TRANScend - Enhancing Socio-economic Inclusion of Transgender persons in India
Background

As a result of the NALSA judgement in 2014, we witnessed an increased interest in employers and skill-providers to offer jobs and skilling programmes for transgender communities in India.

However, there remained persistent gaps in understanding of the community among various stakeholders resulting in lack of policies, opportunities and conducive environments for inclusion and social entitlements.
- Kickstarted in 2017
- First of its kind situation analysis on educational qualifications and socioeconomic backgrounds and needs assessment (quantitative survey data from 518 transpersons and qualitative in-depth interviews with 17 transpersons in Bangalore, Delhi and Mumbai)
- Two manuals were created on inclusion of transpersons in educational institutes and corporates
- A national consultation with over 100 transpersons from all over India was conducted to share the learnings from the pilot phase and chart the path ahead.
Impact under TRANScend (2017-till date)
Capacity building of community leaders

- Capacity building of 124 transgender leaders from 12 transgender community-based organisations in Delhi, Mumbai and Bangalore (on research methodology, legal awareness, advocacy, effective use of social media, resource mobilisation strategies including volunteer mobilisation and grant writing, leadership, organisational development, and setting-up and strengthening state transgender welfare boards.)
Supporting Innovative initiatives

- 15 one-time innovative initiatives undertaken by community partners across India have been supported
- 175 transpersons have been enrolled in 17 skill-building programs including entry-level Beauty and Wellness Course provided by VLCC Institute of Beauty and Nutrition, basic Computer and Spoken English Courses provided by Network for Information and Computer Technology (NICT), a Service Centre Agency under National e-Governance Plan (NeGP), driving courses and several entrepreneurship-oriented skills workshops.
Sensitisation workshops

- 100 workshops have been conducted on gender awareness and sensitisation on transgender issues with leading corporates and educational institutes in Bangalore, Delhi and Mumbai till date. 3119 people have attended these workshops
9 roundtable discussions in Bangalore, Delhi and Mumbai between employers and community on transgender inclusion in workplace attended by 117 transgender representatives and 54 corporate representatives.
Ek Madhav Baug performances

- 5 Ek Madhav Baug performances were organised in Bangalore, Ahmedabad and Mumbai, sensitizing more than 520 people about transgender issues.
Films on transgender persons

- 6 short films were made on experiences of transpersons to be used as awareness videos during sensitisation workshops. 2 of the films have been made by Christy Raj, a transman and an independent filmmaker who has been closely associated with the project.
Employers engaged with

- Publicis Sapient
- Capgemini
- KPMG
- Accenture
- Thoughworks
- ANZ Bank
- SAP
- Bank of America
- CMS
- IBM
- Intel
- RBS
- Cognizant
- Nomura
- DLF
- Jones Lang LaSalle (JLL) – *Gurgaon, Bangalore & Mumbai*
- IKEA
- NATGRID
- DDB Mudra Group
- Hewlett-Packard (HP) – *Bangalore*
- Puma Sports India
- Tinder - *Delhi*
- Phoenix Malls at Lower Parel and Kurla
- Phoenix Mall in Pune
- Lilacs insight Pvt Ltd.
- Standard Chartered Bank
- Swiss Re
- NH7
- Max Fashions
- British Council
- Ultra Sport Club India, Thana
- Sodexo Facilities & Management Service Pvt Ltd
- Godrej Culture Lab
- BVC Ventures
- Swasti
- Flipkart
- Societe Generale
- Lalit Group of Hotels
- Barclays
- Radio Active CR 90.4MHZ
- Microland
- Infosys
- Intuit
- VLCC
- Kiwings
- Aegis
- Manch TV - *Mumbai*
Educational institutes and related organisations engaged with

- IIM Bangalore
- IIM Ahmedabad
- Ramanand Arya D.A.V. Junior College
- Indira Gandhi National Open University (IGNOU)
- Wilson college
- Kishinchand Chellaram college
- Islampur College
- Netaji College
- Mithibai College
- Focus Skill Academy
- Convegenious
- IIHS
- Teach For India
- Shreemati Nathibai Damodar Thackeray Women's University
- Vertex Bharati College
- Delhi School of Photography
- Gender Lab
- ST Pauls College
- Ruia College
- Sydneham College
- St. Xavier College, Mumbai
- Dheye IAS Coaching
- Shrujan Trust
- Banasthali University
- Sophia college
- K J Somayya College
- CHM College
- Patuck College, Santakruz
Targeted need-based advocacy

- 26 targeted advocacy activities have been conducted with politicians, lawyers and law enforcement agencies on specific needs of the transgender community.
Roundtable discussions with various stakeholders

- Following the success of roundtable discussions with employers, we have been organising similar discussions with other stakeholders as well
Identity and social entitlement documents

- 639 identity and social entitlement documents were made for transpersons in Mumbai, Delhi and Bangalore. (These included Aadhar Card, PAN card, Voter ID, Karnataka Government WCD loan, Bank accounts, BPL Ration card, Caste certificates, Gender certificate and Name change in gazette)