

TRANSGENDER EMPLOYMENT MELA 2024

A national-level job fair to connect young trans talent with inclusive companies



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Foreword

DR. R GIRIRAJ
DIRECTOR
NATIONAL INSTITUTE OF
SOCIAL DEFENCE



As we gather to present the insights and achievements of the Trans Employment Mela, it is with great pride and gratitude that I reflect on the journey that has led us to this moment. I extend my heartfelt thanks to all the dignitaries, corporates, and candidates who graced this occasion with their presence and support.

Looking back on the previous year's Mela, we witnessed the seeds of change being sown, laying the foundation for what has now become an indispensable event for transgender individuals seeking employment. The continuity of this Mela underscores its significance as a vital resource in addressing the pressing need for inclusive employment opportunities within the transgender community.

Through initiatives like the Trans Employment Mela, we have witnessed a multifaceted approach at work. By facilitating the connection between individuals from the transgender community and suitable corporate entities, we have not only filled job roles but also fostered a sense of fulfillment and belonging among transgender employees in safe and inclusive environments.

Moreover, the ripple effects extend beyond the workplace, contributing to the broader goal of social integration and mainstreaming envisioned in The Transgender Persons (Protection of Rights) Act 2019. This holistic approach reflects our commitment to creating a society where every individual, regardless of gender identity, is valued and empowered.

I am pleased to highlight the collaborative efforts between the National Institute of Social Defence (NISD) and the Ministry of Social Justice and Empowerment. Together, we are spearheading innovative programs aimed at addressing the multifaceted challenges faced by the transgender community, furthering our collective mission of inclusivity and equality.

As we delve into the contents of this report, may it serve as a testament to the progress made and the transformative impact of collective action. Together, let us continue to strive for a future where diversity is celebrated, and every individual has the opportunity to thrive.

Foreword

ANUPAMA EASWARAN FOUNDER, INHARMONY



“Anuj Dubey, a graduate with an MBA, faced several hurdles to secure employment despite possessing all the required qualifications. Being a transman, he faced discrimination and bias, resulting in bleak job opportunities. The Trans Employment Mela turned his life around by securing him a job with Mahindra Logistics.”

Anuj's success story is one amongst many others that emerged from the Trans Employment Mela. It gives me great pleasure to share the impact report of the 2nd National level Trans Employment Mela conducted by TWEET Foundation and InHarmony in association with the Ministry of Social Justice and Empowerment and National Institute of Social Defense. The Trans Employment Mela is a significant step forward in our collective journey towards creating equitable employment opportunities for transgender individuals. This event underscores the transformative power of acceptance, understanding, and advocacy. In India, transgender individuals face significant barriers to employment; from discrimination and bias to lack of supportive policies and practices. These obstacles not only hinder access to suitable job opportunities, personal and professional growth but also deprive workplaces of the rich diversity of experiences and perspectives that transgender employees bring. InHarmony and TWEET Foundation have been working together for more than 7 years on several initiatives to empower and include transgender people. The Trans Employment Mela is one such impactful project which we have executed jointly. The inaugural Trans Employment Mela was conducted by us in March, 2023. Propelled by its success, we conducted the 2nd edition this year.

The 2nd Trans Employment Mela was a resounding success with over 300 participants including 200 transgender candidates. The Mela gave a platform for inclusive companies to interact with and collect resumes from job seeking transgender professionals. Along with this central theme, the Mela also brought focus to key topics like Educational Barriers, Mental Wellbeing of Trans Talent, and Corporate Experiences of Cisgender and Transgender perspectives through moderated panel discussions and networking. This year we also showcased amazing transgender talent and entrepreneurs from different parts of the country, underscoring the capabilities of the transgender community.

We extend our heartfelt gratitude to the participating companies, sponsors and supporters who demonstrated their commitment to transgender inclusion by being an integral part of the Mela. We also applaud all the transgender candidates who participated in the recruitment drive and the Mela, for their courage, resilience and confidence in our efforts to enable equitable job opportunities for them.

As I conclude, I am reminded of these lines from Robert Frost's poem (Stopping by Woods on A snowy evening), “ the woods are lovely dark and deep, but I have promises to keep and miles to go before I sleep, miles to go before I sleep”. The Mela is a great catalyst of change and inclusion, but we still have a long journey ahead with respect to seamless transgender inclusion and empowerment. Through events like the Trans Employment Mela, together, we can build a future where every person, regardless of gender identity, has the opportunity to succeed and flourish in their careers.

Foreword

**MS. ABHINA AHER
FOUNDER AND
MANAGING DIRECTOR
TWEET FOUNDATION**



As TWEET Foundation, the entire team is passionate to ensure transgender welfare in India through our various initiatives. Transgender Employment Mela (TEM) is our flagship event which equates supply and demand around transgender placement in various industries and creates huge opportunities to create social impact towards the social workplace inclusion towards the vulnerable & marginalized transgender community.

It is with a profound sense of pride that I introduce this report on the Transgender Employment Mela. As the Managing Director of the TWEET Foundation, I am honored to present the outcomes and reflections gathered from this transformative initiative. I also extend my deepest gratitude to all the stakeholders, including dignitaries, corporates, and participants, whose unwavering support has been instrumental in making this event a resounding success.

The Transgender Employment Mela stands as a beacon of hope and progress in our ongoing journey towards fostering inclusivity and equality in the workforce, especially towards the transgender individuals who remain marginalized. 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% suffered 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. This study highlights the need for skilling and employment for transgender individuals, with a special emphasis on social inclusion. It is also a stark reminder that despite the marginal progress made towards transgender rights, a considerable amount of work still needs to be done.

Reflecting on the origin of this endeavor, I am reminded of the humble beginnings and the collective vision of empowering transgender individuals that propelled us forward. Over the years, the Mela has evolved into a vital platform, providing a bridge between transgender individuals seeking employment and companies committed to diversity and inclusion.

Through this report, you will witness the tangible impact of our efforts manifested in the lives touched and the barriers broken. From job placements to dialogues between corporates, each initiative outlined herein reflects our steadfast commitment to creating a more equitable society.

Moreover, this report serves as a testament to the collaborative spirit that defines our organization. Together with our partners and supporters, we have championed innovative approaches and paved the way for meaningful change in the lives of transgender individuals.

As we celebrate the achievements documented, let us also acknowledge the work that lies ahead. Our commitment to advancing the rights and opportunities of transgender persons remains unwavering, and I am confident that together, we will continue to build a future where every individual can thrive, regardless of gender identity.

I invite you to explore this report with an open heart and a renewed sense of purpose. May it inspire us all to redouble our efforts and reaffirm our collective commitment to a more inclusive and just society.

Executive Summary

The Transgender Employment Mela saw its second edition held on 22nd March 2024 at Welcome by ITC Hotels, Dwarka, New Delhi. The Mela, this year, highlighted the talent pool that exists within the transgender community and offered an opportunity for the community to get exposed to major corporations and organizations. This year, the Mela surpassed last year's records in all categories; a total of 500+ applications were received from candidates, 300 resumes were shared with companies, 200+ candidates came for the Mela, 40+ corporates came and interacted with the candidates, 150 candidates went through the interview and more than 40+ candidates were already offered job offers thorough our recruitment drive which started from 8th February 2024. The final number for placements was 70. In terms of the candidate's profile, 43% were graduates, 27% were post graduates, and 39% of the candidates had 5-9 years of work experience.

The Trans Employment Mela, showcased a comprehensive agenda aimed at empowering transgender individuals in the workforce. The day commenced with registration and settling down, followed by a warm welcome address and a captivating performance by artist Rajveer. Keynote speaker Param Kaur, Director of Global People Shared Services at Publicis Sapient, set the tone with an insightful address. Throughout the day, thought-provoking panel discussions delved into crucial topics such as overcoming educational barriers and fostering a transgender-inclusive work culture. Attendees were treated to inspiring performances and candid dialogues, highlighting the diverse experiences within the community. The event also witnessed significant milestones, including the launch of the TWEET website and the Trans Health Centre. As the day concluded with networking opportunities and expressions of gratitude, it underscored a collective commitment to diversity, inclusion, and empowerment within the business community.





About TWEET Foundation and InHarmony

Transgender Welfare Equity and Empowerment Trust (TWEET) Foundation is a community-based organization in India based out of New Delhi and Mumbai. The organization was established by seven trans activists in 2015 to serve the young trans movement, especially the transmen community that faces extreme gender-based violence and has been highly invisibilized.

TWEET works to provide support to young trans men and trans women through linking them to social entitlement schemes; providing safe spaces and shelter homes like AASRA (in New Delhi) and Garima Greh (in Mumbai); advocacy and awareness work with stakeholders at all levels; health leadership building and capacity building for transgender persons; and provision of education loans, skilling, and employment opportunities for transgender persons.

InHarmony is a diversity, equity and inclusion consultancy, founded in 2014, working with companies and institutions in promoting and building inclusive work culture. InHarmony provides consultancy services to organizations across India in the areas of DEI, Employee Wellness and Counseling. Their work includes conducting diagnostics, policy review and change, bespoke training programs, driving culture change within organizations, sensitization, building awareness, empowerment of marginalized communities like transgender people, less privileged caste categories, and providing recruitment support in the transgender space.

TWEET Foundation in collaboration with InHarmony has been working over the past 7 years with more than 500 transgender persons in supporting them with employment and skilling opportunities and have helped in placing more than 100 transgender persons in various corporate organizations. Garima Greh participants has seen placement results with companies like Godrej, Tata Steel, Publicis Sapient and many more. Our current partner/client lists includes companies like JP Morgan Chase, Hexaware, Oyo, Ubisoft, Tata Steel, EzeTap, Inorbit Mall, K Raheja Group, Altimetric, Tata Metaliks, Mahindra Logistics, GSK etc and more companies that are actively looking to hire transgender persons for various roles.

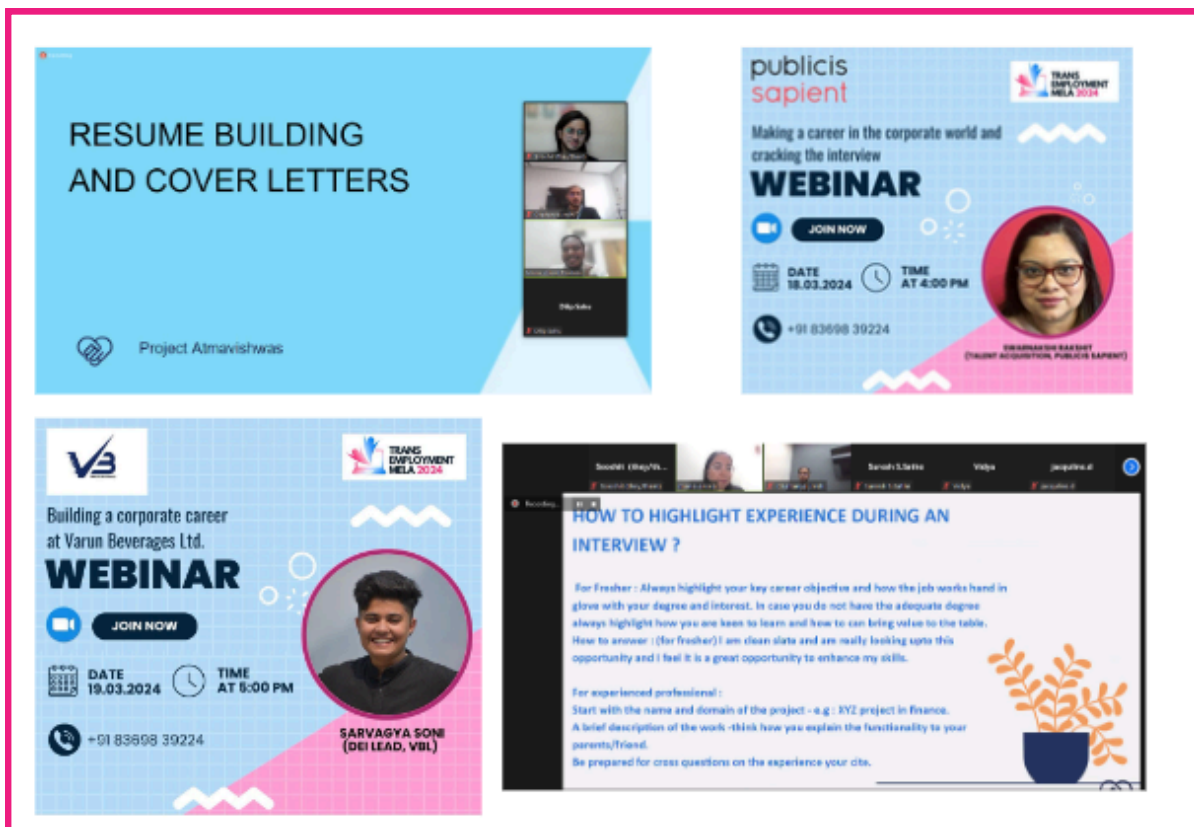
Besides placements, TWEET Foundation and InHarmony aggressively sensitize companies across India and other geographies about LGBTQ and transgender inclusion through sensitization programs and human libraries.



Transgender Candidates' Engagement Before The Mela

Before the Trans Employment Mela (TEM), a comprehensive set of workshops was conducted in partnership with our corporate allies. These online sessions were crafted to equip candidates with crucial skills and knowledge, enhancing their chances of employability. Each webinar tackled different essential aspects such as resume writing, self-awareness, interview skills, etiquette, and career exploration. The overarching goal was to empower transgender individuals, enabling them to confidently navigate job interviews and secure positions within inclusive corporate environments. These webinars served as tools to refine their professional identities before engaging with potential employers. The four-part series featured professionals from various corporate partners:

1. Resume Building and Cover Letters - Presented by Randstad
2. Building a Corporate Career - Presented by Publicis Sapient
3. Careers at Varun Beverages Limited
4. Interview Etiquette - Presented by Randstad



“Learning with Humility has been My Learning’- Ms. Param Kaur, Director, Global People Shared Services, Publicis Sapient



Ms. Param Kaur shared the welcome note to all the candidates and corporates attending the event. Ms. Param Kaur shared the story of inclusion, and drew parallels to her personal life and in her professional capacity in building women’s networks earlier in her career. Ms. Kaur shared a story of broadening her mindset and breaking her biases; she spoke about how a conversation with one transperson at a traffic stop, led her to be introduced to a whole community in Gurgaon, and how she was then invited to be part of their personal lives. Through the interaction and further communication with the community, she oversaw a revamping of all programs in her organization, and how they can be broadened and inclusive for the trans community.

Publicis Sapient also runs an inclusive internship program called ‘Rainbow Interns’ . Ms. Kaur also shared a story of a ‘Rainbow Intern’ she personally mentored a rainbow intern and how now they are being confirmed in a job position. Ms. Kaur also shared that Publicis Sapient, through their learnings from past experiences, work to fast track the professional paperwork for all their Rainbow Interns in order to avoid any issues in their professional careers. Ms. Kaur also mentioned that Publicis Sapient only looks for one thing from any person joining their organization: Shiddat (commitment in English). The commitment to one’s work is an integral part of any organization, she mentioned, and that’s what candidates from any background can bring to the table while entering an organization.

Panel Discussion - 'Don't Let Educational Barriers Hold You Back'

The panel discussion 'Don't Let Educational Barriers Hold You Back', expertly moderated by Mr. Aditya Ghosh, Co-Founder of Akasa Air, provided a platform for insightful dialogue on innovative strategies to empower transgender individuals facing educational challenges. Panelists from diverse industries shared their experiences and perspectives, shedding light on the creative approaches their companies have implemented to ensure inclusivity and support for transgender employees with limited educational qualifications.

The discussion delved into the various models and initiatives adopted by organizations to break down educational barriers and create pathways to meaningful employment opportunities for transgender individuals. Panelists shared examples of tailored training programs, skill-building initiatives, and mentorship opportunities designed to equip transgender employees with the necessary skills and knowledge to thrive in their roles.

The discussion emphasized the importance of fostering a supportive and inclusive organizational culture that values diversity and recognizes the unique strengths and contributions of transgender individuals. Panelists highlighted the role of leadership commitment, policy advocacy, and cultural sensitivity training in creating environments where transgender employees feel respected, valued, and empowered to succeed.

Overall, the panel discussion underscored the transformative potential of innovative models of career readiness in overcoming educational barriers and unlocking the full potential of transgender talent in the workforce. By sharing best practices and insights, the panelists collectively contributed to advancing the dialogue on inclusive employment practices and fostering greater opportunities for transgender individuals to thrive professionally.



- **‘Corporates need to build a sense of trust within the community through its policies’ - Mr. Akshay Tyagi, Head- Diversity, Equity & Inclusion, The Lalit**



Mr. Akshay Tyagi shared that during The Lalit’s ‘Pure Love Campaign’, the objective was to create a safe space for queer persons to share their narratives. Eventually through these conversations, they realized that people from the queer communities were not at leadership or able to claim managerial positions. Through their organizational assessment, they eventually tried to identify jobs which did not require candidates to have an educational background, and where they can invest in and bring more people from the community to start with. Mr. Tyagi also added that since the community had been highly marginalized and sidelined, corporations need to build trust and create a community where people feel represented, in order to become an inclusive employer.

Mr. Tyagi also shared how The Lalit’s policies (liberty to choose preferred name/pronouns, orientation for new employees now include introduction to sex, sexuality and gender, and not just the introduction to the organizations etc.) has provided that safe space for the community to be themselves.

The Lalit also runs career-ready exposure programs, in collaboration with development sector organizations like TWEET and organizations like EY Foundation. These programs are structured, tailor-made for communities, and include life skills training as well. These career-ready programs are primarily run for candidates who do not have an educational background.

The program trains them for three months, places them in various capacities in the organization, and post their three month's completion, they take an assessment from the candidates on which area they felt most fulfilled working in.

Through a peer review process of collaborating organizations, like TWEET which shares the list of candidates, they also figure out if the candidates were satisfied with the program and take recommendations from them. Post this assessment, the candidates are enrolled into a six-month detailed program, based on the preferred area of work the candidates chose to be part of. Post these nine months, they are placed in an apprenticeship program, in collaboration with other organizations, in order to expose them to further professional opportunities.

Mr. Tyagi also emphasized that unless the community is supported in all aspects (social, mental etc.), there will be low retention rates, as with any group of persons. He emphasized that the focus of organizations cannot just be on work-life balance, but about work-life integration, where the community feels comfortable and safe to come to work.

- **‘Culture of Inclusivity comes from senior leadership’ - Ms. Bhawna Choudhary, COE – L&D/DEI, Varun Beverages**



Bhawna Choudhary of Varun Beverages underscored the critical role of organizational readiness in fostering diversity and inclusivity. She emphasized that true inclusivity begins with senior leadership and permeates throughout the entire organization. Choudhary stressed the importance of conducting a thorough diagnostic check to ensure all aspects of the organization, including infrastructure in manufacturing areas, are inclusive of the needs of the transgender community. In response to Aditya Ghosh's question about what candidates can do to be accepted at Varun Beverages, Ms. Choudhary highlighted the significance of passion and attitude towards work, emphasizing that while skills can be taught, intrinsic qualities like passion and attitude are essential prerequisites for joining the organization. Ms. Choudhary also shared Varun Beverages' inclusive workplace program, particularly the 'Buddy System', wherein they hire individuals from the transgender community in groups rather than individually. This approach aims to prevent feelings of isolation and provides peer support within the community, fostering a more supportive and inclusive work environment.

- **‘Awareness and acceptance of community is done, now we need to work towards an inclusive ecosystem’ - Mr. Shiv Shankar, Head HRBP, West Bokaro Division, Tata Steel**



Mr. Shiv Shankar of Tata Steel outlined their approach to employing transgender individuals in major manufacturing roles, emphasizing the importance of skill training. He explained that Tata Steel first identified roles requiring specialized training and recruited transgender individuals for these positions. Mr. Shankar noted that they have successfully trained two batches and are in the process of training another batch for manufacturing jobs.

Furthermore, Mr. Shankar stressed the necessity of creating an inclusive ecosystem within the organization where employees feel supported and cared for in all aspects. This includes, but is not limited to, providing accommodation in remote manufacturing areas and organizing activities such as sports tournaments to facilitate connections among employees from diverse backgrounds.

Mr. Shankar highlighted the need for organizations to focus on achieving equity in the workplace as a prerequisite for effective workplace inclusivity. He emphasized that only by ensuring fairness and equal opportunities for all employees can organizations truly foster an inclusive and friendly work environment.

- **Community, Company, Collaborations-Mr. Ashish Shrivastav, Associate Director, EY Foundation**



Mr. Ashish Shrivastav of EY Foundation elaborated on the three pillars of workplace inclusivity: Community, Company, and Collaborations. Regarding the first pillar, Community, he emphasized the importance of candidates continuously upskilling themselves through self-learning and utilizing resources provided by supportive channels and organizations. Moving on to the second pillar, Company, Mr. Shrivastav discussed EY's efforts in fostering inclusivity within their organization, acknowledging that while progress has been made, there is still room for improvement.

Finally, Mr. Shrivastav highlighted the significance of Collaboration as the third pillar. He illustrated this through EY Foundation's collaboration with The Lalit and TWEET Foundation in implementing a career-ready program. This collaboration allowed for flexibility in tailoring the program to meet the specific needs and goals of the participants. By focusing on these three pillars—Community, Company, and Collaborations—organizations can progress towards becoming more inclusive, Mr. Shrivastav emphasized.

Lamp Lighting and Speeches by Ms. Laxmi Narayan Tripathi and Dr. R. Giri Raj, Dy. Director (Trg.), Social Defence



The Mela was officially inaugurated by Mr. Ankit Srivastava, Undersecretary, Ministry of Social Justice & Empowerment; Dr, R. Giri Raj, Dy. Director (Trg.), Social Defence, National Institute of Social Defence; Shri Laxmi Narayan Tripathi, well-renowned transgender rights activist; Ms. Vieshaka L. Dutta, Director, Diversity, Equity, and Inclusion - India and APAC at Publicis Sapient; Ms. Anupama Easwaran, Founder of Inharmony and Ms. Abhina Aher, Founder and Managing Director of TWEET Foundation

‘The new generation of transgender persons are looking for dignified and respectable job opportunities’ - Shri Laxmi Narayan Tripathi, well renowned transgender rights activist



Shri Laxmi Narayan Tripathi appreciated the corporates and candidates for showing an enthusiastic response last year and this year. She also thanked the sponsors for taking interest in an initiative which supports the transgender community. She finally acknowledged the spirit of young persons from the community for coming out in large numbers and showing that the new generation of transgender persons are looking for respectable job opportunities.

‘Transgender Employment Mela has become a need of the hour’- Dr. R. Giri Raj, Dy. Director (Trg.), Social Defence



Dr. R. Giri Raj started by thanking the dignitaries, corporates and candidates for attending the Mela. Dr. Giri Raj reflected on last year’s Mela and how through the continuation of this Mela, it has now become a need of the hour for transgender persons looking for employment. Dr. Giriraj also emphasized that through Employment Mela like these, the approach works in three-pronged ways: the linking of the individual from the community and the right corporate that leads to fulfillment of job roles for companies; the jobs provided employment satisfaction for transgender persons looking to work in a safe and inclusive environment; and finally, on a social level, it leads to the overall social integration and mainstreaming of the transgender individuals as envisioned in The Transgender Persons (Protection of Rights) Act 2019.

Dr. Giriraj also spoke about how NISD is working closely with the Ministry of Social Justice and Empowerment on various innovative programs to obliterate the issues faced by the transgender community.

Panel Discussion on 'Nurturing Sustainable Trans Careers at Work'



The panel discussion on 'Nurturing Sustainable Trans Careers at Work' delved into the multifaceted support systems necessary to foster long-term career success for transgender individuals in the workplace. It addressed critical aspects such as the development of comprehensive mental health policies tailored to the unique challenges faced by transgender employees. Recognizing the importance of supporting individuals through transition processes, the discussion also explored the implementation of policies granting leaves for transition surgeries, acknowledging the significance of providing adequate time and resources for employees undergoing such transformations.

Moreover, the panel examined how companies can cultivate a more inclusive and understanding environment to accommodate the diverse needs of transgender employees effectively. This involves not only implementing inclusive policies but also fostering a culture of empathy, respect, and acceptance

within the organizational framework. By acknowledging and valuing the contributions of transgender talent, companies can create an environment where individuals feel supported, respected, and empowered to thrive professionally.

The discussion emphasized the vital role that organizations play in creating environments where transgender individuals can flourish, highlighting the importance of sustained efforts to promote inclusivity, diversity, and equity in the workplace.

- **It's time to develop country-specific guidelines for transgender health' - Dr. Amit Harshana, Akeso Health**



Dr. Amit Harshana highlighted the evolution in the categorization of gender transition, emphasizing a shift from viewing it solely as a mental health issue to now recognizing it through a sexual health lens. This represents a significant paradigm shift, marking progress in understanding transgender health needs. Dr. Harshana underscored the importance of considering the complexities involved, including potential side effects of hormone therapy and the necessity for regular follow-ups, particularly in the context of

HIV and STI risks. He emphasized the need for companies to acknowledge these factors and incorporate them into their policies and support systems for transgender employees.

Additionally, Dr. Harshana advocated for the development of country-specific guidelines for transgender health in India. Such guidelines would not only provide much-needed clarity and standardization but also catalyze raising awareness and sensitizing institutional establishments like schools and colleges to transgender health issues.

Furthermore, he stressed the importance of ensuring the availability of standardized regulations for hormone replacement therapy (HRT) medicines and pre-exposure prophylaxis (PrEP), vital component for transgender individuals' health and well-being. These measures are essential for promoting inclusivity, ensuring equitable access to healthcare, and fostering a supportive environment for transgender individuals in India.

- **‘Transgender health should be given a separate space in leave policies to make an organization inclusive’ - Mr. Deepak Kashyap, DEI Expert**



Mr. Deepak Kashyap emphasized the importance of recognizing the nuances in medical policies, noting that the duration of medical leaves varies depending on the nature of the medical condition. He clarified that transgender individuals requesting medical leaves are not seeking special treatment but rather

advocating for equitable access to the appropriate amount of leave required for their circumstances, much like maternity leave entitlements.

Furthermore, Mr. Kashyap highlighted the critical role of organizations in supporting the mental health of transgender employees through sensitization efforts, particularly regarding language and communication. He emphasized that questions about a transgender person's genitalia are inappropriate and dehumanizing, underlining the need for inclusive language and respectful communication practices.

Moreover, Mr. Kashyap underscored that inclusive policies should not be viewed as favors for transgender individuals but rather as essential components of workplace equity. He stressed the importance of incorporating transgender health needs, including the right to medical leaves for transgender health, into organizational medical leave policies.

Additionally, Mr. Kashyap addressed the issue of absenteeism among transgender employees, emphasizing that it should not be attributed solely to transgender individuals but rather seen as reflective of the organizational culture as a whole. This perspective underscores the importance of fostering a supportive and inclusive work environment for all employees, regardless of gender identity.

- **‘Equal Opportunity Policies Document of MOSJE must be implemented by organizations in order to make organizations holistically inclusive.’ - Dr Chiranjeev, UNDP**



Dr. Chiranjeev emphasized several key points regarding transgender inclusion in the workplace.

Firstly, he stressed the importance of incorporating awareness of transgender issues into Diversity, Equity, and Inclusion (DEI) strategies. Additionally, Dr. Chiranjeev highlighted the 'Equal Opportunity Policy' introduced by the Ministry of Social Justice and Empowerment (MOSJE), emphasizing the critical need for confidentiality regarding transgender identities and the necessity of gender-neutral infrastructure like washrooms to promote gender inclusivity.

Furthermore, Dr. Chiranjeev emphasized the legal obligations under the Transgender Act, requiring establishments to appoint compliance officers and establish grievance redressal mechanisms. He also noted that the employment of transgender individuals can yield a higher return on investment (ROI) and is aligned with the United Nations' Sustainable Development Goals, highlighting the shared responsibility of both corporate and government sectors in this regard.

Dr. Chiranjeev also introduced the concept of Social Return on Investment (S-ROI), underscoring its significance as an important parameter for corporations to consider in their inclusion efforts. These insights underscore the multifaceted approach needed to promote transgender inclusion in the workplace, encompassing legal compliance, social responsibility, and economic benefits.

- **'HR professionals and organizations have the responsibility to create an enabling environment of inclusion both inside and outside the organization'**
- Ms. Abhina Aher, Member, National Council of Transgender Persons



Ms. Abhina Aher mentioned that recognizing the demand for reservations for socially backward transgender persons, the current government wants to empower transgender individuals and upskill them. Ms. Aher also mentioned that the government aims to work on stigma and discrimination issues which has led to MOSJE's Equal Opportunity Policies for Transgender Person, which specifically aims to tackle harassment and bias related issues for transgender persons at workplaces across India. Ms. Aher also highlighted the recommendation of NCT was to integrate more transgender persons in civil jobs in order to make it more inclusive; for private companies, the NCT recommended the rigorous and strict implementation of guidelines issued by the MOSJE regarding hiring of transgender persons. For grievances regarding refusal of employment, Ms. Aher added that the transgender persons can complain to the National Council of Transgender Persons and the Government of India.

Ms. Aher also emphasized on silent discrimination that transgender persons face in organizations - refusal to eat with a trans colleague, refusal to greet a trans employee outside the organization - all these behaviours impact the mental health of a transgender employee. Ms. Aher mentioned that HR policies and DEI trainings should be effective enough for transgender persons to feel included and part of the organization, when they are both inside and outside the organization's premises.

Trans Ki Baat - Candid Dialogue on Corporate Experiences between Cisgender and Transgender Perspectives by Sophia David, DEI Advocate & Vieshaka Dutta, Publicis Sapient



Ms. Sophia David began by sharing her journey of transitioning in an environment where Section 377 was still in effect. She faced the dilemma of transitioning within an organization where she had worked for 12 years or starting anew. Ultimately, she decided to stay and worked towards sensitizing her organization. Ms. David engaged in conversations with HR to foster inclusivity. She emphasized the importance of considering the entire organizational ecosystem, not just the recruitment process, for fostering inclusivity.

Ms. David highlighted that Diversity, Equity, and Inclusion (DEI) is not solely an HR issue but an organizational one, requiring leadership focus.

Ms. Vieshaka Dutta of Publicis Sapient discussed the challenges of implementing DEI in organizations. She emphasized the need for organizations to move from conversations to actions regarding inclusivity. Ms. Dutta shared her experiences working on DEI programs and highlighted the challenges, including fatigue and the need for sustained momentum. She underscored the importance of prioritizing the inclusion of transgender individuals within organizations.

Ms. Dutta also spoke about her experiences as a single mother, highlighting the societal challenges she faced despite her feminist background. She emphasized the importance of personal support networks and advocated for the inclusion of diverse groups from a personal perspective, not just a professional one.

Both speakers stressed the importance of upskilling and focusing on one's skillset alongside addressing identity issues in the workplace. They highlighted the need for organizations to actively work towards inclusivity across all levels and aspects of their operations.

Entrepreneur Stalls by the Transgender Community



Kinnar Asmita: Scented Sticks, Soaps



Kalaackery Kunal: Pottery



Rainbow Brews: Various flavored and herbal teas



Mitr Trust: Merchandise



Mist foundation

The Trans Employment Mela showcased a remarkable feature: stalls presenting businesses owned by transgender individuals. These stalls, graciously sponsored by the TWEET Foundation with support from UBISOFT, underscored a dedication to nurturing diversity and empowerment within the business sector. In total, four stalls were prominently featured, serving as platforms for transgender entrepreneurs and organizations to exhibit their talent and entrepreneurial endeavors, highlighting the vibrancy and innovation present within the transgender community.

Cultural Performances at the Mela

At the Transgender Employment Mela, artistic brilliance unfolded, showcasing the vibrant diversity of talent within the community. Artist Rajveer mesmerized the audience with a live painting showcase, each stroke of the brush telling a story of resilience and identity. Accompanying the visual spectacle were poetry performances by the Ashu Bhoir and Aashay Kadam, whose words resonated with emotion and empowerment. Urmi Aher took the stage with her captivating Lavani dance, embodying grace and tradition in every movement, celebrating the rich cultural heritage of Maharashtra. Adding a touch of mythology and drama, the Rainbow Troop organization presented a mesmerizing dance-theatre performance, weaving together ancient tales with contemporary narratives, challenging stereotypes and embracing inclusivity. Through this amalgamation of art forms, the performances not only entertained but also educated, fostering understanding and appreciation for the talents and struggles of the transgender community. It was a testament to the power of creativity and expression in breaking barriers and promoting social change.







Felicitations

At the Transgender Employment Mela, we took a moment to thank those who have been strong supporters of the transgender community. Their dedication to equality and inclusivity has made a real difference. We're grateful for their efforts in breaking down barriers and creating opportunities for everyone. Their advocacy is inspiring and helps pave the way for a brighter future where everyone, no matter their gender identity, can succeed.

Name	Community or Corporate	Category
Publicis Sapient	Corporate	Platinum Sponsor
RJ Corp/ Varun Beverages	Corporate	Gold Sponsor
P&G	Corporate	Silver Partner
Lalit	Corporate	Silver Sponsor
Humsafar Trust	Community	Key Strategic Partner
UNDP	Community	Social Development Partner
Plan India	Community	Health Partner
Max Protien	Corporate	Gifting Partner
KRONOKARE	Corporate	Gifting Partner
Roops Auto	Corporate	Recruitment Partner
Capgemini	Corporate	Recruitment Partner
Deloitte	Corporate	Recruitment Partner
Vedanta	Corporate	Recruitment Partner
E Y Foundation	Corporate	Recruitment Partner
Hexaware	Corporate	Recruitment Partner
Tata Steel	Corporate	Recruitment Partner
Accenture	Corporate	Recruitment Partner
Community Member Felicitations	Aryan Pasha	Community
Mitr Trust (Merch)	Community	Community Entrepreneur
Simran Singh (Merch)	Community	Community Entrepreneur
Mist (Merch)	Community	Community Entrepreneur
Nazim (Jam & Cookies)	Community	Community Entrepreneur
Kalaackery Kunal	Community	Community Entrepreneur

Candidates Profile: Monitoring Mechanism

- **Safeguarding Data and Identity -**

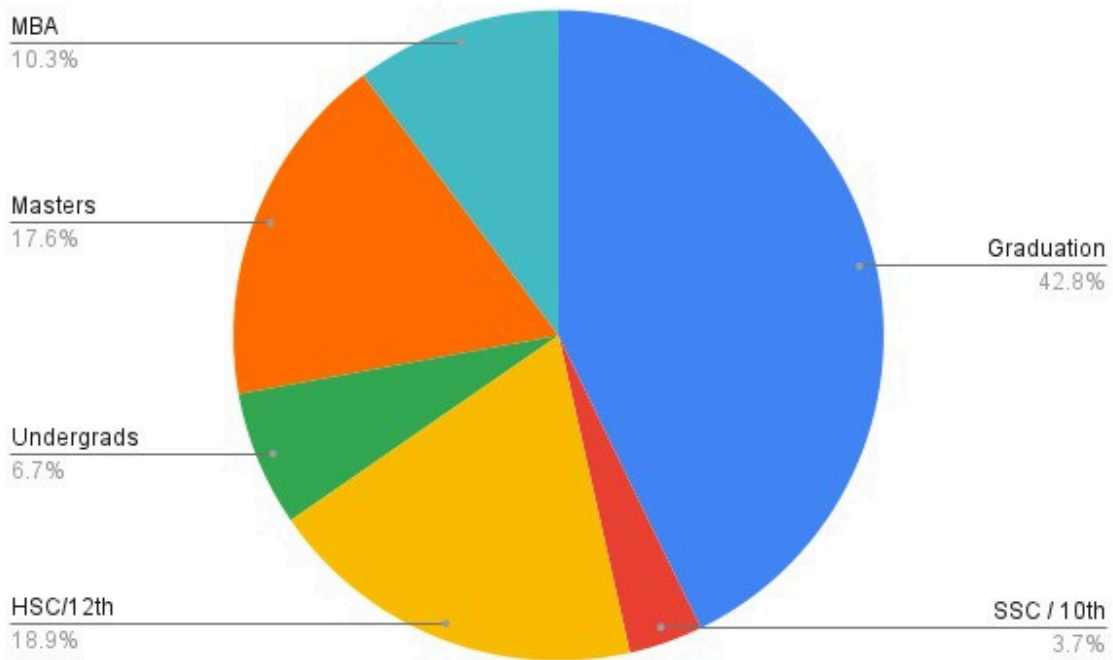
Throughout the data collection process, we prioritized the protection of candidates' privacy and data integrity through various measures. These measures encompassed obtaining explicit consent from candidates before sharing their profiles, diligently respecting their chosen equity names, pronouns, and gender identities, and ensuring that no misgendering occurred.

- **Monitoring and Assessment -**

We implemented a system of continuous monitoring to track the inflow of CVs, the number of candidates interviewed, and those ultimately selected. This approach enabled us to closely monitor candidate progress and measure the effectiveness of our initiatives. Our team remained in constant communication with candidates, offering support at every stage of the process. Additionally, we maintained close coordination with hiring companies to ensure seamless support from our end throughout the recruitment process.

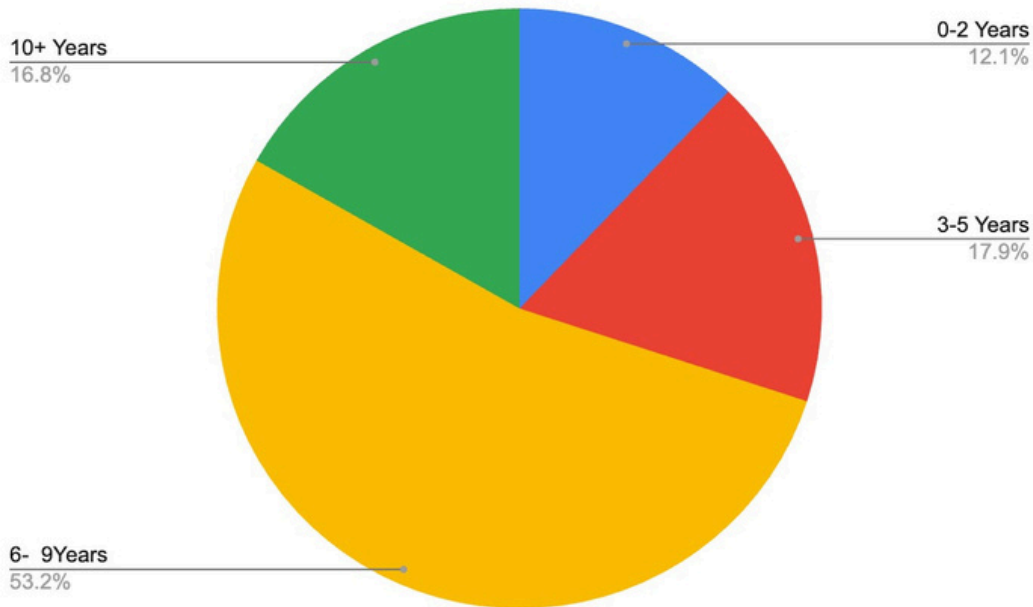


Candidates Profile: Education, Years Of Experience, Job Role and Industry Wise Break-Up



Educational Qualifications of the Candidates

In the data collected from candidates who registered for the Transgender Employment Mela, a notable proportion possessed a variety of educational backgrounds. Among them, 47.67% of the total percentage, had completed their graduation, indicating a substantial level of educational attainment within this group. Additionally, the data revealed that a percentage of persons constituting about 19.64%, held a master's degree. A significant portion, precisely 10.3% of individuals, had completed their Master of Business Administration (MBA) studies. This statistic highlights the considerable interest and investment in higher education and specialized fields like business administration among transgender individuals participating in the employment mela.



Years of Experience a Candidate Possessed

The above pie chart represents candidates who registered for the Transgender Employment Mela, categorized by years of experience they possess. Among the candidates, 12.14% had 0-2 years of experience, while 17.86% had 3-5 years of experience. A significant portion, 53.21%, demonstrated 6-9 years of experience, indicating a substantial presence of mid-career professionals. Notably, 16.79% of the candidates boasted over 10 years of experience, reflecting a considerable pool of seasoned individuals. Particularly noteworthy is the fact that a total of 70.00% of the candidates have more than 5 years of experience, indicating a strong contingent of experienced professionals within the pool of applicants.

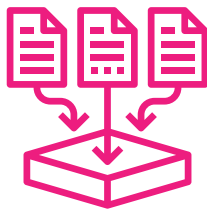
Outcomes of the Mela



500+ candidates
registered for the Mela



30+ corporates were
part of the Mela



800+ candidates
now part of our recruitment data



70 candidates offered
placements

The growth of employment opportunities showcased in this year's Employment Mela compared to the previous event is striking. Last year, the mela drew considerable attention and participation, with a diverse range of job seekers exploring various avenues. However, this year's event marks a significant upsurge in both the number of candidates and the breadth of job roles available. With an increase in the total number of candidates registering for the mela, it's evident that there is growing awareness and acceptance of such initiatives aimed at fostering inclusivity in the workforce. This growth not only reflects the increasing recognition of transgender individuals' potential contributions but also underscores the commitment of organizations and society at large towards creating more equitable employment opportunities. As the mela continues to evolve and expand its reach, it holds the promise of becoming a pivotal platform for empowering transgender individuals and driving positive change in the employment landscape.

Corporate Testimonials

“The Trans Employment Mela is a pivotal force driving integration and advancement for transgender individuals in society through internships and job placements. By offering opportunities for practical experience and mentorship, this initiative facilitates professional growth and challenges stereotypes.”

- Mr. Harish Panchbhai, DEI Strategist, Publicis Sapient

“Transgender Employment Mela is more than an event - it's a celebration of diversity and a chance to get to know the amazing Transgender community a little better, engage in enlightening discussions, and immerse yourself in a vibrant cultural experience.

Positive changes and efforts from all of us can create a safe space. Human rights for transgender are essential elements for any society to grow and be diversified.”

-Mr. Sumit Sikha Sengupta, Manager - Legal Technology, Deloitte

“As we look ahead to 2024, we are eager to build upon our progress and open more doors for employment within our manufacturing and sales functions for transgender individuals, Mr. Varun Jaipuria, Executive Vice Chairma echoing our con, Varun Beverages Limited

Stories of Change

SWARNO BANNERJEE, TRANS MAN

“Thanks to the incredible initiative, of Transgender Employment Mela 2024. I landed an opportunity with GSK as an HR intern. It's a role that not only aligns with my passion for communication, but also allows me to contribute positively to an organization that values diversity and inclusion. The support and acceptance I received from GSK have been nothing short of inspiring.”

Hello, I'm Swarno Bannerjee, and I'm thrilled to share my story with you.

I graduated in Mass Communication with high hopes and dreams but faced numerous challenges as a transgender individual entering the workforce. However, everything changed when I participated in the Trans Employment Mela 2024.

Thanks to this incredible initiative, I landed an opportunity with GSK as an HR intern. It's a role that not only aligns with my passion for communication but also allows me to contribute positively to an organization that values diversity and inclusion. The support and acceptance I received from GSK have been nothing short of inspiring.

What's even more exciting is the compensation package - I'll be earning 40k per month, which is a testament to the company's commitment to pay equity and fair treatment of all employees. I couldn't be more grateful to the TWEET Foundation and GSK for believing in me and providing me with this life-changing opportunity.

This success story is not just mine; it's a testament to the power of inclusive hiring practices and the transformative impact they can have on individuals' lives. I'm excited to embark on this new journey with GSK, knowing that I'm valued for who I am and what I bring to the table. Thank you, TWEET Foundation and GSK, for changing lives and making dreams a reality!

ANUJ DUBEY, TRANS MAN

“I encountered countless hurdles along the way. The job market seemed like a distant and daunting landscape, rife with discrimination and bias. But amidst the challenges, a beacon of hope emerged - the Trans Employment Mela.”

I'm Anuj Dubey, hailing from the state of Uttar Pradesh, India. My journey has been one of resilience and determination, navigating through the complexities of education and identity. After completing my graduation, I embarked on a path to pursue an MBA, fueled by a burning ambition to make a meaningful impact in the world of business and human resources.

However, as a transgender individual, I encountered countless hurdles along the way. The job market seemed like a distant and daunting landscape, rife with discrimination and bias. But amidst the challenges, a beacon of hope emerged - the Trans Employment Mela.

Through this groundbreaking event, I found my path illuminated by opportunity. Mahindra Logistics, a titan in the corporate realm, welcomed me with open arms, offering me a position as an HR intern. The sheer magnitude of this opportunity is awe-inspiring, and I'm humbled beyond words.

At Mahindra Logistics, I'll be embarking on a journey of growth and learning, applying my skills and knowledge in a dynamic environment that values diversity and inclusion. The salary package of 22k per month is not just a number; it's a validation of my worth and potential, a tangible affirmation of the value I bring to the table.

I extend my deepest gratitude to the TWEET Foundation and Mahindra Logistics for believing in me and providing me with this life-altering opportunity. Their unwavering commitment to fostering inclusivity and equal opportunity has paved the way for individuals like me to thrive in the corporate world.

As I step into this new chapter of my life, I do so with a profound sense of purpose and gratitude. My story is a testament to the power of resilience, perseverance, and the transformative impact of inclusive hiring practices. Thank you, TWEET, and Mahindra Logistics, for not just offering me a job, but for empowering me to fulfill my dreams and make a difference in the world.

SHASHI YADAV, TRANS MAN

“Thanks to the Trans Employment Mela, my dreams are finally becoming a reality. Through this groundbreaking initiative, I secured a coveted internship opportunity at JP Morgan, a prestigious institution known for its commitment to excellence and innovation.

What's even more incredible is the generous stipend of 75k per month that comes with the internship. It's not just a number; it's a symbol of recognition for my skills and potential, a tangible affirmation of my worth in the corporate world.”

I'm Shashi, and I'm thrilled to share my recent success story with you. Hailing from humble beginnings, I've always harbored lofty aspirations, dreaming of a career that would allow me to make a meaningful impact in the world.

Thanks to the Trans Employment Mela, my dreams are finally becoming a reality. Through this groundbreaking initiative, I secured a coveted internship opportunity at JP Morgan, a prestigious institution known for its commitment to excellence and innovation. The mere thought of being part of such a renowned organization fills me with excitement and gratitude.

What's even more incredible is the generous stipend of 75k per month that comes with the internship. It's not just a number; it's a symbol of recognition for my skills and potential, a tangible affirmation of my worth in the corporate world.

I extend my heartfelt gratitude to the TWEET Foundation and JP Morgan for believing in me and offering me this life-changing opportunity. Their commitment to diversity and inclusion is truly commendable, and I'm honored to be a part of their journey towards creating a more equitable workplace.

As I embark on this new chapter of my life, I do so with a sense of purpose and determination. This success story is not just mine; it's a testament to the transformative power of inclusive hiring practices and the boundless possibilities that arise when individuals are given equal opportunities to thrive. Thank you, TWEET Foundation and JP Morgan, for paving the way for my success and for empowering me to pursue my dreams.

BELA DAHAT, TRANS WOMAN

“Thanks to this transformative initiative, I landed an internship opportunity with Apraava, a renowned organization known for its commitment to diversity and inclusion.”

Hey there, I'm Bela Dahat, and I'm ecstatic to share my recent triumph. I've always harbored big dreams. With perseverance and grit, I pursued my education, hoping to carve a path of success for myself.

Enter the Trans Employment Mela, a game-changer in my journey. Thanks to this transformative initiative, I landed an internship opportunity with Apraava, a renowned organization known for its commitment to diversity and inclusion.

Words can't express my gratitude to the TWEET Foundation and Apraava for believing in me and offering me this incredible opportunity. It's more than just a job; it's a stepping stone towards my aspirations and a testament to the power of inclusivity in the workplace.

As I embark on this new chapter, I do so with a sense of excitement and determination. This success story is not just mine; it's a celebration of resilience, hope, and the boundless possibilities that arise when organizations prioritize diversity and equality. Thank you, TWEET Foundation and Apraava, for making my dreams a reality.

Media Coverage of The Transgender Employment Mela

The online coverage for the event reached an impressive 170 million viewers, generating an estimated 1.3 million views. Additionally, the event garnered significant engagement on social media platforms, with 387 instances of content sharing. In print media, the event received coverage in 24 publications, reaching an extensive audience of 6.1 million readers. These statistics underscore the widespread impact and visibility achieved by the event across various channels, reflecting its resonance and relevance within the community and beyond. The full report can be accessed [here](#).



Key Media Coverage

Sr. No	Date	Publications	Headline	Pg.No./ Link
Print				
1	25-Mar-24	Times of India	'Employment mela' signals change at work places in city	4
2	29-Mar-24	Economic Times Delhi	India Inc Ramps Up Rcruitment of Transgenders	11
3	29-Mar-24	Economic Times Mumbai	India Inc Ramps Up Transgenders Rcruitment	7
Mainline				
4	25-Mar-24	Times of India	'Employment mela' signals change at work places in city	https://timesofindia.indiatimes.com/city/delhi/employment-mela-signals-change-at-work-places-in-city/articleshow/108756895.cms
5	19-Mar-24	Hindustan Times	InHarmony And TWEET Foundation addresses trans employee inclusion at Trans Employment Mela 2024	https://www.hindustantimes.com/brand-stories/inharmony-and-tweet-foundation-addresses-trans-employee-inclusion-at-trans-employment-mela-2024-101710848905637.html
6	2-Apr-24	Mid-Day	National Transgender Employment Mela 2024	https://www.mid-day.com/brand-media/events/video/national-transgender-employment-mela-2024-9
Financial				
6	26-Mar-24	Economic Times HR	Employment mela' signals change at workplaces in Delhi	https://hr.economictimes.indiatimes.com/news/workplace-4-0/diversity-and-inclusion/employment-mela-signals-change-at-work-places-in-city/108759447?utm_source=whatsapp_web&utm_medium=social&utm_campaign=socialsharebuttons
7	29-Mar-24	Economic Times	Big companies in India Inc ramp up hiring of transgender workers	https://economictimes.indiatimes.com/jobs/hr-policies-trends/big-companies-in-india-inc-ramp-up-hiring-of-transgender-workers/articleshow/108858528.cms?from=mdr
8	29-Mar-24	Economic Times Podcasts	Hidden Talent Pool: How Companies Are Embracing Transgender Inclusion	https://podcasts.apple.com/in/podcast/the-morning-brief/id1568661777?i=1000650788092
9	28-Mar-24	Mint	The Trans Employment Mela 2024: Over 227 Candidates Participate and Recruitment Set to Increase by 100%	https://www.livemint.com/brand-stories/the-trans-employment-mela-2024-over-227-candidates-participate-and-recruitment-set-to-increase-by-100-11695806588534.html
Online - Startup/Financial/SME/General/Tech				
10	1-Apr-24	NDTV Swachh India	Employing Inclusivity: Corporate Doors Open For Transgender Community At Employment Mela	https://swachhindia.ndtv.com/employing-inclusivity-corporate-doors-open-for-transgender-community-at-employment-mela-88150/
11	1-Apr-24	News Drum	Employing Inclusivity: Corporate Doors Open For Transgender Community At Employment Mela	https://www.newsdrum.in/national/employing-inclusivity-corporate-doors-open-for-transgender-community-at-employment-mela-4442444

Annexure - 1

Agenda

Time	Event
8:30AM - 10:00AM	Registration & Settling Down
10:00AM - 10:30AM	Welcome Address Performance by Artist Rajveer
10:30AM - 10:45AM	Keynote Address by Param Kaur, Director, Global People Shared Services, Publicis Sapient
10:45AM - 11:00AM	Poetry by Ashu Bhoir and Aashay Kadam
11:00AM - 11:45AM	Panel Discussion 1 - Don't Let Educational Barriers Hold You Back Explore Innovative Models of Job Readiness to Empower Trans Individuals Moderator - Aditya Ghosh Panelists: Ashish Shrivastav, Associate Director, EY Foundation Akshay Tyagi, The LaLiT Bhawna Choudhary, Varun Beverages Shiv Shankar, Tata Steel
11:45AM - 12:15PM	Felicitation of Sponsors
12:15PM - 2:00PM	Mela Inauguration with Lamp Lighting and Lunch
2:00PM - 2:30PM	Performance by Urmi Aher
2:30PM - 3:15PM	Panel Discussion 2 - Nurturing Sustainable Trans Careers at Work Cultivating a Transgender-Inclusive Work Culture and Policies through a Better Understanding of the Mental Well-being of Trans Talent Moderator - Anupama Easwaran Panelists: Abheena Aher, Dr Chiranjeev, UNDP Dr Amit Harshana Deepak Kashyap
3:15PM - 3:30PM	Announcement of launch of TWEET Website and Trans Health Centre
3:30PM - 3:40PM	Felicitation of Community Entrepreneurs
3:40PM - 4:10PM	Trans ki Baat Candid Dialogue on Corporate Experiences between Cisgender and Transgender Perspectives Sophia David, DEI Advocate
4:10PM - 4:30PM	Mela and Networking

Annexure - 2

Company Name

Sr. No	Company Name	Event Presence/ Post-Event Linkage
1	EY Foundation	Event Presence
2	Randstad	Event Presence
3	Roops Auto	Event Presence
4	The Lalit	Event Presence
5	Ericsson India Pvt Ltd	Event Presence
6	Max Protien	Event Presence
7	Procter & Gamble	Event Presence
8	Deloitte	Event Presence
9	ESL Steel (Vedanta)	Event Presence
10	Capgemini	Event Presence
11	Veolia Water Technologies & Solutions	Event Presence
12	Boston Consulting Group	Event Presence
13	Midland Credit Management	Event Presence
14	Accenture	Event Presence
15	Welspun	Event Presence
16	WelcomHotel by ITC Dwarka	Event Presence
17	Publicis Sapient	Event Presence
18	RJ Corp (Varun Beverages)	Event Presence
19	Shopper's Stop	Event Presence
20	Prism Consulting	Event Presence
21	Godrej Properties	Event Presence
22	4:10PM Mela and Tata Steel	Event Presence
23	Networking Akasa	Event Presence
25	4:50PM JPMC	Post-Event Linkage
26	4:30PM Felicitation of Raheja	Post-Event Linkage
27	Recruiters Apraava	Post-Event Linkage
28	4:50PM Tulsea	Post-Event Linkage
29	Swiggy	Post-Event Linkage
30	Amazon	Post-Event Linkage



We thank all our sponsors and partners for extending their support for the Trans Employment Mela 2024!

Platinum Sponsor



Gold Sponsor



Social Development Sponsor



Silver Sponsors



Key Strategic Partner



Health Partner



4:30PM

Felicitation of Recruiters

Gifting Partners

4:50PM



KINNER ASMITA







