



ANNUAL REPORT

2022-23

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Foreword

**ABHINA AHER
CO-CHAIR
TWEET FOUNDATION**



It is with a sense of pride and optimism that I introduce this impactful report on Transgender Employment Mela—an endeavor that we envisioned not only to transform livelihoods but also to ignite a paradigm shift in societal perceptions and an attitude towards transgender persons in India. As the Director of the National Institute of Social Defence, I am honored to present this report, which showcases the tremendous strides made in the realm of transgender inclusion and mainstreaming them in society through generating employment.

Over the past several years, the National Institute of Social Defence has been instrumental in building initiatives to empower the transgender community in India. In a world where disparities and discrimination continue to pose challenges, Transgender Employment Mela initiated and embodies our unwavering commitment in fostering an inclusive society for the transgender community, where every individual, irrespective of their gender identity, has the right to dignified employment and a life of fulfillment.

A total of 58 transgender persons found jobs in inclusive companies through this unique initiative. However, this report encapsulates more than just statistics; it captures stories of resilience, determination, and triumph of every transgender. From providing training, skill development and mentoring the candidates to fostering partnerships between the transgender community and employers, the Transgender Employment Mela has illuminated the potential of collaborative action in dismantling barriers and building a bridge of understanding. As transgender individuals gain employment opportunities, the broader societal narrative is rewritten, challenging stereotypes and reaffirming the inherent value of each person. These accomplishments underscore that diversity is not just a concept—it is the lifeblood that invigorates progress.

In conclusion, I extend my heartfelt gratitude to all those who have contributed to the success of Transgender Employment Mela. Dedication, commitment, and advocacy have not only transformed the lives of individuals but have also reshaped societal norms. I, the Director, NISD invite readers to delve into the contents of this report, to embrace its messages of hope and possibility, and to join us in our steadfast resolve to build a gender discrimination free inclusive world.

Executive Summary

The Trans Employment Mela 2023 was a unique Job Fair focused solely on Transgender Job Seekers. The aim was to provide a unique platform for Trans candidates to connect directly with recruiters from some of India's best organizations.

The first ever National level Trans Employment Mela was held on the 10th of March, 2023 at The LaLit, New Delhi. The objective of this event was to open up job opportunities in leading inclusive organizations to deserving transgender job seekers across India. This one-day event brought together 100+ talented trans individuals from across India with varying experience and educational qualifications and 30+ companies for a day of networking, career development and exploring job opportunities under one roof. With a footfall of over 300 people, the event saw enthusiastic participation not only from companies and job seekers but also from community entrepreneurs, artists, activists and leaders, NGOs and bi-lateral organizations.

The event was preceded by a Trans Recruitment Drive that began on 25th January 2023. Organizations across India were asked to open up job opportunities for the Trans Community and suitable candidates matching the respective requirements were provided after screening and shortlisting of over 500 candidates. Thus, many companies began their Trans Inclusion hiring process months ahead in preparation for the Trans Mela and eventually resulted in an unprecedented number of 58 jobs offers rolled out by the month of April giving a new hope to the trans community.

Key Components

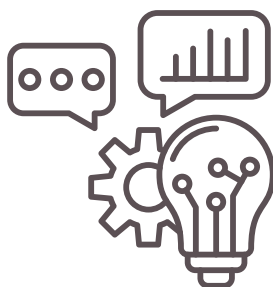
To build an empowered, self-sufficient, and vibrant Trans movement in India we focus on our efforts on providing immediate support to the community members meanwhile creating systemic change through advocacy and capacity-building

COMMUNITY SUPPORT



Our primary focus is to provide much needed support to community members in a way that helps trans community members find their footing. Our key activities include providing shelter homes, helpline support, legal and documentation support etc.

CAPACITY BUILDING



We believe in strengthening the trans movement by building the capacity of the young trans members by providing leadership opportunities as well as by focussing on skill building in various professional skills

ADVOCACY AND AWARENESS



We focus on spreading awareness and create evidence led advocacy with private and government stakeholders to promote inclusion of trans community members

Our Activities

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Community Support

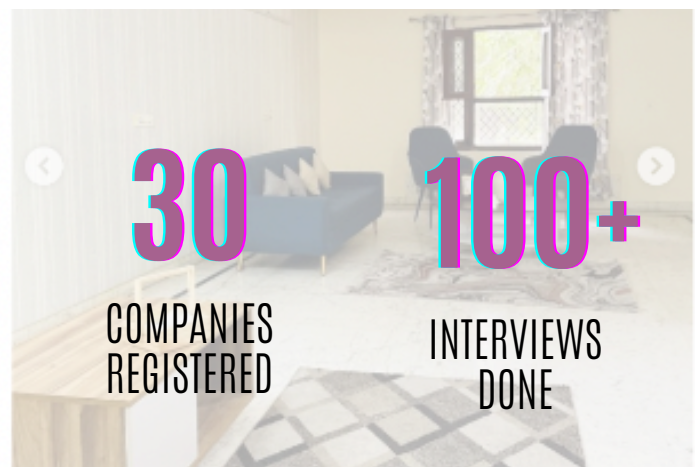
GARIMA GREH, MUMBAI

TWEET Foundation and InHarmony have been collaboratively working over the past 6 years and have supported more than 500 transgender persons with employment and skill building opportunities. Together they have helped place 100 plus transgender persons in various companies. In 2020, InHarmony and TWEET Foundation launched an online webinar series called “Trans Is” to create awareness and sensitize the public about the transgender community and thereby, enable more empowerment and social inclusion for the community. Partnering organizations and clients include Godrej, Tata Steel, Publicis Sapient, JP Morgan Chase, Hexaware, Oyo, Akasa, EzeTap, Inorbit Mall, K Raheja Group, Altimetric, Tata Metaliks, Mahindra Logistics, Glaxo Smith Kline, etc. Besides placements, TWEET Foundation and InHarmony work with companies across India and other geographies to create LGBTQIA+ inclusion through sensitization programs and human libraries.



AASRA, GURGAON

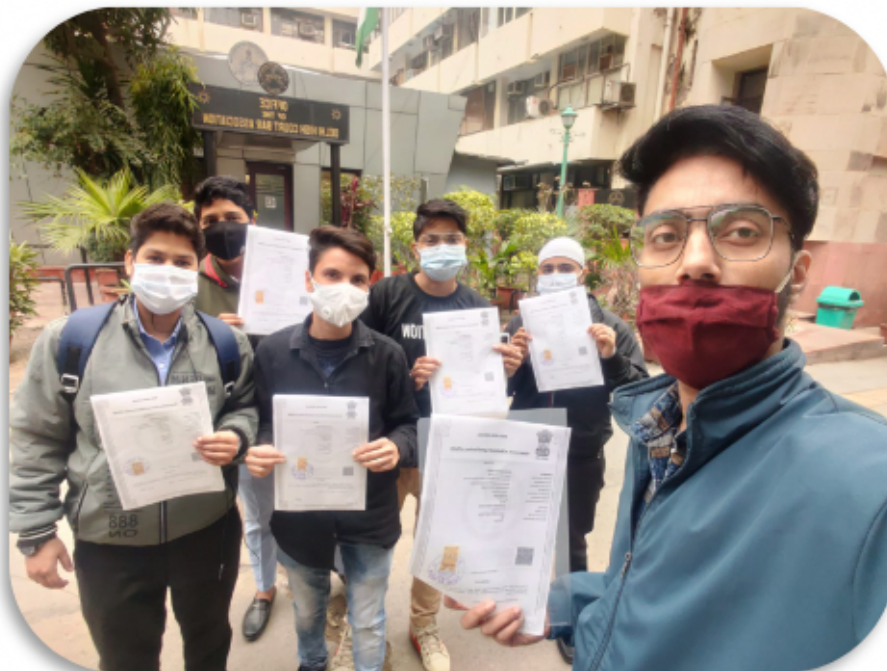
Transgender Welfare Equity and Empowerment Trust aka Tweet Foundation is an Indian community-based organisation with offices in New Delhi and Mumbai. It was established by seven trans activists in 2015 to serve the young trans people through crisis support, short shelter stay, health and legal resources and providing skill building and inclusive employment opportunities. TWEET is a pioneer in establishing a completely trans-led organisation and is a registered society under Mumbai Charity Commissioner (registered in May 2017). TWEET also works with the government to bring in policy-level changes and with civil societies and corporates to build strategic partnerships to support the trans movement and trans welfare in India.



HELPLINE OPERATIONS

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ENTITLEMENT SUPPORT



Community Strengthening

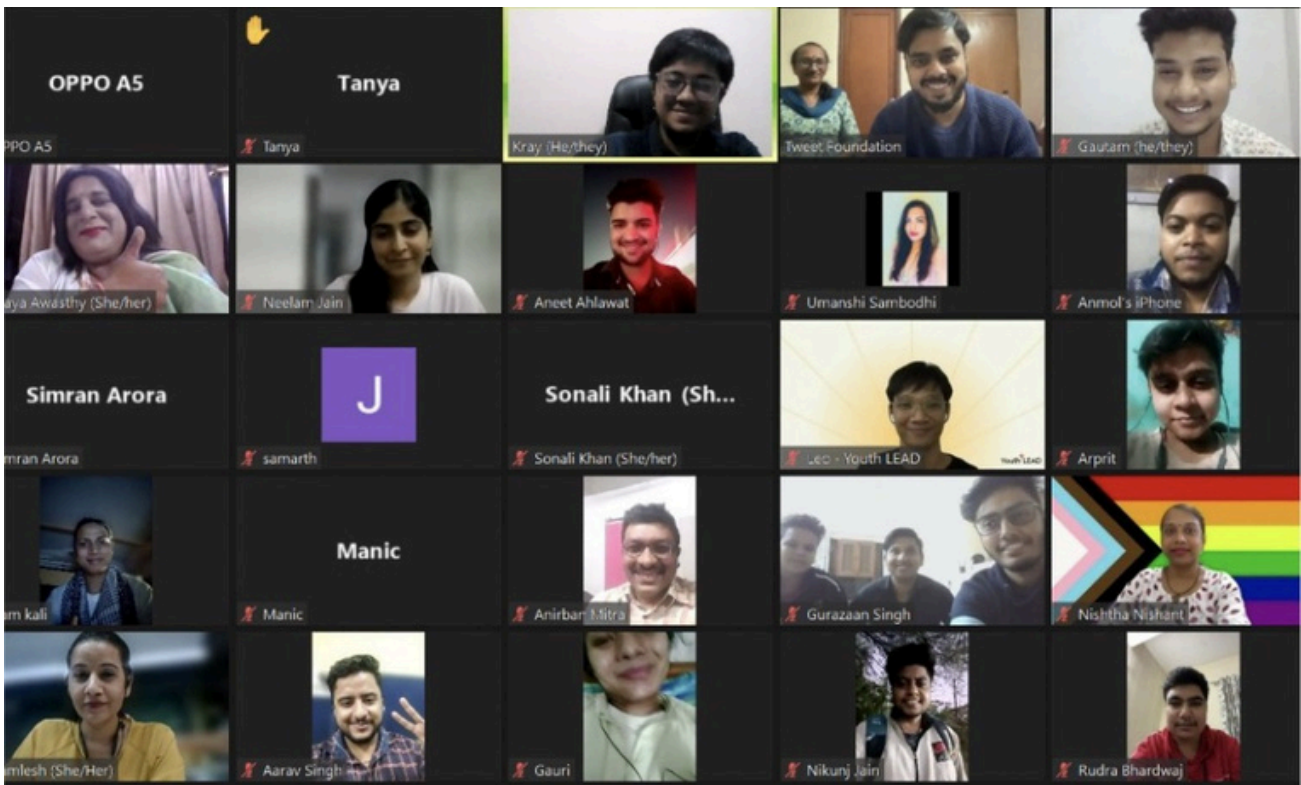
TWEET'S CAPACITY BUILDING PROGRAMS FOCUS ON DEVELOPING KEY SKILLS FOR YOUNG TRANS PEOPLE TO FURTHER STRENGTHEN THEIR LEADERSHIP SKILLS, WORKPLACE AND PROFESSIONAL SKILLS AND PROVIDES A PLATFORM FOR THEM TO ACCESS LEARNING RESOURCES



PROJECT NAME - TRANS YOUTH LEADERSHIP ENGAGEMENT AND AUGMENTATION PROGRAM (TY-LEAP)

As a part of the Leadership Engagement Augmentation Program (LEAP) for Trans Youth, we conducted offline and online consultation workshops with 23 young trans leaders working with Foundation and various other organisations including some of the beneficiaries of projects like shelter homes. Over a period of a month, the young individuals worked together in two separate groups to formulate two Manifestos.

The discussions and outcomes of the event provided meaningful insights from young trans activists themselves along with key action recommendations which can be implemented by various organizations working for LGBTQIA+ rights to increase youth engagement and involvement of young people in decision making.



The launch of Manifesto was done via an online discussion in the panel that happened on the importance of inclusion of youth in decision making and leading processes at organisation level. The young trans people defined barriers that young people have to overcome in organisations to feel empowered to take lead & get involved in decision making. The panelists also threw light on how organisations can create mechanisms to overcome these barriers and the examples they created in their organisations. The session culminated on the panelists to select a few recommendations that they thought were interesting to implement on their organisation level. The launch was joined by leaders from Naz Foundation and Periferry

I. Performance Update:
 Activity 1: Offline consultation workshop.
 On October 1st 2022, a one day workshop was designed in a manner to hold several discussions on



Skill Building and Placements



1. Launch of Gurukul for Trans Excellence:

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IMPACT SNAPSHOT

18

Transgender persons enabled with Career Ready Skills

4

Trans community professionals trained as trainers

60+

Hours of trans-friendly skilling curriculum created

20

Transgender persons provided with critical shelter and food support



2. Collaboration with Nanavati College

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3. SKILMATE

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WORK ON DIVERSITY & INCLUSION



Advocacy and Awareness

According to a study conducted by the National Human Rights Commission in 2018, 92% of Transgender people were deprived of the right to participate in any form of economic activities, 99% suffer social rejection, 96% were forced to take up undignified jobs, 60% never attended school and 89% complained of no jobs even though they are qualified.

The Transgender community is one of the most marginalized groups in India. From gender dysphoria, sexual abuse, bullying, teasing, to being deprived of livelihood opportunities, the community faces harsh discrimination. According to a 2017 Human Rights Commission report, about half of transgender people never went to school. Several development partners are sponsoring programmes that aim to give them access to education opportunities in a stigma-free setting as well as skill development to encourage independence. As published by NHRC in 2017 "... transgender persons are denied of right to education even after the enactment of Right to Education Act 2009" (p. 23). A lack of awareness about the LGBTQIA+ community coupled with age old superstitious beliefs is the principal reason for the Transgender community being ostracized in India.



Advocacy & Awareness

Nation-wide Online Hiring Drive

The Trans Employment Mela sought to provide a platform that served as a safe space for both the community as well as organizations, facilitating interaction and meaningful employment. The run up to the Trans Employment Mela was marked by a complimentary Recruitment Drive that ran over a course of two and a half months from 25th January 2023 and ended on 17th April 2023.

During the Recruitment Drive, companies submitted job descriptions for select positions within their respective organizations. These vacancies were matched with suitable candidates after a thorough sourcing, screening and shortlisting process by TWEET Foundation & InHarmony.

360 degree support was provided to the candidates where our team carefully reviewed each application, and considering qualifications and experience, matched relevant job roles. Candidates were also provided personalized career guidance, support in preparing and reviewing resumes, preparation for interviews through workshops and training sessions.

Next, the hiring process was taken forward by sharing the shortlisted profiles with the companies. Comprehensive assistance and support to companies was provided throughout the drive to ensure a smooth process.

500+

CANDIDATE
APPLICATIONS

160

JOB VACANCIES

30

COMPANIES
REGISTERED

100+

INTERVIEWS
DONE



From left to right: Shaman Gupta (Tweet Foundation), David Bridger (UNAIDS), Amberin Memon (Hexaware), Abheena Aher (Tweet Foundation), Dr. Chiranjeev (UNDP), Keshav Suri (Keshav Suri Foundation), Dr. Laxmi Narayan Tripathi (Kineer Services) in the panel discussion on Enabling Zero Discrimination – A Step towards Trans Inclusion



From left to right: Ashwini Naphade (Inner Wheel), Anjali Sinha (Publicis Sapient), Anshula Verma (EY), Sunita Kohli (Suez India), Vipin Sharma (TATA Steel), Anupama Easwaran (InHarmony) and Shaman Gupta (TWEET Foundation) in the panel discussion on Enabling Careers for Trans Talent



Dr. Giriraj from NISD giving the key note address



Mr. Santosh Pathak from EY Foundation delivering special address



Vieshaka Dutta (Director - Diversity Equity and Inclusion, Publicis Sapient) delivering the key note address

However, in recent years we have begun to see a positive shift thanks to activists and community allies persistently advocating and fighting for Transgender rights. It began in 2014, with the NALSA case judgement leading to the recognition of transgender people as the 'third gender' followed by the introduction of the Transgender Persons (Protection of Rights) Act, 2019 legally recognizing and providing the constitutional right for Transgender citizens to register themselves under a third gender. While there are many lacunae in these laws and they are a work in progress, it still is well meant and sheds a ray of hope.

Sadly though, they do not provide much by way of education and employment opportunities and the only way forward is to make sure organizations and society at large consciously change their mindset, move towards being more inclusive and arm themselves with the right knowledge about the community.

Job Placements



Trans Employment Mela

The day of the Mela witnessed a footfall of 300 plus people including 100 plus trans candidates from across India with over 30 companies opening their doors to these candidates. The Job Fair also had booth participation from several bilateral organizations, NGOs and Transgender entrepreneurs.

The indoor plenary included panel discussions, human libraries, art & culture performance by transgender artists and an award ceremony to commemorate community leaders and Trans Inclusive organizations.

The 1st panel discussion focused on Enabling Zero Discrimination in the Indian society and bringing about a systemic change towards Trans Inclusion, while the 2nd panel discussion focused on Enabling Careers for Trans Talent and showcasing best practices from various companies towards the same.

300+

EVENT ATTENDEES

105

CANDIDATE ATTENDEES

18

EMPLOYER STALLS

76

CORPORATE ATTENDEES



From left to right: Shaman Gupta (Tweet Foundation), David Bridger (UNAIDS), Amberin Memon (Hexaware), Abheena Aher (Tweet Foundation), Dr. Chiranjeev (UNDP), Keshav Suri (Keshav Suri Foundation), Dr. Laxmi Narayan Tripathi (Kineer Services) in the panel discussion on Enabling Zero Discrimination – A Step towards Trans Inclusion



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OUTCOMES & STORIES OF CHANGE

Of the total 58 job offers, 17 were paid internships. 32 transmen, 19 transwomen, 6 non-binary people got the job offers. A total of 39 were freshers vs 18 people who had prior experience. Highest package offered was 8 LPA



Stories of Change

YUMNAM THAWALNGAMBA MEETEI (HE/SHE), TRANS NON-BINARY



"As a transgender person, I faced many challenges in finding employment, especially in securing a management-level job. Discrimination and bias against transgender individuals can often make it difficult for us to find work, even in positions for which we are qualified. "

"As a transgender person, I faced many challenges in finding employment, especially in securing a management-level job. Discrimination and bias against transgender individuals can often make it difficult for us to find work, even in positions for which we are qualified. Fortunately, I came across TransMela, an event organized by the TWEET Foundation and InHarmony, which provided me with help and mentoring and I was able to find a job at Mahindra Logistics, which is an inclusive company that values diversity and provides a welcoming work environment for people of all backgrounds. It's heartening to know that organizations like Mahindra Logistics are working to create more opportunities and support for transgender individuals in the workforce. With their assistance, people like me are able to find employment that not only values our skills and abilities but also recognizes the importance of inclusivity and diversity in the workplace." says Yumnam who completed his MBA in 2022 but was still finding it difficult to find a job in management-level positions due to her trans identity but is now working as a Talent Management and Organizational Development Executive at Mahindra Logistics. He feels grateful to Tweet Foundation for extending their support in securing this job and paving the way for his success.

RATRISH SAHA (SHE/HER), TRANS WOMAN



“After leaving my last organization I started looking for a job but finding a job is never easy being a transgender individual, specially being a transgender woman because I was getting rejected with statements like "currently no LGBT hiring is going on" or "we do not have enough facilities to accommodate a trans individual in our office".

“After leaving my last organization I started looking for a job but finding a job is never easy being a transgender individual, specially being a transgender woman because I was getting rejected with statements like "currently no LGBT hiring is going on" or "we do not have enough facilities to accommodate a trans individual in our office". However, TWEET Foundation and InHarmony were so clear with their vision and they knew that only skills matter for a job. A few people from their team were continuously connecting with me for interviews, and I grabbed the opportunity by putting my whole self in it. The response I received from Siemens was overwhelming. We only discussed my skills and no questions or comments on my gender were included in those conversations. The behavioral gestures in every communication, asking for consent every time and a lot more is really appreciable. I believe this is how we bring in change." says Ratrish Saha, a trans woman with 7+ years of corporate experience who recently got selected at Siemens Technologies Limited as an Associate Consultant - Hire to Retire and is very happy and proud to be working at her dream company.

MANIK SAHOO (HE/HIM), TRANS MAN



"I only had a diploma in my education and lacked any graduation or higher qualification, and my documents were not updated to my preferred name and gender identity. Despite being capable, I was not getting any chance to show it."

"The Trans Employment Mela was a great opportunity for trans people to find jobs in different reputed companies. I only had a diploma in my education and lacked any graduation or higher qualification, and my documents were not updated to my preferred name and gender identity. Despite being capable, I was not getting any chance to show it. TWEET Foundation and InHarmony really helped me a lot in preparing for the interviews and I landed a job in Godrej Properties. I am extremely thankful to all the team members for giving opportunities to all trans people. Everyone in the office is very helpful and good in nature, which has made my transition into the corporate world much easier." says Manik, a who got selected for the Pride Internship at Godrej Properties.

DIPANWAITA (SHE/HER), TRANS WOMAN



"During my professional journey, I faced discrimination and challenges due to my gender identity. I experienced a lack of inclusivity in the work environment and was not able to showcase my talents and abilities due to bias against my gender identity."

"During my professional journey, I faced discrimination and challenges due to my gender identity. I experienced a lack of inclusivity in the work environment and was not able to showcase my talents and abilities due to bias against my gender identity. However, with the assistance of TWEET Foundation and InHarmony, I was able to crack interviews with Mahindra Logistics where I could work based on my talents rather than my gender identity. Through this event, I was able to connect with many organizations and individuals who were committed to hiring transgender people in their businesses. It's heartening to know that organizations are working towards creating more inclusive and supportive workplaces for people of all genders and identities." says Dipanwita who got selected as an Assistant Manager of Branding and Communication at Mahindra Logistics.

Annexure

Agenda

No.	Time	Session	Details
1	9:00 am - 10:00 am	Registration	Registration Breakfast Networking
2	10:00 am - 10:30 am	Welcome Inauguration	Welcome on Behalf of Tweet Foundation and InHarmony Inauguration and lamp lighting Live Performance by Rushik Thakkar
3	10:30 am - 10:50 am	Key Note and Special Address from Dignitaries	Dr. Giriraj, NISD, MoSJE Vieshaka L Dutta, Publicis Sapient Santosh Pathak, EY Foundation
5	10:50 am - 11:35 am	Panel Discussion - 1 Enabling Zero Discrimination - A Step towards Trans Inclusion	Mr David Bridger, UNAIDS Dr Chiranjeev, UNDP Dr. Laxmi Narayan Tripathi Keshav Suri Dr. Giriraj Abheena Aher (Moderator)
6	11:40 am - 12:45 pm	Exploring the Employment Mela	Visiting the Mela Tea Break
7	12:45 pm - 2:00 pm	Lunch Networking	Human Library Lunch Networking
8	2:00 pm - 2:30 pm	Immersive Act	Live Performance by Sarvagya Soni
9	2:30 pm - 3:15 pm	Panel Discussion - 2 Enabling Careers for Trans Talent	Anjali Sinha, Publicis Sapient Anshula Verma, EY Vipin Sharma, Tata Steel Sunita Kohli, Suez Shaman Gupta, Tweet Foundation Anupama Easwaran (Moderator)
10	3:15 pm - 3:30 pm	Skilling Initiatives for Trans Candidates	Skill Development Initiatives
11	3:30 pm - 3:45 pm	Dancing Queens	Performance by the DancingQueens, "India's first trans-led dance troupe"
12	3:45 pm - 4:30 pm	Address by the Guest of Honor and placement announcements	Recognizing recruiters Guest of Honor: Mr. Aditya Ghosh, Business Leader, Founder Akasa Airlines Advisor, TWEET Foundation
13	4:30 pm - 5:00 pm	Closing Ceremony	Vote of Thanks

ACKNOWLEDGEMENTS

We wish to acknowledge the contributions of the people who worked tirelessly on this project. We would like to thank:

- National Institute of Social Defence and Ministry of Social Justice for the conception of this landmark event and providing us the motivation & support to see it through
- All our sponsors for their wholehearted support in driving the momentum and making this event a reality
- All the participating companies and candidates for believing in us and kick starting the inclusion journey through this platform
- Our colleagues at Tweet Foundation & InHarmony for all their hard work in helping in coordinating, planning and executing this event
- Authors, reviewers and designing team of the report include :
Kray Malhotra, Sandhya Rao, Anupama Easwaran, Shaman Gupta

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