

IMPACT  
REPORT



# TRANS EMPLOYMENT MELA 2024



# Table of Contents

Foreword	_____	<b>03</b>
Executive Summary	_____	<b>06</b>
About The Organizers	_____	<b>07</b>
Empowering Trans Lives: The Process	_____	<b>11</b>
Trans Candidate's Engagement	_____	<b>13</b>
Outreach Mechanism	_____	<b>16</b>
Corporate Engagement	_____	<b>17</b>
Candidate's Profile Analysis	_____	<b>18</b>
Challenges & Learnings	_____	<b>20</b>
Corporate Testimonials	_____	<b>23</b>
Stories of Changes	_____	<b>24</b>
Annexure	_____	<b>28</b>
Acknowledgements	_____	<b>30</b>
Gallery	_____	<b>32</b>

# 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  
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 2024 highlighted the existing and expanding talent pool within the transgender community and offered an opportunity for the community to get exposed to major corporations and organizations

The Transgender Employment Mela saw its second edition held on 22nd March 2024 at Welcome by ITC Hotels, Dwarka, New Delhi. 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.

**TRANS EMPLOYMENT MELA  
IMPACT REPORT | 2024**

# About The Organizers

## TWEET FOUNDATION

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

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.





## WORK ON DIVERSITY & INCLUSION

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 have seen placement results with companies like Godrej, Tata Steel, Publicis Sapient and many more. Our current partner/client lists include 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.





## National Institute of Social Defence

The National Institute of Social Defence (NISD) is an apex central advisory body of the Ministry of Social Justice and Empowerment, Government of India. It is the nodal training and research institute in the field of Social Defence. As a Centre of Excellence on research and training in the field of social defense, the Institute undertakes various training and awareness generation programs in collaboration with concerned State Social Welfare Departments, Police Departments, etc. While it covers the entire gamut of activities & programs for the protection of society, it is currently focused on human resource development in the areas of drug abuse prevention, welfare of senior citizens, transgenders, beggary prevention, & other social issues.

## Ministry of Social Justice & Empowerment

The Ministry of Social Justice & Empowerment (MoSJE) is a Government of India Ministry. It is responsible for the welfare, social justice and empowerment of disadvantaged and marginalized sections of society, including SC, OBC, LGBTQIA+, the disabled, the elderly, & victims of drug abuse. It is the nodal Ministry for Welfare for Transgender Persons. The Ministry enacted the 'Transgender Persons (Protection of Rights) Act, 2019' and also prepared 'The Transgender Persons (Protection of Rights) Rules, 2020' for effective implementation of the provisions of the Act. Further, in accordance with the provisions of the said Act, the Ministry constituted the National Council for Transgender Persons.

The Transgender Welfare Division of the MoSJE, engages in conducting awareness programmes, consultation meets, workshops, inter-ministerial meetings on transgender for chalking out Policies, legislations/rules and developmental schemes/programs for Transgender Community. In the year 2022-23 NISD and MoSJE, hired 7 trans persons in various roles which varied from Consultants, Data Entry Operators to Housekeeping. Major Activities in the Transgender Welfare division include:

- Garima Greh: Shelter Home for Transgender Persons
- Offline and online awareness sessions, capacity building and sensitization program on the provisions of Transgender Persons Act 2019 and Rules 2020
- National Portal for Transgender Persons

# Empowering Trans Lives

## The Process: Recruitment Drive, Onboarding, Training and Selection

The process of recruiting transgender candidates for the Transgender Employment Mela from February 2024 until now has been a meticulously planned and executed endeavor aimed at fostering inclusivity and diversity in the workplace. The recruitment process commenced with outreach initiatives, including targeted advertising campaigns, social media promotions, and partnerships with LGBTQ+ organizations to ensure maximum visibility and participation. Engaging with potential candidates involved sensitively addressing their unique needs and concerns, offering guidance on interview etiquette, resume building, and facilitating career conversations with participating corporates.

Onboarding sessions for companies were conducted with a focus on promoting understanding and awareness of transgender issues in the workplace. This included contacting companies and providing them with insights gained from previous years' candidate numbers, demonstrating the value of recruiting from this talent pool. Corporates were encouraged to connect with the Transgender Employment Mela to tap into a diverse talent pool and contribute to creating more inclusive work environments.





Throughout the process, candidates were provided with comprehensive support to empower them in their job search journey. This support extended beyond the recruitment phase to encompass resume building workshops, interview preparation sessions, and ongoing career guidance. By equipping candidates with the necessary skills and confidence, they were better positioned to showcase their abilities and secure meaningful employment opportunities.

Once the recruitment drive and training sessions were completed, a careful matching process ensued to link candidates with job profiles across various corporates and organizations. This matching process was based on a thorough assessment of candidate skills, qualifications, and preferences, aligning them with suitable job descriptions and organizational cultures. Through this personalized approach, candidates were matched with roles that not only leveraged their talents but also provided avenues for professional growth and development. Overall, the recruitment process and subsequent onboarding efforts aimed to create a more inclusive and equitable workforce while empowering transgender individuals to pursue fulfilling careers.

**800+**

CANDIDATES  
REGISTERED

**227**

CANDIDATE  
ATTENDEES

**23**

ORGANIZATION  
& ENTREPRENEUR  
STALLS

**137**

CORPORATE  
ATTENDEES



From left to right: Mr. Shiv Shankar, Head HRBP, West Bokaro Division, Tata Steel; Mr. Akshay Tyagi, Head- Diversity, Equity & Inclusion, The Lalit; Mr. Aditya Ghosh (moderator), CO- Founder of AKASA Air; Ms. Bhawna Choudhary, COE – L&D/DEI, Varun Beverages; Mr. Ashish Shrivastav (Associate Director, EY Foundation) during the panel discussion 'Don't Let Educational Barriers Hold You Back'



From left to right: Ashwini Naphade, Board Member, TWEET Foundation; Ms. Abhina AHer, Managing Director, TWEET Foundation; Dr. Chiranjeev Bhattacharjya, National Programme Manager at Health & Governance Unit, UNDP India; Ms. Anupama Easwaran (moderator), Founder, Inharmony; Dr. Amit Harshana, AKESO Health; Mr. Deepak Kashyka, DEI Expert during the panel discussion on 'Nurturing Sustainable Trans Careers at Work'



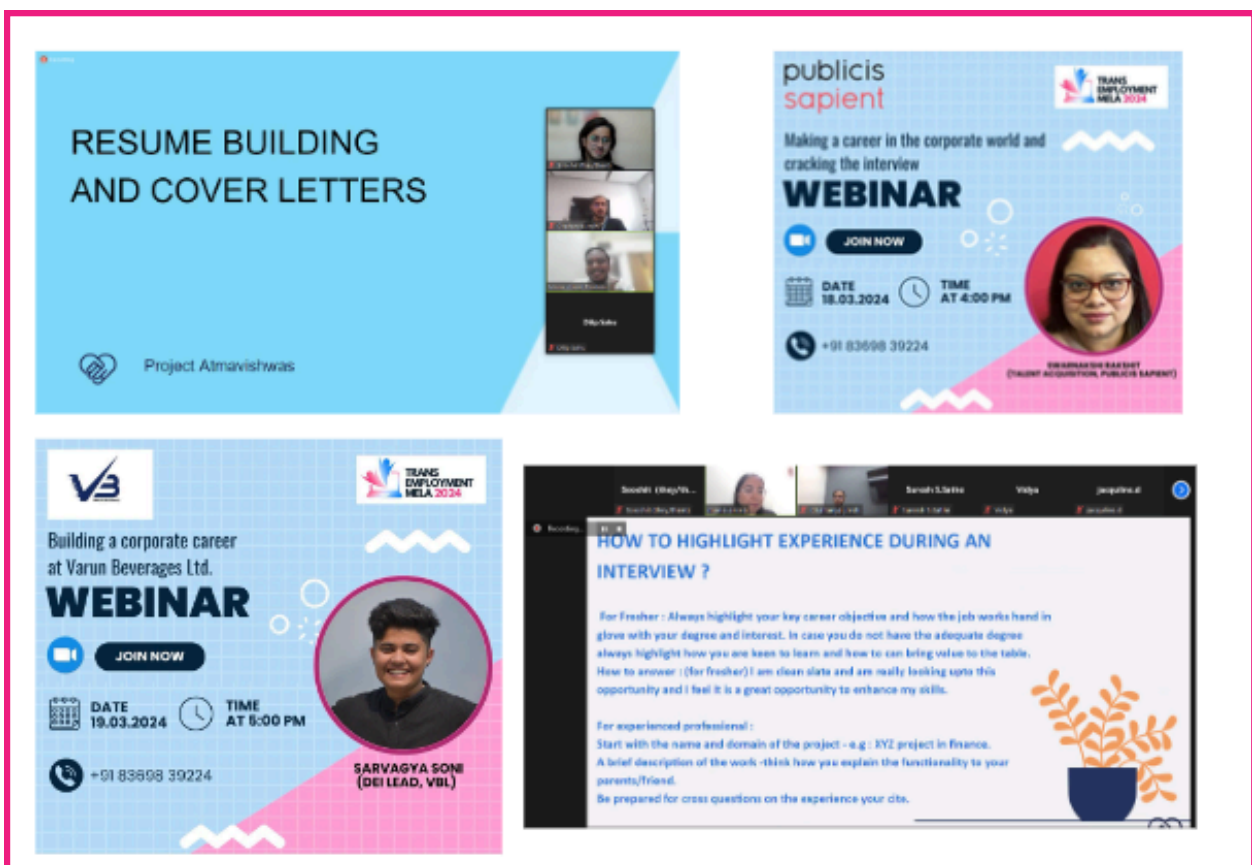
From left to right: Vieshaka Dutta, Publicis Sapient & Sophia David, DEI Advocate during 'Trans Ki Baat - Candid Dialogue on Corporate Experiences between Cisgender and Transgender Perspectives'

# Trans Candidate's Engagement

## PRE-EVENT ENGAGEMENT

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



# Outreach Mechanism

## Outreach Methodology

1. Establishing partnerships with community organizations - To cultivate a varied talent pool, we implemented a strategy focused on forming partnerships with community organizations dedicated to supporting and empowering transgender individuals. Utilizing Social Media Platforms -
2. Leveraging the influence of social media, we created an online community of candidates nationwide by sharing captivating content, job alerts, active interaction, and inclusive messaging, emphasizing our dedication.

## Data Collection

To streamline our candidate selection process and reduce manual tasks, we adopted Google Forms. Crafting a straightforward questionnaire, we collected crucial details to facilitate precise candidate-position matching, eliminating the need for manual sorting and screening.

## Onboarding Mechanism

Through posing structured inquiries to candidates, our goal was to assess their pertinent experience, technical proficiency, problem-solving capabilities, and communication aptitude. This approach enabled us to gauge their proficiency levels and pinpoint any potential areas for additional training or enhancement. Throughout this process, we meticulously aligned candidates' skills, experience, and qualifications with the requirements of available job positions.

# Corporate Engagement

## Mobilising companies and job openings

In order to secure corporate backing and stimulate greater organizational participation in offering employment opportunities, we introduced a complementary recruitment initiative to companies. Under this program, TWEET Foundation & InHarmony extended free recruitment consulting support. Companies were urged to furnish job descriptions (JDs) for their vacant positions, following which suitable candidates were meticulously screened, shortlisted, and presented to meet the specific requirements of each position.



# BEST PRACTICES

**Comprehensive Interview Preparation:** At The Transgender Employment Mela, we provided candidates with comprehensive training sessions aimed at equipping them with the necessary skills and confidence to excel in job interviews and interactions with companies. These sessions covered various aspects, including resume building, interview etiquette, and effective communication strategies.

01

02

**Personalized Job Matching:** Respecting candidates' job profiles, past experiences, and salary expectations was a priority for us. We carefully matched candidates with job roles that aligned with their skills, qualifications, and career aspirations, ensuring they were placed in positions that suited their profiles and goals.

**Ongoing Support and Guidance:** We provided continuous support and guidance to candidates throughout the recruitment process. This included offering assistance with resume building, interview preparation, and career counseling, empowering candidates to navigate the job market with confidence.

03

04

**Transparent Communication:** Ensuring transparent communication with candidates was essential. We provided clear information about job expectations, company culture, and career advancement opportunities, enabling candidates to make informed decisions about their employment prospects.



# BEST PRACTICES

05

**Corporate Sensitization Workshops:** We collaborated with corporations to conduct workshops and training sessions aimed at fostering trans inclusion in the workplace. These workshops educated employees on diversity, equity, and inclusion principles, ensuring a welcoming and supportive environment for transgender individuals.

06

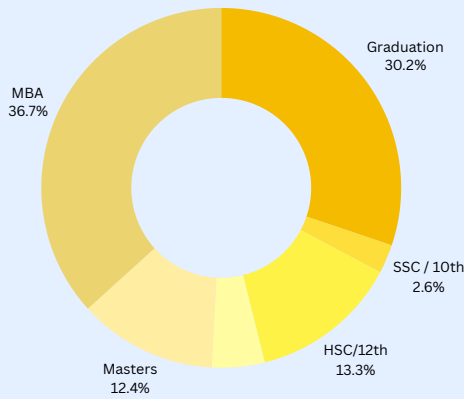
**Feedback Mechanism:** We established a feedback mechanism to gather input from candidates about their experiences during the recruitment process. This feedback was invaluable in helping us continually improve and refine our practices and offerings.

**Celebrating Success Stories:** Finally, we celebrated the successes of transgender candidates who secured employment opportunities through The Transgender Employment Mela. These success stories were showcased to inspire others in the community and highlight the achievements and contributions of transgender individuals in the workforce.

07

# Candidate Profile Analysis

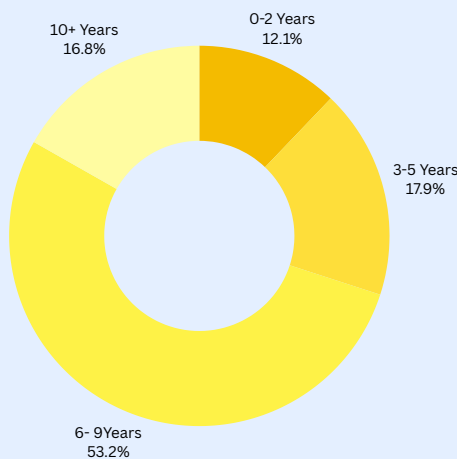
Figure 1 : Educational Qualification



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.

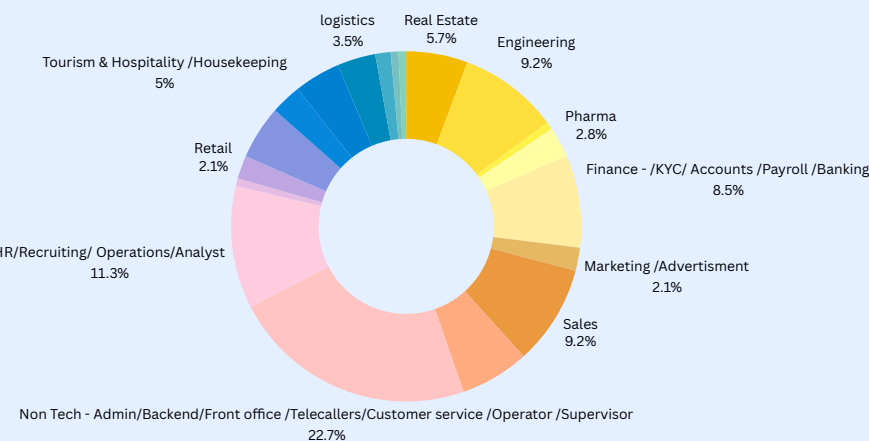
Additionally, the data revealed that a percentage of persons constituting about 19.64%, held a master's degree. A significant portion, precisely 10.3% of individuals, had completed their Master of Business Administration (MBA) studies. This statistic highlights the considerable interest and investment in higher education and specialized fields like business administration among transgender individuals participating in the employment mela.

Figure 2 : Years of Work Experience



The 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.

Figure 3 : Industry Wise BreakUp



The data provides a breakdown of candidates who registered for the Transgender Employment Mela by industry. Among the various sectors, Non-Tech roles like Administration, Backend, Front Office, Telecallers, Customer Service, Operators, and Supervisors constituted the largest percentage at 5.61%.

Following closely were Engineering and Sales, both comprising 2.28% each. HR/Recruiting/Operations/Analyst roles accounted for 2.81%, while Finance-related positions, including KYC, Accounts, Payroll, and Banking, represented 2.11%. The IT sector contributed 1.58%, and Real Estate saw 1.40% participation. Other industries had relatively lower percentages, with Medical, Logistics, and Tourism & Hospitality each around 1%, and the rest ranging from 0.17% to 0.88%.

These percentages offer insights into the distribution of transgender candidates across various industries, highlighting areas of interest and potential for employment opportunities within each sector.

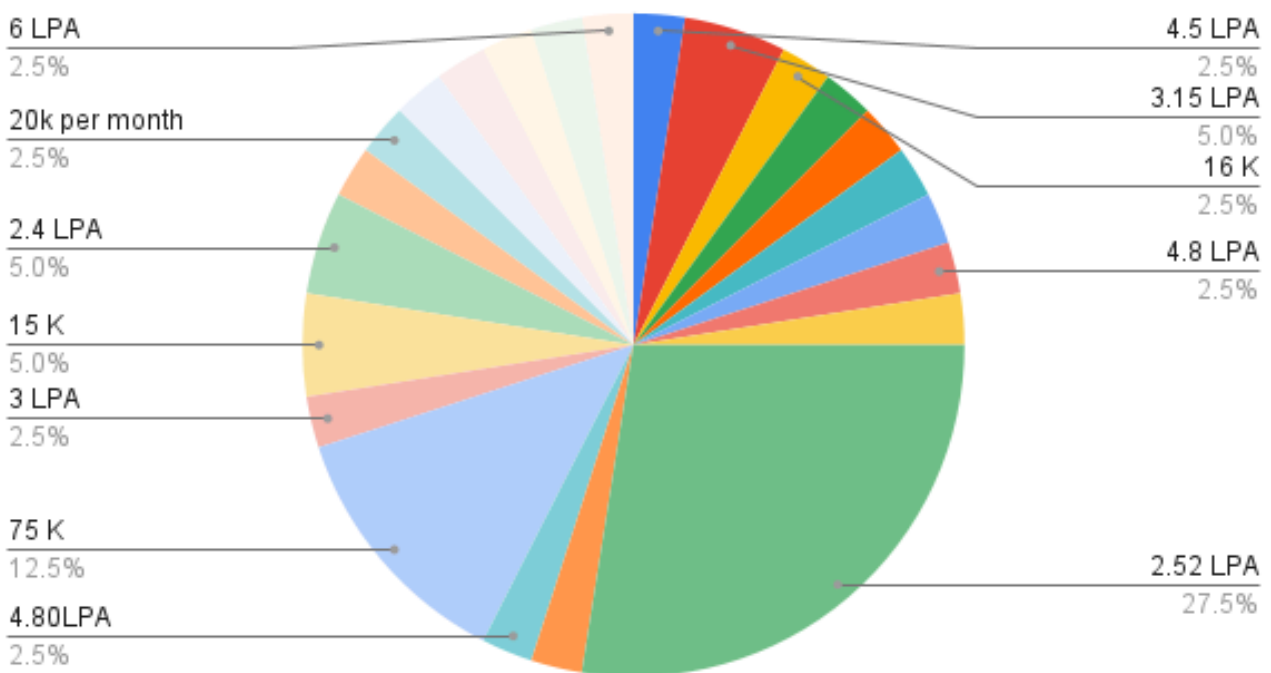
# FINAL PLACEMENTS

# 70

JOBS & INTERNSHIPS  
OFFERED

Of the total 70 job offers, 44 transmen, 23 transwomen, 2 non-binary persons, and 1 person from the Jogti community got the placement offer. The highest package offered was 75k for an internship and 6 lakhs for a full-time job.

Salary Offered to Candidates



# Challenges & Learnings

The Trans Employment Recruitment Drive aims to bridge the gap between transgender individuals seeking employment and companies willing to hire inclusively. However, despite the noble intentions behind such initiatives, there are several challenges faced by both candidates and employers

## Challenges Faced by Candidates:

1

**Discriminatory Practices:** Even with corporate claims of inclusivity, many transgender candidates still face discrimination during the recruitment process. This discrimination can manifest in various forms, including bias during resume screening, interview prejudice, or outright refusal to hire based on gender identity.

2

**Lack of Work Experience:** Despite possessing good educational backgrounds, many transgender candidates struggle to gain relevant work experience. This can be attributed to several factors, including discrimination in previous job opportunities, societal stigma leading to employment gaps, or lack of access to mentorship and networking opportunities.

3

**Salary Disparity:** Transgender individuals with significant job experience faced lower salaries offered compared to their cisgender counterparts, despite possessing similar qualifications and experience. This wage gap perpetuates economic disparities and undermines the value of their skills and contributions.



**Insensitive Treatment:** Even with companies that consider themselves as inclusive, Many candidates encounter a lack of sensitivity and understanding regarding transgender issues once A trans PERSON is recruited. This can range from misgendering and inappropriate questioning of something as basic as bathroom choices, to outright hostility or ignorance regarding transgender identities and experiences.



**Lack of Interview Etiquette and Career Preparedness:** Some transgender candidates may face challenges in navigating the intricacies of the recruitment process, including interview etiquette and career preparedness. This could be due to limited access to resources, such as career counseling or professional development opportunities, which are essential for succeeding in competitive job markets.

## CHALLENGES FACED BY CORPORATES



**Cultural Resistance:** Despite corporate commitments to diversity and inclusion, there may be internal resistance to hiring transgender individuals within some organizations. This resistance can stem from cultural biases, misconceptions about transgender individuals' abilities and suitability for certain roles, or fear of backlash from employees or customers.



**Lack of Awareness and Training:** Employers and hiring managers may lack adequate awareness and training on transgender issues, including appropriate language usage, bias , and best practices for supporting transgender employees. This lack of training can contribute to unintentional discrimination or exclusionary practices during the recruitment process.

3

**Limited Pool of Qualified Candidates:** Due to systemic barriers and discrimination, there may be a limited pool of qualified transgender candidates for certain positions. This scarcity can make it challenging for employers to fulfill diversity and inclusion goal

4

**Concerns About Workplace Dynamics:** Employers may have concerns about how hiring transgender individuals will impact workplace dynamics, including efforts to sensitize the overall workforce, team cohesion, and client relationships. These concerns, while often rooted in stereotypes or unfounded fears, can influence hiring decisions and perpetuate exclusionary practices, and can only be broken through serious corporate sensitizations and active change in mindset.

5

**Policy Considerations:** Navigating legal and policy considerations related to transgender inclusion in the workplace can be complex for employers. This includes ensuring compliance with anti-discrimination laws, providing appropriate accommodations, and addressing concerns related to privacy, healthcare benefits, and gender-affirming support.

While initiatives like the Trans Employment Mela strive to promote inclusivity and equal opportunities for transgender individuals in the workforce, there are significant challenges that both candidates and employers must navigate. Addressing these challenges requires a multi-faceted approach that involves raising awareness, providing education and training, implementing inclusive policies and practices, and fostering supportive workplace cultures.

# 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!



# STORIES OF CHANGE

## 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.

# STORIES OF CHANGE

## 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.

# STORIES OF CHANGE

## 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.

# Annexure

## 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 GhoshPanelists: 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 EaswaranPanelists: 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

## Company List

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	Tata Steel	Event Presence
23	Akasa	Event Presence
25	JPMC	Post-Event Linkage
26	Raheja	Post-Event Linkage
27	Apraava	Post-Event Linkage
28	Tulsea	Post-Event Linkage
29	Swiggy	Post-Event Linkage
30	Amazon	Post-Event Linkage

# 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

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## Contact

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