

# **Role of HR in bringing inclusivity of transgender at the workplace**

## ***1. Introduction: -***

In the 21<sup>st</sup> century, all genders should have equal roles in society. The majority of people in a society who accept gender norms are becoming more adaptive to nature/culture but people who defy gender norms have existed in every culture throughout time. However, the term 'Transgender' is moderately new dating to the mid-1990s. India's 2011 census report has estimated that 4.8 million Indians identified as transgender. Transgender people are whose gender individualities don't pertain like other people. Therefore, they differ from the conception of how men and women typically stand. Transgender people choose different terms to describe themselves. For example, a transgender woman is someone assigned male at birth who identifies as female, she might describe herself as a "transwoman", "Male to Female" or "female". Someone assigned female at birth who identifies as male is a transgender man. He might use the term "transman", "Female to Male" or simply "male" to describe his identity. There are some transgender people who do not identify as either male or female, but rather identify outside of a gender binary. Since the beginning of time and the existence of mankind, transgender has been very much a part of society. It is just that they have been given a name and a status in society in recent times. Transgender fall under the LGBT group (lesbian, gay, bisexual, and transgender). They constitute the marginalized section of the society in India and thus face legal, social as well as economic difficulties. We focus on the HR role/behavior for binary gender and transgender in the work environment. *Reviewing the extant literature, we seek to classify how these workplace experiences impact their salary, safety, support to superiors, and the work environment of trans employees.*

## ***2. Literature Review-***

Research point of view Organizations must do more to ensure that trans employees do not face discrimination at the workplace just because they are transgender. To be a trans employee is challenging of the organization on how to act. (Beauregard et al., 2021). Support from supervisors and coworkers is linked to job and life satisfaction. Supervisor support is especially important for any employee. The experiences of transgender, gender diverse, and non-binary (TGDNB) workers remain poorly understood. TGDNB support was linked to the usage of

gender-affirming pronouns/titles and prohibiting negative comments at work. Gender identity openness at work was substantially linked to a positive transgender organizational atmosphere(Huffman et al., 2021). (Martinez et al., 2017) discovered that the degree to which someone has transitioned was linked to higher job satisfaction, better perceived person-organization fit, and less discrimination. (Alexandra Beauregard et al., 2018) tested the theoretical framework for to identify HRM challenges and best practices for trans employees' choices to remain silent or speak up. Barclay found that the necessary role played by an organizational binary employee in supporting and tolerant an inclusive work environment for gender personality minorities(Barclay & Scott, 2006).Management support measures for transgender personnel are critical for their inclusion and acceptance. Driving human resource diversity management for better welcoming necessitates a full reform of organizational culture and practice at all levels. Minority inclusion and gender identity acceptance are, nonetheless, key priorities in the organizations where they work (Brockner et al., 2006).

### **3. Research gap-**

- From the earlier studies, it could be identified that most of the researchers have adopted quantitative techniques, but only a few considered qualitative methods. So this could be a limitation or gap which needs to be addressed. As the research topic talks about the workplace, very few of them identified or mentioned the workplace specifically whether it is an IT industry, educational organization, or health industry. Considering this gap will help in understanding the peculiarity of different workplaces.
- It is evident throughout the past literature that there are specific rules, regulations, and policies for different genders, specifically transgender people, but in reality, whether the organizations are putting efforts to set and implement rules or not. Whether they respond to the transgender biases in the organization or not. What is the gender diversity considering transgender? Identifying the contingency strategies or customization in HR policies adopted by HR managers for trans genders?

### **4. Research Question-**

- Whether there is any gap in salary, work environment, different support to trans & straight gender at work place.

- How the relationship between trans/ straight gender & outcomes (life satisfaction & gender identities openness and particularly job satisfaction) is moderated shaped by HR behavior, roles & policies.
5. **Research Methodology:** -Looking at the problem, the following methodology and methods may be applied as an individual or in combination
- Data collection
  - Statistical methods
  - Mathematical models
  - Multi attribute Decision making
6. **Expected Findings:** - The study is expected to words rich insights as regards the outcomes (life satisfaction & gender identities openness and particularly job satisfaction) of trans workforce in Indian organizations.
7. **Reference:** -

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Martinez, L. R., Ruggs, E. N., Smith, N. A., Sawyer, K. B., & Thoroughgood, C. N. (2017). The importance of being “Me”: The relation between authentic identity expression and

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