.4 Results of Mann Whitney U test on transphobia/genderism and gender bashing based on age

Table 3.4: Mann Whitney U Test on transphobia/genderism and gender bashing based on age

Variables	Mann Whitney U	Sig. (2-tailed)
Transphobia/Genderism	1281	0.348
Gender bashing	1205	0.172

Table 3.4 shows the Mann Whitney U value and levels of significance of Transphobia/ Genderism and gender bashing based on the age. The Mann Whitney U value and sig value of Transphobia/Genderism based on age is 1281 and .348 respectively. There is no significant difference found in Transphobia/Genderism between employees based on their age. The Mann Whitney U value and sig value of gender bashing based on age is 1205 and .172 respectively. Hence, the null hypothesis which states that there will be no significant difference in transphobia among private employees based on their age is accepted.

Objective 4: To find the significant difference on transphobia and gender bashing among private employees based on their educational qualifications.

H_{03} There will be no significant difference in transphobia and gender bashing among private sector employees based on their educational qualifications.

3.5 Results of Mann Whitney U test on transphobia/genderism and gender bashing based on educational qualifications.

Table 3.5: Mann Whitney U Test on transphobia/genderism and gender bashing based on educational qualifications.

Variables	Sig. (2-tailed)
Transphobia/Genderism	0.956
Gender bashing	0.523

Table 3.5 shows the levels of significance of Transphobia/ Genderism and gender bashing based on their educational qualifications. The levels of significance of Transphobia/ Genderism based on their educational qualifications is 0.956. It shows that there is no significant difference found in Transphobia/Genderism between employees based on their educational qualification. Also, The levels of significance of gender bashing based on their educational qualifications is 0.523. It shows that there is no significant difference found in gender bashing between employees based on their educational qualifications. Hence, the null hypothesis which states that there will be no significant difference in transphobia among private employees based on their educational qualification is accepted.

Objective 5: To find the significant difference on transphobia and gender bashing among private employees based on their employment type.

H_{04} There will be no significant difference in transphobia and gender bashing among private sector employees based on their employment type.

3.6 Results of Mann Whitney U test on transphobia/genderism and gender bashing based on Employment type**Table 3.6: Mann Whitney U Test on transphobia/genderism and gender bashing based on Employment type**

Variables	Sig. (2-tailed)
Transphobia/Genderism	0.022
Gender bashing	0.027

Table 3.6 shows the levels of significance of Transphobia/ Genderism and gender bashing based on type of employment. There is a significant difference found in Transphobia/Genderism between employees based on their employment type (sig=0.022). Also, there is a significant difference found in gender bashing between employees based on their employment type (sig=0.027). Hence, the null hypothesis which states that there will be no significant difference in transphobia among private employees based on their employment type is rejected and alternative hypothesis is accepted.

Objective 6: To find the significant difference on transphobia and gender bashing among private employees based on their marital status.

H₀₅ There will be no significant difference in transphobia and gender bashing among private sector employees based on their marital status.

3.7 Results of Mann Whitney U test on transphobia/genderism and gender bashing based on Marital status**Table 3.7: Mann Whitney U Test on transphobia/genderism and gender bashing based on Marital Status**

Variables	Mann Whitney U	Sig. (2-tailed)
Transphobia/Genderism	2043	.272
Gender bashing	2042	.260

Table 3.6 shows Mann Whitney U and the levels of significance of Transphobia/ Genderism and gender bashing based on marital status. The Mann Whitney U value and sig value of Transphobia/Genderism based on marital status is 2043 and .272 respectively. There is no significant difference found in Transphobia/Genderism between employees based on their marital status. The Mann Whitney U value and sig value of gender bashing based on marital status is 2042 and .260 respectively. It shows that, there is no significant difference found in gender bashing between employees based on their marital status. Hence, the null hypothesis which states that there will be no significant difference in transphobia among private employees based on their marital status is accepted.

Objective 6: To find the significant difference on transphobia and gender bashing among private employees based on their located state.

H₀₅ There will be no significant difference in transphobia and gender bashing among private sector employees based on the located state.

3.7 Results of Mann Whitney U test on transphobia/genderism and gender bashing based on located state**Table 3.7: Mann Whitney U Test on transphobia/genderism and gender bashing based on located state**

Variables	Sig. (2-tailed)
Transphobia/Genderism	0.022
Gender bashing	0.027

Table 3.7 shows the levels of significance of Transphobia/ Genderism and gender bashing based on located state. The levels of significance of Transphobia/ Genderism based on their educational qualifications is 0.022 There is a significant difference found in Transphobia/Genderism between employees based on the location of state, also there is a significant difference found in gender bashing between employees based on the location of the state, hence the null hypothesis is rejected.

IV. SUMMARY AND CONCLUSION

There's a good reason to be optimistic about the future of transgender issues in the workplace. Acceptance and awareness of transgender issues is on the rise among both the general population and the business world. Between 2020 and 2017, the percentage of fortune 500 companies have workplace protections on the basis gender identity has increased from 3 percent to 83 percent.

Still, a number of troubling transgender issues in the workplace remain. Transgender workers face scattershot legal protections, numerous obstacles in workplace cultures, and high levels of harassment and abuse. The key to trans-friendly workplaces lies in better understanding their unique challenges and adjusting practices and policies to their varied needs.

Trans-workers face numerous roadblocks in accessing employment opportunities. With an unemployment rate three times higher than of the U.S. average, much of the transgender employment discrimination faced by these workers reveals itself in the employment process.

The reality of their degree of societal acceptance- 27% of Americans say they wouldn't befriend a transgender person-incentives trans applicants to hide their identity in interviews and applications, according to Samantha Allen of the Daily Beast: In an ideal world, of course, being transgender would be about as relevant to the job application process as having brown eyes. But in the current environment, accepting the unfortunate inevitability-or at least, the likelihood- of being outed may be an important first step depending on one's individual situation.

Trans-employees experience abusive co-workers, unprepared employers, and cultural challenges. Once within the workplace, transgender workers face a Slew of other difficulties: Startling rates of outright abuse, well-intentioned but unprepared employers, and workplace cultures that punish trans-employees for even indirectly revealing their identity. DEI Training Facilitators Guide exercise to start and moderate productive conversations.

Transgender issues in the workplace that include frequent discrimination and harassment. While some trans-friendly workplaces exist, tragically, transgender employees' still frequently experiences targeted harassments and discrimination in the workplace. While reported rated of such treatment vary, according to a 2011 survey, 90% of the respondents claimed to have "directly experienced harassment or mistreatment at work." This harassment and mistreatment can manifest in a number of ways – survey respondents noted the following rates of mistreatment:

50% reported being harassed by co-workers; 41% said they'd been asked in-appropriate questions about their transgender or surgical status; 23% said they've missed out on a promotion; 20% said they were prevented from directly contacting clients; 7% reported experiencing physical violence; 6% being sexually assaulted. Sadly, these already-high rates of mistreatment rise even higher for transgender workers of colours.

4.1 Findings

The findings in the study is that there is a significant difference of transphobia/genderism among private sector employees based on employment type. Also the findings suggest that there is a significant difference of gender bashing among private sector employees based on employment type and state located at.

4.2 Conclusion

The result of the study indicates that there is no significant difference in transphobia/genderism among private sector employees based on gender, age, educational qualification, marital status and located state. Also, there is no significant difference in gender bashing among private sector employees based on gender, age, educational qualification, and marital status.

The results in the study indicates that there is significant difference in transphobia/genderism among private sector employees based on employment type. Also, it found that there is significant difference in gender bashing among private sector employees based on employment type and state located at.

4.3 Implication

The impact of this study is that how employment type can have an effect on the transgender employees. As employment type spoke about permanent employee, temporary employee, interns and other type, this shows that years of experience, training and development can help change the perspective towards transgender employees and increase gender sensitivity among the employees

4.4 Limitations of the study

- It could not find the actual extent of transphobia among the employees
- The study was limited to 21-50 years of age group of individuals
- Lack of time
- Geographical limitations
- Limited to private sector employees

4.5 Suggestion for further research

Basically, in this research we mainly focused on transphobia among private sector employees ignoring the public sector and government sector employees, therefore if this study has to be revised in future, they can include all the above variables. Also, the research can be extended by extending the age group from 21-60 which will give them a broad sense of idea this will be effective as different age groups have varied degree of response for transphobia.

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