



Contents lists available <http://www.kinnaird.edu.pk/>

**Journal of Research & Reviews in Social Sciences Pakistan**

Journal homepage: <http://journal.kinnaird.edu.pk>



## **IN-DEPTH SCRUTINY OF CAREER AND EDUCATIONAL RELATED PROBLEMS FACED BY TRNSGENDERED COMMUNITY.**

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### **Abstract**

The current study was conducted to explore the important topic of transgendered community and their education and career related problems. A qualitative research design with a purposive sampling was employed. For the data collection semi-structured interviews protocol was developed and in-depth interviews were conducted for exploration about their beliefs, practices, and experiences. Data were analyzed through Interpretative Phenomenological Analysis (IPA). Sample comprised of four transgendered with the age range of 28-40. The interviews were focused on their educational and career related problems. The analysis lead to emergence of these major themes: problems in education, stereotypes related to identity, access to health insurance and problems related to work environment. Results demonstrated that transgendered people live in poverty. They have also reported being homeless at some point in their lives. Moreover, they were being fired, denied of promotion, or experiencing mistreatment at the workplace due to their gender identity. The Pakistani Bureau of Statistics suggest a transgendered population of 10,418 population of transgendered, transgendered students were more likely than all other groups to report feeling unsafe at school because of transgendered, sexual orientation, and gender identity. They feel unsafe at work places. This study revealed that (55.4%) of transgendered students reportedly avoid school bathrooms. The study also revealed that based on gender expression and gender identity, 76.3% of transgendered students reported verbal harassment and 15.8% reported physical assault. Overall, findings demonstrated that while safety is a concern for many transgendered despite of gender identity, transgendered youth may face additional challenges. The current study highlighted the challenges faced by the transgendered community. In order to eradicate these issues faced by transgendered community important steps should be taken on governmental level as well as on societal level. Reforms should be made to ensure appropriate required services to assist transgendered community who have experienced violence and also need to enhance awareness in the general community about violence against the transgendered communities.

### **Keywords**

Transgendered community,  
Violence, Interpretative  
Phenomenological Analysis (IPA),  
Educational and career problems

## 1. Introduction

The word “Transgendered” or Trans is an umbrella term for people whose gender identity is different from the sex assigned to them at birth (Adams, 2017). Although the word “transgendered” and modern definition of it only came into use in the late 20th century, people who would fit under this definition have existed in every culture throughout recorded history. The transgendered community is incredibly diverse. One of the most sensitive social issues of Pakistan is discrimination and violence against the transgendered community. Some transgendered people identify as male or female, and some identify as gender queer, no binary, gender or somewhere else on or outside of the spectrum of what they understand gender to be. Some of them take hormones and have surgery as part of their transition, and some do not. Some choose to openly identify as transgendered, while others simply identify as men or women (Fraser, 2017).

While the visibility of transgendered people is increasing day by day, we still face severe discrimination, stigma and systemic inequality. As anyone who has experienced poverty or unemployment understands, being unable to afford basic living necessities can result in homelessness or lead people to engage in bad work, which can put people at increased risk for violence and arrest. They are being treated as if they are not even human. Transgendered represent a group of people who enjoy the least amount of respect and rights in Pakistan (Lyons, 2016).

Transgendered people still often face ridicule from the society that does not understand them. In Sindh region of Pakistan transgendered community has been criticized and is not even considered as equal to the other members of the society (Azhar, 2017).

The widespread lack of accurate identity documents like identity card among transgendered people can have an impact on every area of their lives, including access to emergency housing or other public services (Sarfraz, 2017).

In 2012, National Database and Registration

Authority, Pakistan (NADRA) created a third gender in their database to accommodate all transgendered. However, it is not fully processed (Akbar, 2016).

Without identification, one cannot travel, register for school or access many services that are essential to function in society. Many states require evidence of medical transition, which can be prohibitively expensive and is not something that all transgendered people want, as well as fees for processing new identity documents, which may make them unaffordable for some members of the transgendered community (Akbar, 2016).

Moreover, transgendered parent’s support can act as a buffer against bullying and bias outside the home. Family acceptance predicts greater self-esteem, social support, and general health status (Shannon & Kerr, 2015).

Naturally, there are endless variations in the ways that children express themselves, so the best option, if you think your child might be transgendered, is to consult a gender therapist (Pierre, 2015).

Supreme Court of Pakistan, agreed to give transgendered equal rights like other citizens of this country with protection under the article 4 and 9 of the Pakistani constitution 1973. In 2013, they got as same rights as all citizens of Pakistan. And the federal and provincial governments give them basic rights of employment, education, health, and work in government’s different departments during the comparable period of time. Transgendered rights and the productive paradoxes of Pakistani policing (Daniela & Devika, 2015).

### 1.1 Significance of the Study

The significance of this study was to look in-depth at some of the issues that transgendered people may face, specifically violence and accessing resources to help with those experiences. The primary goal of this study was to examine the effect that violence has on transgendered people’s willingness to seek out appropriate resources and supports. This study was conducted using in-depth interviews to obtain a better understanding of the experiences of the transgendered population.

### *Research Question*

What are society's roles in educational and career-related problems encountered by transgendered community?

What are the factors that lead to violence along with the nature of violence?

#### *1.2 Case Study*

In 2016 there was a spate of attacks on transgendered people in the northwest province of Khyber Pakhtunkhwa, where Peshawar is the capital city. After one attack, an activist died in the hospital after being shot multiple times by a friend. Her friends accused the hospital of delays in her treatment, with staff unsure whether to admit her to a male or female ward (Ali & Bangali, 2017). In 2013, Supreme Court of Pakistan has given rights to transgendered which still are not assimilated in the community. Not only the society, but their families are not accepting them as part of their family. Pakistan has proved considerably more progressive when it comes to transgendered issues (Ahmad, 2017).

Unknown gunmen killed a person who was identified as transgendered in Pakistan's port city of Karachi. The attackers initially threw eggs from a moving car at the victim and her friend before returning to the scene and firing gunshots at the pair. "The bullet hit the jaw (of the victim) who died of that shot," according to the report of senior officer to AFP (Akram, 2017).

Khan has a Double Master's degree from a University in Shikarpur in Economics and Political Sciences. However, despite her academic achievements, she has been unable to hold down a job. In 2003, Khan was forced to leave her job at the National Medical Centre in Karachi, where she worked as a front desk officer because she did not fit in. Khan is one of many transgendered people in the country who suffer in their professional and personal lives due to discrimination. "It's the educated people that upset me the most," she says. "When they discriminate against people like me, it hurts even more" (Akhtar, 2009).

In a case study, Pakistan's first transgendered model and social activist, Sid, she is known for working endlessly for Pakistan's transgendered community has made her debut in the fashion world. A powerful photo shoot featuring Sid is

dedicated to ending the transphobia, present at large in the country, and to break the stereotypes attached to it. Sid believes in an end to the violence and phobia of transgendered Community, diminishing the limits set for them in the country (Aqram, 2017).

#### *1.2 Summary*

On the basis of above literature, it can be concluded that transgendered community face many problems in daily life. They may phase unemployment, poverty and societies hatred attitude.

#### *1.3 Objectives*

1. Finding the factors that hinder and support in education and career problems.
2. Role of society in educational and career related issues faced by transgendered community.
3. Exploring the factors that lead to increased reporting of violence by transgendered people along with the nature of violence.
4. Role of police and support services in assisting transgendered who have experienced violence because they are transgendered.
5. Increased awareness in the general community about violence against the transgendered communities.

## **2. Materials and Methods**

### *2.1 Research Method*

The study is based on Qualitative research method.

### *2.2 Procedure*

Open ended questions had been asked from the participants. Interview guide was based on literature. Before conducting the interview, the researcher cleared the purpose of the research to the participants. After getting permission from each participant the interviews were audio recorded. Audio recorder and the hand-written notes had been used. Interviews lasted for approximately 35 minutes to 40 minutes.

### *2.3 Sample*

Sample comprised of four transgendered with the age range of 28-40 years. Purposive sampling was used. Several transgendered community members were approached for data collection purpose. However, only four transgendered persons

agreed to participate in the study due to taboos associated with their identity. Due to the sensitive nature of the topic and the small population size, the information about the participants has been compiled to be as broad as possible to allow for anonymity while still allowing for their experiences to be detailed. Data was collected in terms of their personal experiences along with their communal experiences as access to other participants was not possible because of their refusal to participate. Four participants were recruited and completed the interview.

#### 2.4 Ethical consideration

Being a researcher ethical guidelines were carefully being followed and the researcher have ensured no such word was used during interview that could hurt the participants. Permission was sought from the concerned departmental committee before data collection.

#### 2.5 Data Analysis

The research was qualitative in nature. All interviews were transcribed, and Interpretative Phenomenological Analysis (IPA) was used for analysis. Interpretative Phenomenological Analysis is used in a phenomenon relate to experiences of some personal significance, such as a major life event, or the development of an important relationship. As this study is based on personal experiences, using Interpretative Phenomenological Analysis (IPA) was the finest way.

### 3. Results

Each of the themes that arose from the interviews was detailed which reflect the participants' thoughts, feelings, and experiences in relation to violence and being transgendered. As a result, there were some similarities among them, but there existed various differences in their experiences of violence and the level of impact that these had. They continue to face discrimination from society. They are also treated as sex objects and often become the victims of violent assault.

### 4. Discussion

The results of the study demonstrated that transgendered community experiences economic discrimination which is also associated with

experiencing violence. One of the transgendered had the strongest association with experiencing a transgendered related violent incident. Another participant reported of experiencing economic discrimination leading to violence. Therefore, both hate crimes legislation and employment protections are needed for transgendered individuals. The findings were also supported by previous literature (Bocktinget, 2013).

Researchers have found that transgendered individuals may be subjected to multiple forms of violence and that these violent incidents may span the person's entire life (Stotzer, 2009; Witten & Eyler, 1999).

Transgendered participants experienced a number of other emotional and psychological impacts from these incidents of violence. These included the feeling of isolation, a lack of safety, impacts on quality of life, and mental health concerns. Participants reported changes in their behaviors and habits as well.

There are several other issues that are faced by transgendered in Pakistan; such as:

- There is no government aid or support system to help these individuals live a normal life.
- Government institutions and other governing bodies are known to harass these individuals.
- In case of any criminal victimization or even sexual harassment, these individuals get no help/ support from the community or government institutions.
- Due to literally no job opportunities and financial security, most members of the transgendered community is forced to make their living by prostitution (Med, 2016). Additionally, transgendered are usually not encouraged to live amongst regular colonies. They are bound to establish their own colonies outside of regular communities. Because transgendered populations are often excluded from research or grouped with sexual minorities, this study presents a starting point for more in-depth research about educational and career issues (Med, 2016). After reviewing the literature researcher has tried to fill the

gap between the existing literatures.

As a society fostering a number of stereotypical taboos and inhumane norms, the Pakistani transgendered society has always been the sufferer of oppression and skepticism. There is an inborn fear of the transgendered amongst the “normal people” and this fear is inflicted since childhood. Pakistani parents are insecure and believe it’s inappropriate for their child to interact with a transgendered person hence developing this feeling of reluctance towards them (Rafay, 2016). In the current study, some transgendered said when we ask for money people said their children to come inside the home, we are not kidnappers we are just begging money to fulfill our needs. This demonstrates society’s discrimination towards transgendered community.

From mentioned researches, Ernst concludes that:

Results have depicted the transgendered are mostly experienced violence. 29% of transgendered live in poverty, compared to 14% of the general population transgendered people experience unemployment at 3x the rate of the general population, with rates for

people of color up to 4x the national unemployment rate

30% of transgendered people report being fired, denied a promotion, or experiencing mistreatment in the workplace due to their gender identity in the past 12 months

31% of transgendered people experienced mistreatment in the past year in a place of public accommodation, including 14% who were denied equal service, 24% who were verbally harassed, and 2% who were physically attacked because they were transgendered

40% of respondents reported attempting suicide in their lifetime, nearly nine times the attempted suicide rate (4.6%) (Ernst, 2016).

According to author’s finding:

Transgendered community faced violence. In which 38% of sample had experienced physical violence and 26.6% had experienced sexual violence. Rates of violence may differ based on location, as well as how violence is defined. Since transgendered were able to self-define and openly discuss their experiences. 50% of respondents experienced sexual assault. 20–86% of respondents reported physical violence, and experiences of verbal abuse.

Theme	Categories	Verbatim
Transgendered education	Educational problems Reason of leaving school	Most of the transgendered got the education from nursery to 5 <sup>th</sup> class. Then they left the school because children of school tease them because of their walking, moving styles.
Stereotypes	Stereotypical behavior	People have demonstrated hatred towards them. They think they cannot do any work except for sing and dance.
ID card issues	Bribery Reference	National Database and Registration Authority (NADRA) is not accommodating them. They bribe for doing their work. If they go with some renowned person reference then they accommodate them.
Disease	HIV, AIDS Treatment	Awareness about HIV and AIDS among transgendered people is low due to illiteracy. Many of them are facing it. Its treatment is expensive. Government is doing work on it by doing campaigns and making National AIDS control program
Laws for Transgendered Community	No law in Pakistan Transgendered marriage	Pakistan does not have civil rights laws for transgendered to prohibit discrimination or harassment. Transgendered community do not know any law exist for them. Same-sex marriage is not allowed, it is as well as an

		Islamic law.
Lack of Family support	Family Rejection by family	When they were young family hide their gender identity from the world. Because of their gender identity, their family felt ashamed to introduce them to the world.
Violence	Family Violence Anonymous violence	They are bitten by family members for wearing gender reverse clothes and doing makeup. People physically assault them at gunpoint. Snatch their money makes fun of their gender and harms them.
Message	Public message	The society should be educated and treat them like other gender male or female. They should have rights along with us. They are also human. They are transgendered by the grace of God.

## 5. Conclusion

The researcher has done interviews in order to conduct research on transgendered community. The researcher targeted their education, health insurance; I'D card issue, job satisfaction, family issues, violence and other carrier problems.

Things the researcher mentioned above are just some highlights of the work. A person who is identified as transgendered are an important group and a group whose rights that the researcher and others will continue to advocate. Impact of violence may result in serious mental health concerns for transgendered people.

They were happy that someone came to visit them and ask them about their journey. But no one ever did anything after interviewing them. Whatever issues they discuss in interview people do nothing with them.

## 6. Implications

Many of the below listed implications relate to ways in which care can be improved, how programs and services are implemented, and how services can be more inclusive for different populations. Participants reported a lack of transgendered-specific services as well as limited transgendered inclusion. Removing educational barriers for transgendered people may enable more of them to enter into these crucial fields. Even though it may not be easy for transgendered people to obtain these

positions, they can still be included in making decisions related to their care. In addition, those who are transgendered may seek care for problems unrelated to their gender identity and sexual orientation. Counselors should be aware transgendered people may be seeking them out as experts in different fields and should strive to be culturally competent, as they would with any other minority or individual difference. Practitioners may need to educate themselves on many of the issues that transgendered people face and adopt a trans-positive stance. As part of this society it is need of the time to accept them as an integral part of our society and to be the voice that speaks on their behalf, fights for their rights and makes living for them less painful.

## 7. Limitations

There were some limitations; the sample was only selected from one city. The sample was comprised of only four participants.

## 8. Suggestions

The government needs to make laws for transgendered rights. The data should be collected from more than one city. To create awareness among people of the society, providing transgendered assistance in schooling and higher education. They are the able citizen, good to work and contribute to the economy.

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