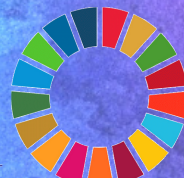


VIRTUAL CONCLAVE ON THE TRANSGENDER COMMUNITY IN INDIA

UNDER THE AMBIT OF UNITED NATIONS
SUSTAINABLE DEVELOPMENT GOALS

28th May 2022

Comprehensive Report



APSWDP Supports Sustainable Development Goals

Association of Professional Social Workers and Development Practitioners (APSWDP)

Association in Special Consultative Status with Economic and Social Council (ECOSOC) of the United Nations
Affiliated with the Department of Global Communications (DGC) of the United Nations
Accredited with United Nations Environment Programme (UNEP) and United Nations Environment Assembly (UNEA)
Associated with UNESCO MIL Alliance, Registered with NITI AAYOG (Former Planning Commission), Government of India

© APSWDP
Edition 2022

Copyright © APSWDP, Chandigarh 2022

Images Source: APSWDP Photographs and other images/ clip art used are from www.pixabay.com and www.google.com

All rights reserved. No part of this work may be produced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording, or inclusion in any information storage and retrieval system, without the prior written permission of APSWDP, Chandigarh, India. Views presented in the program/ dialogue/ panel discussion are the discrete intellectual property of the panelists/ presenters and usage of the same without written consent is prohibited. APSWDP, Chandigarh, India does not hold any responsibility whatsoever for the views presented during the program, conference, or sessions during the whole event.

APSWDP, Chandigarh, India encourages the dissemination of its work and will normally grant permission promptly.

**ASSOCIATION OF PROFESSIONAL SOCIAL WORKERS AND DEVELOPMENT
PRACTITIONERS (APSWDP)**

**PROJECT OFFICE: 252, VERMA DAY CARE CENTRE, OLD AMBALA ROAD,
MANIMAJRA, SECTOR-13, CHANDIGARH 160101**

WEBSITE: WWW.APSWDP.ORG

E-MAIL: APSWDP.TI@GMAIL.COM, PHONE: 0172-2913430

Programme Partners

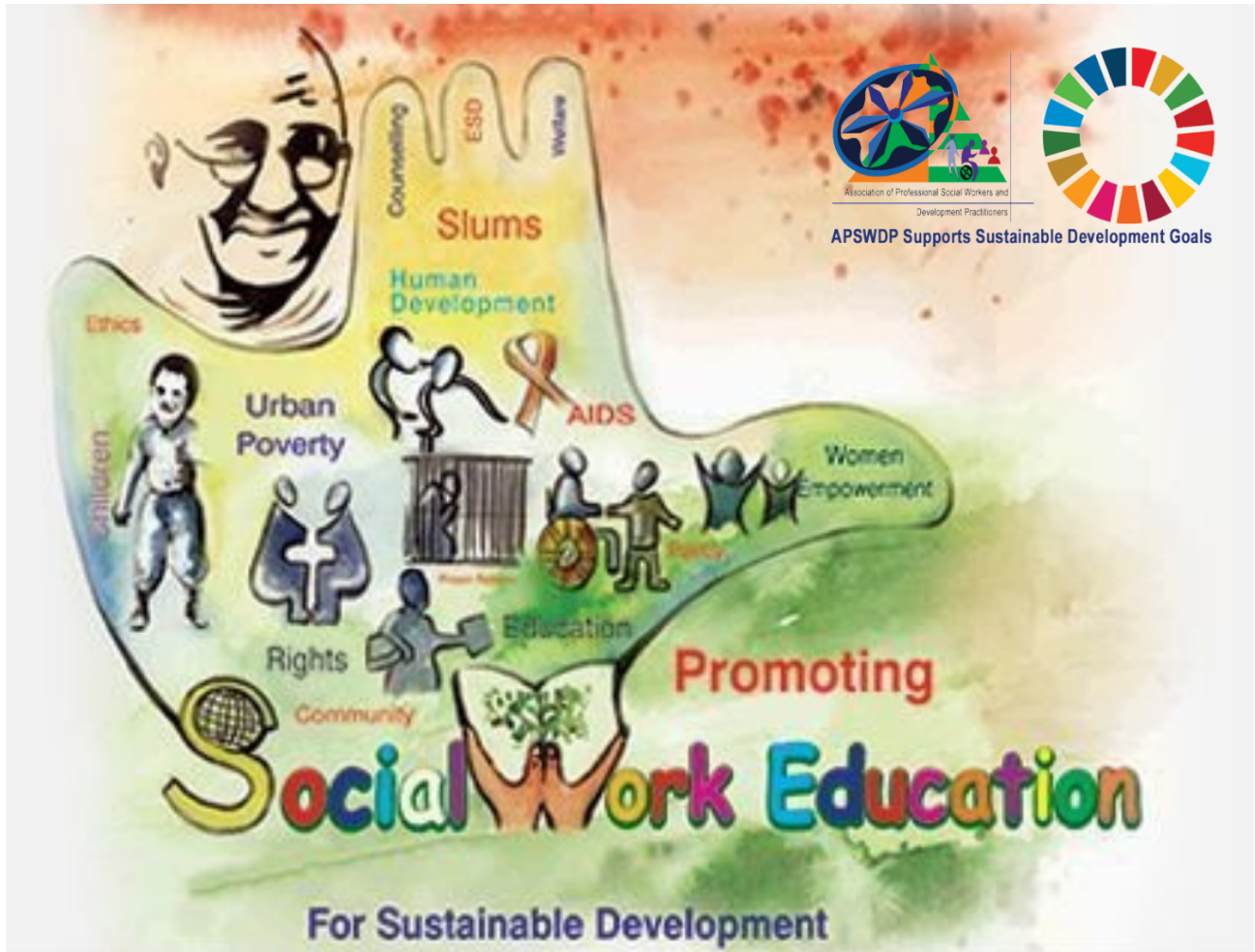


APSWDP Supports Sustainable Development Goals



CHANDIGARH UNIVERSITY
Discover. Learn. Empower.





Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
APSWDP	Association of Professional Social Workers and Development Practitioners
ART	Anti-Retroviral Therapy
ATS	Amphetamine Type Stimulants
CSACS	Chandigarh State AIDS Control Society
CSR	Corporate Social Responsibility
DGC	Department of Global Communication
DLSA	District Legal Services Authority
ECOSOC	Economic and Social Council
FSW	Female Sex Workers
GHSC	Government Home Science College
HIV	Human Immunodeficiency Virus
IAMBSS	Integrated Association of Medical, Basic and Social Sciences
ICTC	Integrated Counselling and Testing Centre
IEC	Information, Education and Communication
IGNOU	Indira Gandhi National Open University
LGBTQ	Lesbian, Gay, Bisexual, Transgender, Queer
MOHFW	Ministry of Health and Family Welfare
MSCS	Multi-State Cooperatives
MSM	Men having Sex with Men
NACO	National AIDS Control Organization
NGO	Non-Governmental Organization
NIOS	National Institute of Open Learning
NULM	National Urban Livelihood Mission
PLWHA	People Living With HIV/AIDS
PMC	Project Management Committee
PMKVY	Pradhan Mantri Kaushal Vikas Yojana
PR	Public Relations
RICM	Regional Institute of Cooperative Management
SACS	State AIDS Control Society
SBCC	Social and Behaviour Change Communication
SLSA	State Legal Services Authority
SRS	Sex Reassignment Surgery
STI	Sexually Transmitted Infection
TB	Tuberculosis
TG	Transgender
TI	Targeted Intervention
TISS	Tata Institute of Social Science
UN	United Nations



VIRTUAL CONCLAVE ON THE TRANSGENDER COMMUNITY IN INDIA

UNDER THE AMBIT OF UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

28TH MAY 2022
11.00 AM - 02.00 PM



Chief Guest

Dr. Roshan Lal,

Associate Professor and Head
Department of Psychology
Panjab University, Chandigarh



Guest of Honor

Dr. R.K. Sharma,

Director
Regional Institute of Cooperative
Management (RICM), Chandigarh

PANEL SPEAKERS

SCAN AND PARTICIPATE



Mr. Neil Roberts

Chief Coordinator
District Legal Services
Authority (DLSA), Chandigarh



Mohd. Rehan

National Coordinator
NACO, MoHFW, Gol
and TISS, Mumbai



Dr. Sonu

Assistant Professor
DAV College, Chandigarh



Dr. Shikha Garg

Assistant Professor
Department of Psychology
GHSC, Chandigarh



Mx. Sowmya Gupta

Humsafar Trust
Mumbai



Mr. Deepak Kumar Joshi

Advocate, Hon. Delhi High
Court and LGBT Activist
Ph. D. Scholar Chandigarh
University



Ms. Damini Bioria

Sociologist
Ph.D. Scholar
Lovely Professional University

Organized by

Association of Professional Social Workers and Development Practitioners (APSWDP)

In Special Consultative Status with Economic and Social Council of United Nations since 2019

in collaboration with

APSWDP Composite Targeted Intervention Project (HIV/AIDS) under Chandigarh State AIDS Control Society (CSACS); Department of Psychology, Panjab University, Chandigarh; Regional Institute of Cooperative Management (RICM), Chandigarh; Humsafar Trust, Mumbai; Chandigarh University, Punjab; and Integrated Association of Medical, Basic and Social Scientists (IAMBSS), India.



"Include everyone, no matter their gender, sexual orientation, race, or religion. We are all human beings and we are part of society."

— Lea T.

Table of Contents

1. BACKGROUND	13
2. PROFILE OF GUESTS & SPEAKERS	17
3. CONCLAVE PROCEEDINGS	29
4. DRAFT ROADMAP/ ACTION PLAN	43
5. ANNEXURE	49



BACKGROUND OF CONCLAVE



Background:

Transgenders are among the most marginalized communities in India. They are subjected to a variety of social discrimination and exclusion from mainstream society. Although Article 14 of the Constitution of India guarantees equality before the law, discrimination and atrocities against transgenders continue to take place on a day-to-day basis. The Hon'ble Supreme Court of India has held that the right to self-identification of gender is part of the right to dignity and autonomy under Article 21 of the Constitution. In its landmark judgment dated 15th April 2014 in the case of National Legal Services Authority vs Union of India, the Hon'ble Supreme Court of India directed the Central Government and State Governments to take steps for the welfare of the transgender community. Roughly, India has a population of 4.8 million transgender persons as per Census 2011.

Following this directive, several States have taken policy measures for the welfare of the transgender community. Kerala, for instance, enacted State Policy for Transgenders in 2015, Odisha granted them the Below Poverty Line status and Delhi Government ordered a separate category for transgenders in the birth and death registration/certificates. Similarly, Tamil Nadu is a trendsetter in this domain. The Government of Karnataka also formulated the Karnataka State Policy for Transgenders, 2017. All these initiatives are aimed at empowering the transgender community on socio-economic fronts.

The gender identity of transgenders and their right to have a sexual orientation befitting that identity is an essential component of the right to life but ironically, these rights are seriously undermined. Since Government has focused on the Transgender Community, a recent development, it has not been properly reflected in the 73rd & 74th Amendment Acts. It is possible to argue that the issues of the Transgenders should be included among the listed subject of 'Welfare of the Weaker Sections' under the Eleventh & Twelfth Schedule of the Constitution. Hence, there is an urgent need to sensitize 'Local Governments' so that they become empowered to take up the issues of the Transgender Community.

The 'leave no one behind' principle of the United Nations is especially relevant for Transgenders who have been or are on the verge of being left behind by the National and International development initiatives and the impacts such as lower income, worse health, and less education, etc. are felt by the Transgender community in all parts of the world. As a result, poverty as a whole will never truly be eradicated until this problem is directly addressed.

Association of Professional Social Workers & Development Practitioners (APSWDP) is a registered not-for-profit professional membership-based organization of professional social workers and development practitioners working in various social welfare domains across the country. APSWDP has been conferred Special Consultative Status with the Economic and Social Council (ECOSOC) and affiliated with the Department of Global Communication (DGC) of the United Nations since 2019. Social issues like poverty, livelihood, health, environment, education, water & sanitation, unemployment, disease control program, urbanization, youth issues, and others have covered the whole gamut of the Government, development agencies, and academic institutions.

In a bid to create an inclusive society, a legal aid clinic called "Samta Nyay Kendra" for transgender persons has been set up in collaboration with the District Legal Services Authority, Chandigarh; Chandigarh State AIDS Control Society; and the Association of Professional Social Workers and Development Practitioners (APSWDP). Through this clinic, transgender persons are given legal aid services, legal awareness training, linkages, and capacity-building services. Since the Hon'ble Supreme Court of India has declared transgender people as the 'third gender', it becomes essential to make every effort that people from this section get access to multidimensional services and feel included as part of mainstream society, to which APSWDP is fully committed. This consultation on Transgender shall enable APSWDP to prepare a roadmap for Samta Nyay Kendra, proposing various activities that can be taken up for the benefit of this community.

The main objective of the virtual dialogue was to:

1. Achieve Gender Equality;
2. Promote Social and Economic Inclusion of the Transgenders;
3. Ending Discrimination against the Transgenders;
4. Promote participation of Transgenders in leadership and Decision-making;
5. Enable Transgenders to avail of Legal-aid through SLSA and DLSA;
6. Economic empowerment of the Transgenders; and
7. Preparing an Action Plan for Samta Nyay Kendra.



PROFILE OF GUESTS & SPEAKERS



CHIEF GUEST

Dr. ROSHAN LAL
Associate Professor,
Department of Psychology,
Panjab University,
Chandigarh



Dr. Roshan Lal is an Associate Professor in the Department of Psychology, Panjab University, Chandigarh. He started his career in psychology at DRDO, New Delhi, and later on worked with different Government Colleges of Haryana followed by joining through UPSC (NewDelhi) in Post Graduate Government College, Sector-46, Chandigarh.

He owns to his credit M.A, M.Phil., Ph.D., PGD in Human Resource Management, PGD in Yoga, and Advance Course in Yoga. He has published 48 research papers in the Journal of National and International repute and still, many such research papers are in pipeline. He has presented more than 85 Research Papers on National and International platforms. He has supervised 218 M.A dissertations, 01 M.Phil dissertation, and 03 Ph.D. dissertations.

He also holds many professional affiliations at the National and International levels and holds the title of Organizing Secretary of the South Asian Association of Psychologists. Besides, he is also the founder and President of the National Association of Psychological Science-India, and a member of the editorial board of the number of National and International Journals.

GUEST OF HONOR

Dr. R.K.SHARMA
Director,
Regional Institute of
Cooperative Management
(RICM), Chandigarh



Dr. R.K.Sharma is the Director of the National Institute of Cooperative Management (RICM) Chandigarh, an institute under the Ministry of Cooperation, Government of India, and works to strengthen the Cooperative Sector in the States of Punjab, Haryana, Himachal Pradesh, Jammu & Kashmir and U.Ts of Chandigarh, Ladakh & Delhi as to fulfill the demand of training needs in the cooperative sector as well as skill development. The institute also works for the resettlement of Personnel from the Defense sector in association with the Ministry of Defense, Government of India.

Dr. Sharma has done his B.A and M.A in Economics from Jiwaji University, Gwalior (M.P), M.Phil in Economics from Devi Ahilya University Indore (M.P), and B.Ed from Kurukshetra University, Haryana. In the year 2020, he was awarded Doctor of Letters (D.Litt.) from the University of Central America, Bolivia.

Dr. Sharma has more than 30 years of rich experience. Prior to this assignment, he was posted as Director at the Institute of Cooperative Management in Dehradun and was a Faculty member at the Institute of Cooperative Management, Bhopal & Dehradun. His areas of interest include Administration with a vision to create Development.

PANEL SPEAKER

MOHD. REHAN
Coordinator,
National AIDS Control
Organization(NACO),
MoHFW, and Tata Institute of
Social Sciences (TISS)
Mumbai.



Mohd. Rehan is a development professional. He works with the National AIDS Control Organization(NACO), MoHFW, and Tata Institute of Social Sciences (TISS) Mumbai. Rehan has around 20 years of experience at the senior management level with Ministries, GoI, INGOs, Academic Institutions of higher learning, Public Relations (PR), and Media Agencies. He has worked with the Ministry of Women and Child Development, Ministry of Youth Affairs and Sports, the Global Fund, TISS, AvianWE (PR & Media Agency), etc.

Although he has worked across domains, a big chunk of his experiences come from Public Health and related areas. Besides, he has extensively worked in the area of Nutrition, Child Development, Social and Behaviour Change Communication (SBCC), COVID-19, WASH, gender, sex, and Sexuality to name a few. Some of his recent publications are a book chapter on “Public Health Response to COVID-19 Emergencies in India” in an edited volume published by Bloomsbury, “Consciously Speaking” – A terminology book on gender, sex, and sexuality, and E-module for MoHFW, SBCC Strategy for Save the Children etc.

PANEL SPEAKER

Mr. NEIL ROBERTS
Coordinator,
District Legal Services
Authority (DLSA),
Chandigarh



Mr. Neil Andrew Roberts is a Child Rights Activist and has been associated with the field for past many years and currently serving as Chairperson of the Child Welfare Committee, UT Chandigarh, and is a Member of the Juvenile Justice Board, SAS Nagar. He did his Bachelors in the field of Mental Retardation, Masters's in Social Work, Masters's in Special Education, LL.B and LL.M.

He also worked with Chandigarh Commission for the Protection of Child Rights as a Technical Consultant and joined District Legal Services Authority as a Project Coordinator in the year 2019. In the year 2021, he was appointed as Chief Coordinator and is currently posted at District Court, Sector 43, Chandigarh.

Mr. Roberts has been a trainer in Harm Reduction and Child Rights. He has a number of short papers to his credit and has compiled many research papers and technical reports. He has worked as a research team member on a study titled “Amphetamine type stimulants (ATS) use in India - An exploratory study” published by the United Nations Office of Drugs and Crime in the year 2015.

Besides, he has completed 2 books as a Co-researcher which were published by SLSA UT Chandigarh. He has successfully completed 4 campaigns with prison inmates and has worked extensively on the Legal Aid for Prisoners and their families.

PANEL SPEAKER

DR. SHIKHA GARG
Assistant Professor
Department of Psychology,
Government Home Science
College, Chandigarh



Dr. Shikha Garg is an Assistant Professor in the Department of Psychology, Government Home Science College, Sector-10, Chandigarh. She did her Masters in Psychology from Panjab University Chandigarh in the year 2013, and her Doctorate in Psychology from Panjab University in the year 2021. For the last 6 years, she is into teaching and has published 10 research papers in journals of National and International repute as well as in Books.

Dr. Garg has made several presentations related to Transgender, Parenting, Mental Health, Gender Psychology, and other contemporary mental issues at different National and International forums. She is also involved in research-based activities including guiding her students.

Her areas of interest include LGBT Psychology, Mental Health, Social Psychology, and Contemporary Psychology.

PANEL SPEAKER

MR. DEEPAK KUMAR JOSHI
Legal Practitioner,
Hon'ble Delhi High Court,
New Delhi



Deepak Kumar Joshi is an Advocate in the Hon'ble Delhi High Court. He did his Bachelor of Arts and LL.B from Kumaon University, Nainital, and LL.M from Sharda University, Greater Noida.

He is presently a Ph.D. scholar with Chandigarh University and is working on the thesis entitled, "Rights of Transgender in India with special reference to The Transgender persons (protection of rights) Act, 2019: A critical analysis".

Mr. Joshi is an LGBT activist for the last 10 years and provides free legal aid. Besides, he is also working to cast LGBT individuals in the film and fashion industry with the support of few casting agencies and directors.

PANEL SPEAKER

MS. DAMINI BILORIA
Research Scholar,
Department of Sociology,
Guru Nanak Dev University,
Amritsar (Punjab)



Ms. Damini Bioria did her Master's in Sociology and did her Ph.D. in Sociology with thesis entitled, "Understanding Homosexuality through Hindi Cinema Intersex and Transgender: Adversary to Advocacy". She is also pursuing her second Master's in Gender Studies.

PANEL SPEAKER

DR. SONU
Assistant Professor
Department of Sociology,
DAV College, Chandigarh



Dr. Sonu is an Assistant Professor in the Department of Sociology, DAV College, Chandigarh. He did his Masters's in Sociology from DAV College Chandigarh in the year 2013 and Ph.D. from the Department of Sociology, Panjab University, Chandigarh in the year 2021.

His Ph.D. thesis was entitled, "Socio-Cultural exclusion of transgender in Chandigarh and Mohali region". He has also published 07 papers in various Journals on a similar theme.

His areas of interest includes family, gender, sex, sexuality, and Transgender studies.

PANEL SPEAKER

MX. SOWMYA GUPTA
Coordinator,
Humsafar Trust, Mumbai



Mx. Sowmya is a passionate individual working with the Transgender community for almost 02 decades now. She started her career as a grass-root worker and presently working with The Humsafar Trust Mumbai as Deputy Program Manager; leading all the advocacy activities of the LGBTQ community across India.

She is vocal about her thoughts and has also created various opportunities for her community members to voice their perspectives on Transgender rights in India. She has effectively demonstrated her skills in empowering the community thereby providing them with technical expertise to help them advocate for equal rights.

Mx. Sowmya continues to play a crucial role in working with her transgender/ hijra peers for generating awareness and in implementing the Transgender persons (protection of rights) Act. She also works closely with key stakeholders such as government/ non-government bodies, and UN agencies in India, including LGBTQ community sub-groups. She is also prudent in providing input on developing progressive and inclusive LGBTQ policies in the country with her efficient advocacy and networking skills.



CONCLAVE PROCEEDINGS



Background of the conclave:

Dr. Vivek Trivedi, while sharing the background of the conclave briefed that the Transgender community is the most marginalized community in India. They are subjected to a variety of social stigmas, discrimination, and exclusion from mainstream society. He further shared that the gender identity of transgenders and their right to have a sexual orientation and befits that identity is an essential component of the right to life but ironically, these rights are ignored.

Also, it has not been addressed in the 73rd & 74th Amendment Acts. It is possible to argue that the issues of the Transgenders should be included among the listed subject of 'Welfare of the Weaker Sections' under the Eleventh & Twelfth Schedule of the Constitution. Therefore, there is a dire need to sensitize 'Local Governments Institutions' so that they become empowered to take up the issues of the Transgender Community.

Dr. Trivedi said that such dialogues, conclaves, and workshops will give a boost to mainstreaming of Transgender Community. It was stated that he is a Special Invitee Member in Chandigarh Transgender Welfare Board, where he suggested taking up the first survey and enumeration of the Transgender Community in the census or a city-wide survey so that further integrated planning and development be carried out.

He also stressed that the construction of gender-neutral toilets, admissions in schools, colleges, and universities with scholarships, reservations, and preferences in formal employment in various states in the country have given a ray of hope for their mainstreaming. He said that the day is not very far when such TG persons will be accepted in the family like other children.

Finally, he introduced the background and profile of Chief Guest Dr. Roshan Lal, Associate Professor, Department of Psychology, Panjab University, Chandigarh, and Guest of Honor Dr. R. K. Sharma, Regional Director, Regional Institute of Cooperative Management, Chandigarh to the wider audience.

Formal Welcome:

On behalf of APSWDP & Virtual conclave Partners, Dr. Vivek Trivedi, Founder-cum-Hon. Principal Adviser, APSWDP extended his heartiest welcome to the Chief Guest Dr. Roshan Lal, Associate Professor, Department of Psychology, Panjab University, Chandigarh, and Guest of Honor Dr. R. K. Sharma, Regional Director, Regional Institute of Cooperative Management, Chandigarh.

He further welcomed the program's esteemed partner institutions being represented by their heads/ conveners/ CEOs/ Directors/ Promoters, Regional Institute of Cooperative Management, Chandigarh, Department of Psychology, Panjab University, Chandigarh, Humsafar Trust, Mumbai, Integrated Association of Medical, Basic and Social Sciences (IAMBSS), Chandigarh.

Dr. Vivek also welcomed fellow colleagues Dr. Sumit Arora, President APSWDP cum Principal Convener of the conclave, Mr. Hitesh Kumar Gulati, Hon. Director General APSWDP, Dr. Rajeev Chaudhary, Hon. Director Capacity Building & Training, APSWDP, members of the APSWDP present, and stakeholders from various backgrounds including Targeted Intervention Project staff from Chandigarh and Punjab.

Lastly, he welcomed the august gathering of participants from diverse occupations including Academician, Business Consultants, Corporate Sector professionals, Corporate Social Responsibility (CSR) professionals, Development Practitioners, Government Officers, Public Health experts, Legal Practitioners, Researchers, Social activists, Students, and others.

In his welcome address, he asserted that in order to make this World inclusive we have to work on mainstreaming and empowering marginalized communities including Persons with Disabilities, People Living with HIV/AIDS, Transgender, etc. Since the inception of APSWDP, we have been focussing on raising concerns about social issues and working on mainstreaming Persons with Disabilities earlier.

This time, APSWDP has come forward with the subject matter of Mainstreaming Transgenders communities through a “VIRTUAL CONCLAVE ON THE TRANSGENDER COMMUNITY IN INDIA”.

Inaugural Session: Address by the Chief Guest

Dr. Roshan Lal, Associate Professor, Department of Psychology, Panjab University, Chandigarh inaugurated the '**VIRTUAL CONCLAVE ON THE TRANSGENDER COMMUNITY IN INDIA**' under the ambit of Sustainable Development Goals (SDGs) in presence of Guest of Honor Dr. R. K. Sharma, Regional Director, Regional Institute of Cooperative Management, Chandigarh and other panel speakers.

In his inaugural address, Dr. Roshan Lal also mentioned the Psychological issues faced by the Transgender Community due to the high rate of Denial, Stigma, and Discrimination within society. Moreover, he also stated that a lack of social support, livelihood opportunities in the formal sector, and challenges based on their social acceptance are a few of the reasons for this.

Dr. Roshan Lal congratulated APSWDP for organizing this event on the Transgender Community for generating awareness among the masses and also to highlight the issues and challenges faced by them in society. Moreover, he also highlighted that the Department of Psychology, Panjab University, Chandigarh shall be available to accord any support in terms of providing counseling to the Transgender Community in near future.

While concluding this session, Dr. Roshan Lal also emphasized the need to have another conclave on the Transgender Community for mainstreaming them with other sections of society which is critically required. The general community is not in a position to know much about this community at large. Hence, a gap of knowledge is created which otherwise shall remain a herculean task for the Government, Non-Government, and Private sector to bridge.

Inaugural Session: Address by the Guest of Honor

Dr. R.K.Sharma, Director, Regional Institute of Cooperative Management (RICM), Chandigarh in his address shared that the Transgender Community remains at the edge of marginality due to a social disconnect. He quoted Dr. Bhimrao Ambedkar in the context of Transgenders, "So long as you do not achieve social liberty, whatever freedom is provided by the law is of no avail to you."

Society for ages has deprived the Transgender Community of their basic rights including the right to education, right to work (livelihood), right to own properties, etc. Also, they face innumerable challenges in terms of livelihood opportunities in the formal and informal sectors that can ensure their daily bread and improve their quality of life.

He gave a brief introduction about the Union Ministry of Cooperation which was formed in July 2021 with its vision statement of "Sahkar se samriddhi" (Prosperity through cooperation). The Government under the Ministry of Cooperation aims to provide a separate administrative, legal, and policy framework for strengthening the cooperative movement in the country. Also, the ministry works in strengthening co-operatives at the grassroots level, working to streamline processes for Ease of doing business for co-operatives and enabling the development of Multi-State Cooperatives (MSCS).

Dr. Sharma mentioned that the Transgender Community through Cooperatives can be engaged in this process as Self Help Groups (SHGs). Various provisions under the umbrella of Cooperatives can be availed by this Community thereby leading a dignified life.

Lastly, he stated that Regional Institute to Cooperative Management (RICM) will be glad to extend support for building the capacity and empowering the Transgender Community so that they can uplift their own Cooperatives at Chandigarh for their livelihood generation.

Inaugural Session - Vote of Thanks:

Mr. Rajeev Choudhary on behalf of Dr. Ujjawal, Associate Professor, Department of Biotechnology, Maharishi Markendeswar deemed to be University, Mullana, Haryana -cum- President, IAMBSS extended a vote of thanks in the inaugural session by thanking the Chief Guest Dr. Roshan Lal and Guest of Honor Dr. R.K.Sharma for sparing their precious time and deliberating issues related to Transgender Community in India. He further thanked Dr. Vivek Trivedi, Dr. Sumit Arora, Mr. Hitesh Kumar Gulati for their guidance and constant support in conceiving this conclave.

Panel Speaker-1: Mohd. Rehan, National Coordinator NACO, MoHFW, GoI, and TISS, Mumbai

Mohd. Rehan focused on the importance of inclusive language to respect, protect and implement the rights of Transgenders. He emphasized the use of inclusive language as an important ingredient of day-to-day communication and the inclusive language endeavor to connect people whereas; partial, unfair, and stereotyped language creates a rift among people within family, society, and nation at large. The talk highlighted that discriminatory or derogatory language at its worst incites hatred or harassment or exclusion or violence.

Mohd. Rehan explained that inconsistent use of language and terms can lead to inconsistent laws and policy responses and hence it is vital to use inclusive language to develop an inclusive society. In order to ensure that the talk is inclusive, the following principles for practicing inclusive language were discussed:

1. Don't make assumptions about people or their characteristics based on stereotypes or limited information. If not sure, start the conversation without using gender markers. You may use neutral language like "You" "Mix" instead of typical gender pronouns like "He" "She", "Her" "His". You may use "Singular they/them/their" "Partner instead of Husband Wife", "Person" For example Chairperson/head/chair instead of the chairman", "Humanity" instead of Mankind,

- “Human”, “Individual” etc. The thumb rule is simple, use neutral language until you do not know the preferred pronoun of the person you are talking with, once it is expressed, you may replace the neutral language with the preferred pronoun;
2. Be conscious and mindful of the implications of your language;
 3. Avoid excluding others or making people invisible by your choice of language.
 4. Empower people to speak for themselves.
 5. Address and remove stereotypes and myths
 6. If your service still uses honorifics on forms, then add the gender-neutral Mx option. Mx is pronounced the same as the word ‘mix’.

He concluded his talk by stating that, we must demonstrate respect in both our workplaces and in developing and delivering policies. It would lead to enhanced productivity, reduced mental health issues, and higher GDP for the country.

Panel Speaker-2: Mr. Neil Roberts, Chief Coordinator District Legal Services Authority (DLSA), Chandigarh.

Mr. Neil Roberts discussed the role of the District Legal Services Authority in facilitating the Transgender Community. He mentioned that under the National Legal Services Authority (Legal Services Clinics) Regulations, 2011, the District Legal Services Authority (DLSA), U.T. Chandigarh in association with Chandigarh State AIDS Control Society and Association of Professional Social Workers & Development Practitioners (APSWDP), has opened a Legal Services Clinic, exclusively to provide legal services to the transgender community, which is named as ‘Samta Nyay Kendra’.

The objective of this Kendra is to provide counseling and help the transgenders in the redressal of their legal grievances. For this purpose, Panel Lawyers and Para Legal Volunteers are deputed on need-based assignments by the DLSA. The effort is to provide legal services through the Para Legal Volunteers from within members of the transgender community in an inclusive atmosphere. The said Samta Nyay Kendra is also spreading legal awareness regarding various rights &

entitlements of transgender persons. Apart from Chandigarh, five such exclusive Legal Services Clinics have also been set up at locations having a predominant transgender community in five districts of Tamil Nadu namely Namakkal, Tiruvallur, Tirunelveli, Madurai, and Thanjavur.

Mr. Roberts added that the apex court has declared transgender people as the “third gender”. Hence, it becomes imperative that all efforts be made to ensure that people from the transgender community have access to multidimensional services and feel included as part of mainstream society. While concluding his session, he mentioned that there is a need to sensitize all stakeholders including the judiciary about the specific needs of the community. Through the clinic, people from the transgender community will be provided legal aid services, legal awareness training, linkages, and capacity-building services, he added.

Panel Speaker-3: Dr. Shikha Garg, Assistant Professor, Department of Psychology Government Home Science College (GHSC), Chandigarh

Dr. Shikha Garg talked about the psychological issues faced by the Transgender community. Transgender (TG) is generally described as an umbrella term for persons whose gender identity, gender expression, or behavior does not conform to their biological sex. The discrimination and rejection from parents, family members, and peers place this group at high risk of adverse outcomes including suicidality, substance abuse, and compromised mental health. Responses of family members to their children include disappointment, disapproval, shock, rejection, hostility, and violence.

Transgender persons face challenges related to discrimination and negative attitudes among the public. There is high prevalence of mental health problems, such as depression, anxiety, substance use disorders, and stress-related issues, and greater disparities in psychological wellbeing. Substance use or addiction, both behaviours were usually comorbid with other mental health problems such as depression, anxiety, and low self-esteem. Self-harm and suicidal ideation were

significantly more common among transgender individuals than among cisgender males and females.

While concluding her session, she mentioned that Transgender face psychological issues such as dysphoria and discrimination, which significantly affect their mental wellness. Many trans individuals experience anxiety, depression, sadness, and isolation. Therefore, they need constant support in terms of counseling by a mental health professional.

Panel Speaker-4: Dr. Sonu, Assistant Professor, DAV College, Chandigarh

Dr. Sonu talked about the health issues of Transgender with special emphasis on HIV/AIDS, Sexually transmitted diseases, hormonal imbalance, depression, stress, suicidal tendencies, etc. He further deliberated that there are many health concerns that transgender people face due to negative social attitudes and disapproval (social stigma) toward transgender. In general, they face harassment, neglect, rejection, or unfair treatment (discrimination). While discussing the health issues, it was mentioned that they are not accessible to Government Medical facilities, and as a result, they have to take treatment from private hospitals where they have to pay more; it also becomes an economic burden on them.

In addition, transgender people are at risk of Emotional and psychological abuse, Physical and sexual violence, Sexually transmitted infections, viral hepatitis and HIV/AIDS, Substance misuse, and Mental health problems, such as depression, anxiety, and suicidal thoughts. While discussing the health issues of Transgender, Dr. Sonu mentioned that they do not get adequate mental support where they stay and with their fellow transgender people and hence they are dependent more on alcohol, and other psychotropic substances.

While concluding his session, Dr. Sonu stated that the Transgender community needs special health care facilities based on the issues and challenges faced by them. Therefore, the health infrastructure has to be robust in order to cater to their needs.

Panel Speaker-5: Mx. Sowmya Gupta, Hamsafar Trust, Mumbai

Mx. Sowmya Gupta discussed the social entitlement schemes for the Transgender. She mentioned that in 2014 the Hon'ble Supreme Court of India identified the transgender community as a "Third Gender community" and that who don't want to identify themselves as male or female without any other documentation/ processes; taking forward the judgment of the majority government departments were added third option to describe Transgender applicants. In continuation, the Government of India introduced the Transgender Persons (Protection of Rights) Act in 2019, but the act is silent on social entitlements and reservations. Recently in 2022 central government introduced the Support for Marginalized Individuals Livelihoods Enterprise (SMILE) scheme to provide support.

Beyond that various state governments are providing social entitlements in their respective states. Here the issue is documented/ID cards; central and state governments both are issuing Transgender ID cards to access their social entitlements. And it becomes an additional burden for the applicants. Also, this is against the Supreme court judgment of self-identification. Governments are insisting on documents to avoid misuse of the schemes. Since the Union Ministry of Social Justice & Empowerment is the nodal ministry for transgender issues hence, we assume the problems will be sorted out soon.

She further talked about the Transgender Persons (Protection of Rights) Bill, 2019 stating therein that the Bill defines a transgender person as one whose gender does not match the gender assigned at birth and includes trans-men and trans-women, persons with intersex variations, gender-queers, and persons with socio-cultural identities, such as kinnar and hijra. The Bill prohibits discrimination against a transgender person, including denial of service or unfair treatment in relation to (i) education; (ii) employment; (iii) healthcare; (iv) access to, or enjoyment of goods, facilities, and opportunities available to the public; (v) right to movement; (vi) right to reside, rent, or otherwise occupy the property; (vii) opportunity to hold public or private office; and (viii) access to a government or

private establishment in whose care or custody a transgender person is. Every transgender person shall have a right to reside and be included in his household. If the immediate family is unable to care for the transgender person, the person may be placed in a rehabilitation center, on the orders of a competent court. No government or private entity can discriminate against a transgender person in employment matters, including recruitment, and promotion. Every establishment is required to designate a person to be a complaint officer to deal with complaints in relation to the Act. Educational institutions funded or recognized by the relevant government shall provide inclusive education, sports, and recreational facilities for transgender persons, without discrimination. The government must take steps to provide health facilities to transgender persons including separate HIV surveillance centers, and sex reassignment surgeries. The government shall review the medical curricula to address the health issues of transgender persons, and provide comprehensive medical insurance schemes for them.

She concluded that the transgender community is still facing a lot of challenges in terms of getting benefits under social entitlement schemes. Moreover, they do not get support in terms of having documents based on their new identity. However, the Transgender Persons (Protection of Rights) Bill, 2019 also states that a transgender person may make an application to the District Magistrate for a certificate of identity, indicating the gender as 'transgender' and a revised certificate may be obtained only if the individual undergoes surgery to change their gender either as a male or a female. But, a lot of challenges are still being faced in terms of certificate of identity.

Panel Speaker-6: Mr. Deepak Kumar Joshi, Advocate, Hon. Delhi High Court and LGBT Activist and Ph. D. Scholar Chandigarh University

Mr. Deepak Kumar Joshi also talked about mental, physical, emotional, and economic violence against the LGBTQ community in India wherein the issues and challenges related to this community continue to be a problem. Additionally, lacking support from family, society, or police, many gay rape victims do not report the crimes.

He mentioned that the support of loved ones is a crucial factor that encourages people to come out as LGBTQ and live their best lives as cherished part of the community. However, despite education and awareness, this isn't easily lent to LGBTQ adults in several parts of the country. The hurdles that individuals face for admitting they are gay, lesbian, bisexual, or even asexual are formidable in some nations.

One would presume that bullying is something that only happens in schools or during childhood. However, this is a grave problem that complicates the lives of a lot of LGBTQ adults. Bullying happens at workplaces where co-workers often ostracise lesbian women. Gay men also find themselves subjected to cheap jokes and harassment in the workplace. Verbal harassment in their neighborhood is also a form of bullying they sadly face. Reports reveal that in some rural households, people who come out as LGBTQ are persecuted. There are honor killings conducted to punish a gay individuals. This results in many choosing to run away from home as a way to escape the wrath of the family.

While some teenagers do receive acceptance from their parents and support via gay pride parades, there are others who do not receive the love of their community. In shocking instances, some LGBTQ girls are also victims of crimes such as corrective rapes conducted by their family members. Far from being accepted, lesbian or gay individuals are coerced and subjected to blasphemies such as conversion therapy.

While concluding the session, Mr. Joshi mentioned that such challenges further complicate an individual's ability to come out to his family and community in a safe space. Not only must such practices and crimes be abolished, but it is critical that every individual be offered support and acceptance in his or her own community.

Panel Speaker-6: Ms. Damini Bioria, Research Scholar, Department of Sociology, Lovely Professional University, Jalandhar, Punjab

Ms. Damini Bioria mentioned her research work that is being carried out amongst the LGBTQ community. While sharing her experience, she mentioned that most LGBTQ community members do not get adequate support from society, including their family members. Although much has been said in the literature and a lot of national and international agencies are working on their social upliftment thereby generating awareness among the masses, the drive still needs a lot of interventions in terms of law and enforcement agencies of our country.

Ms. Bioria also talked about their health-related concerns including lack of psycho-social support from family and community, offensive social attitude, etc. Besides, their indulgence in same-sex marriage is also taboo but gradually it is gaining momentum as same-sex couples are overcoming this challenge very boldly.

She concluded that all humans should be treated at par, irrespective of their sexuality and gender identity.

Technical Session - Vote of Thanks:

Mr. Rajeev Choudhary, extended a vote of thanks in the technical session by thanking all the panel speakers and technical experts for sparing their precious time and deliberating issues related to Transgender Community in India. He also thanked participating institutions including Department of Psychology, Panjab University, Chandigarh University, IAMBSS, RICM, CSACS and Hum Safar Trust.

DRAFT ROADMAP/ ACTION PLAN: Mainstreaming of Transgender Community and Equipping Samta Nyay Kendra

Dr. Sumit Arora, Convener while in the session for preparing a road map out of deliberations and discussions taken place, he shared the following actions taken to be incorporated in a roadmap for Mainstreaming of Transgender Community and Equipping Samta Nyay Kendra for their development:

1. Strengthening of Transgender Welfare Board to be more visionary and welcoming
2. Capacity Building and Training workshops, webinars, awareness sessions & campaigns, training workshops for various stakeholders
3. Enrollment in educational institutions including NIOS, IGNOU, NULM, PMKVY for their basic education and skill development programmes.
4. Enrollment in Employment Exchange for formal employment.
5. Extending credit under national programmes for the establishment of enterprises.
6. Giving opportunities in Social Cooperatives and SHGs for their livelihood generation.
7. Linking them to Community Libraries/Social and Community Clubs/Sports clubs.
8. Extending benefits under various social security schemes (state/union)
9. Inclusive Hostels and Homes under Social Welfare for their housing.
10. Promoting Transgender Sports and Inclusive Sports.

Concluding Remarks and Vote of Thanks:

Adv. Gautam Bhardwaj, concluded the virtual dialogue by asserting to emphasize more on developing convergence with various prominent stakeholders including governments, civil society organizations, human rights defenders, associations, think tanks, academia, international organizations, national human rights institutions, business enterprises, industry associations, journalists, lawyers, activists and campaigners for constructive dialogue on how to strengthen and mainstream Transgender community.

He further proposed a formal vote of thanks to the Chief Guest, Guest of Honour, all the panel speakers along with technical experts for sparing their precious time and deliberating key issues related to the Transgender Community. He also thanked all participating institutions and requested them to engage their institutions/ organizations in this due process by taking up initiatives for mainstreaming and rehabilitation of the Transgenders with their families.

Deliberation and preparing an Action Plan:

Dr. Sumit Arora while taking forward the discussion expressed the need to have a road map for the transgender community. He further mentioned that the deliberations shall be taken forward in the form of an Action Plan for the Transgender, which shall be implemented through the Samta Nyay Kendra. The main objectives and scope of this Action Plan shall also include, but are not limited to providing benefits under the social welfare schemes of the Govt. of India wherein APSWDP shall act as a bridge.

For instance, the Ministry of Social Justice and Empowerment launched a National Portal for Transgender Persons on November 25, 2020, and any transgender applicant can obtain a certificate of identity and identity card without any physical interface with the office of issue. However, such benefits are not availed by transgenders.

Dr. Arora also talked about the need for reaching out to the stakeholders by engaging them in this due process. He expressed that most transgenders remain socially excluded due to the lack of support from the communities and society at the large following which issues linking stigma, and discrimination are likely to emerge. Hence, it is essential to engage relevant stakeholders in this due course.

DRAFT ROADMAP/ ACTION PLAN

<p>Background</p>	<p>Transgenders are among the most marginalized communities in India. They are subjected to a variety of social discrimination and exclusion from mainstream society. Although Article 14 of the Constitution of India guarantees equality before the law, the discrimination and atrocities against transgenders continue to take place on a day-to-day basis. The Hon'ble Supreme Court of India has held that the right to self-identification of gender is part of the right to dignity and autonomy under Article 21 of the Constitution. In its landmark judgment dated 15th April 2014 in the case of National Legal Services Authority vs Union of India, the Hon'ble Supreme Court of India directed the Central Government and State Governments to take steps for the welfare of the transgender community. Roughly, India has a population of 4.8 million transgender persons as per Census 2011.</p> <p>Association of Professional Social Workers & Development Practitioners (APSWDP) is a registered not-for-profit professional membership-based organization of professional social workers and development practitioners working in various social welfare domains across the country. APSWDP has been conferred Special Consultative Status with the Economic and Social Council (ECOSOC) and affiliated with the Department of Global Communication (DGC) of the United Nations since 2019. Social issues like poverty, livelihood, health, environment, education, water & sanitation, unemployment, disease control program, urbanization, youth issues, and others have covered the whole gamut of the Government, development agencies, and academic institutions.</p> <p>Now, in a bid to create an inclusive society, a legal aid clinic called "Samta Nyay Kendra" for transgender persons has been set up in collaboration with the District Legal Services Authority, Chandigarh; Chandigarh State AIDS Control Society, and the Association of Professional Social Workers and Development Practitioners (APSWDP). Through this clinic, transgender persons are given legal aid services, legal awareness training, linkages, and capacity-building services. Since the Hon'ble Supreme Court of India has declared transgender people as the 'third gender', it becomes essential to make every effort that people from this section get access to multidimensional services and feel included as part of mainstream society, to which APSWDP is fully committed. This consultation on the Transgender shall enable APSWDP to prepare a roadmap for Samta Nyay Kendra thereby proposing various activities that can be taken up for the benefit of this community.</p>
<p>Issues and Challenges faced by the</p>	<p>Discrimination and Stigma, Violence by Police, Violence by Community, Violence by other Transgender groups, Livelihood,</p>

Transgender community	Drug Addiction, Psycho-social counselling, Health related issues, change of name on ID card and documents, financial assistance, Shelter, Education, availing various social schemes launched by GoI, Others.
Vision	Under the umbrella of Samta Nyay Kendra, the concerns raised by the Transgender community shall be addressed through a legal channel.
Objective	<ol style="list-style-type: none"> 1. Generate awareness among the masses in Chandigarh including the Health Care System; 2. Providing psycho-social counselling; 3. Creating skill development trainings and generating livelihood opportunities; 4. Access to formal education and excess to Library; 5. Benefitting through the existing social welfare schemes launched by the Govt. of India for the Transgender;
Scope & timelines	The Project Management Committee (PMC) in consultation with Chandigarh State AIDS Control Society (CSACS), Humsafar Trust, and other potential stakeholders shall decide the final timelines for achieving the above stated objectives. It will be in phased manner.
Stakeholder engagement	Relevant stakeholder in the city shall be engaged through community consultations. The areas that are likely to be covered shall be decided and finalized by the Project Management Committee (PMC).
Outcome (Impact)	<ol style="list-style-type: none"> 1. Mainstreaming the transgender with civil society; 2. More opportunities for jobs and livelihood; 3. Reduced stigma and discrimination; 4. Better health facilities; 5. Formal educational opportunities; 6. Improved quality of life.
Potential Limitations	Although, no potential limitations have been drawn. However, the Project Management Committee (PMC) shall decide regarding the limitation of this Action Plan for Transgender.
Ongoing schemes of the Govt. of India	<ol style="list-style-type: none"> 1. National Portal for Transgender Persons: The Ministry of Social Justice and Empowerment launched National Portal for Transgender Persons on November 25, 2020. Any Transgender applicant can obtain a certificate of identity and identity card without any physical interface with the office of issue. 2. SMILE scheme: The Ministry of Social Justice and Empowerment has formulated a National level umbrella scheme namely “SMILE - Support for Marginalized Individuals for Livelihood and Enterprise”, which includes two sub-schemes - ‘Comprehensive Rehabilitation for Welfare of Transgender Persons’ and ‘Comprehensive Rehabilitation of persons engaged in the act of Begging’. This umbrella scheme would cover several comprehensive measures including welfare measures for both transgender

	<p>persons and persons who are engaged in the act of begging with focus extensively on rehabilitation, provision of medical facilities, counseling, education, skill development, economic linkages etc with the support of State Governments/ UTs/ Local Urban Bodies, Voluntary Organizations, Community Based Organizations (CBOs) and institutions and others.</p> <ol style="list-style-type: none"> 3. Skill Development and Livelihood under the PM-DAKSH scheme: Through Composite Medical Health, it provides a comprehensive package in convergence with PM-JAY supporting Gender-Reaffirmation surgeries through selected hospitals. 4. Garima Grih: The Housing facility in the form of 'Garima Grih' ensures food, clothing, recreational facilities, skill development opportunities, recreational activities, and medical support to the transgender community and the people engaged in the act of begging. 5. Transgender Protection Cell: As per the Ministry of Social Justice and Empowerment, each State shall have a provision of Transgender Protection Cell which shall monitor the cases of offences and to ensure timely registration, investigation, and prosecution of offences. Moreover, the National Portal and Helpline will provide necessary information and solutions to the transgender community and the people engaged in the act of begging when needed.
--	---



ANNEXURES





VIRTUAL CONSULTATION ON THE TRANSGENDER COMMUNITY IN INDIA

UNDER THE AMBIT OF UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



ORGANISED BY

VIRTUAL CENTER OF EXCELLENCE FOR SOCIAL WELFARE ADMINISTRATION (VCOE-SWA)
UNDER THE AEGIS OF THE
ASSOCIATION OF PROFESSIONAL SOCIAL WORKERS AND DEVELOPMENT PRACTITIONERS
(APSWDP)

In special consultative status with the United Nations Economic and Social Council (UN ECOSOC)
and Affiliated with the United Nations Department of Global Communication (UN DGC)

PROGRAMME AGENDA

TIME	SESSION	MODERATOR/ KEY SPEAKER
PART-1: INAUGURAL SESSION		
11:00 am - 11:10 am	Formal Welcome, Programme Background & Introduction to the Chief Guest and Guest of Honour	Dr. Vivek Trivedi , Founder and Principal Advisor, Association of Professional Social Workers and Development Practitioners (APSWDP)
11:10 am - 11:25 am	Address by the Chief Guest and keynote speaker	Dr. Roshan Lal , Associate Professor and Head, Department of Psychology, Panjab University, Chandigarh
11:25 am - 11:40 am	Address by the Guest of Honor and keynote speaker	Dr. R.K.Sharma , Director, National Institute of Cooperative Management, Chandigarh
11:40 am - 11:50 am	Vote of Thanks	Dr. Ujjawal , Associate Professor, Department of Biotechnology, Maharishi Markandeswar deemed to be University, Mullana, Haryana -and- President & co-founder , Integrated Association of Medical, Basic and Social Scientists (IAMBSS)
PART-2: PANEL DISCUSSION		
THEME: SOCIO-LEGAL CHALLENGES AND INCLUSIVE SUPPORT		
11:50 am - 12:00 noon	Introduction to the Panel Speakers	Dr. Sumit Arora , President, Association of Professional Social Workers and Development Practitioners (APSWDP)

12:00 noon - 12:15 pm	Role of Samta Nyay Kendra and facilitation to the Transgender Community	Mr. Neil Roberts, Chief Coordinator, District Legal Services Authority, Chandigarh
12:15 pm - 12:30 pm	Use of Inclusive Language for the Transgender Community	Mohd. Rehan, National Coordinator, NACO Ministry of Health and Family Welfare, Govt. of India and Tata Institute of Social Science, Mumbai
12:30 pm - 12:45 pm	Health-related issues and challenges faced by the Transgender Community	Dr. Jitender Gairola, Senior Resident, AIIMS, Rishikesh
12:45 pm - 01:00 pm	Psychological Issues Faced by Transgender Community	Dr. Shikha Garg, Assistant Professor, Department of Psychology, Government Home Science College, Chandigarh
01:00 pm - 01:05 pm	Vote of Thanks	Mr. Hitesh Kumar Gulati, Director General (Hon.), Association of Professional Social Workers and d Development Practitioners (APSWDP)
PART-3: PANEL DISCUSSION		
THEME: EMPLOYMENT GENERATION AND OTHER SOCIAL ENTITLEMENTS		
01:05 pm - 01:15 pm	Social Entitlements among the Transgender Community in India	Mx. Sowmya Gupta, Humsafar Trust, Mumbai
01:15 pm - 01:30 pm	Discrimination against the Transgenders in employment	Mr. Deepak Kumar Joshi, Advocate, Delhi High Court LGBT Activist.
01:30 pm - 01:45 pm	Quest for Identity amongst the Transgender Community	Ms. Damini Bilorai, Sociologist - Ph.D. scholar (Lovely Professional University)
01:45 pm - 01:50 pm	Vote of thanks	Mr. Rajeev Choudhary, Director - Capacity Building (Hon.), Association of Professional Social Workers and d Development Practitioners (APSWDP)
PART-4: ROADMAP FOR THE SAMTA NYAY KENDRA		
01:50 pm - 01:55 pm	Sharing the format with all the Panel Speakers for preparing a roadmap for the Samta Nyay Kendra	Dr. Sumit Arora, President, Association of Professional Social Workers and Development Practitioners (APSWDP)
01:55 pm - 02:00 pm	Concluding remarks	Mr. Gautam Bhardwaj, Advocate, Punjab and Haryana High Court, Chandigarh -and- Consultant, Chandigarh Commission for Protection of Child Rights



APSWDP SUPPORT SDG'S



Association of Professional Social Workers and Development Practitioners (APSWDP)

Project Office: 252, Verma Day Care Centre, Old Ambala Road, Manimajra, Sector-13, Chandigarh 160101

E-mail: apswdp.ti@gmail.com, Phone: +91 7087060356

Website: www.apswdp.org



@apswdp-india



@apswdp



@apswdp_india



@apswdp_india