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Discrimination with Trans Genders, A pathway for them to Prostitution

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Abstract

Purpose: The purpose of this conceptual paper is to measure a relationship between discrimination faced by transgender and its impact on the prostitution. We try to develop a relationship between the discrimination and prostitution. How one person motivates to work as a prostitute. There are different factors which were discussed before by researchers and now one of the factor which our study highlight is a discrimination.

Design/Methodology/Approach: This conceptual paper deliberates the link between the discrimination with Transgenders and prostitution

Findings: Transgenders face discrimination in every place. No one likes to give them job if someone offer a job but the staff their not accept them as a team member and try to harass them. They faced discrimination in promotions and salary package also. It's a big hurdle for them to find a job so when they are unable to find any job for their survival they start work as a prostitute.

Originality/value: – Up to our knowledge, no study exist in the literature which measures that relationship .This kind of study is first time discussed which relates the relationship between the discrimination and prostitution.

Keywords: Transgender, Workplace, Discrimination, Transsexual, Prostitution.

Introduction

Sexual orientation is a romantic or magnetism for other persons (Lessley, 2017).Sexual orientations comprise heterosexual, homosexual, bisexual and others(Lessley, 2017). Transgender is a gender which has no attraction for others (American Psychiatric Association, 2013). Transgender individuals may be heterosexual, homosexual bisexual, or any other sexual positioning (Lessley, 2017).

From the birth to the death human beings are differentiated on the base of their gender. Gender normally mentions to the outward appearance, commonly it considers man or woman. It is different from biological sex (Lessley, 2017). At the age of four kids have a sense to identify his or her gender (Evans, Roberts, Williams, & Maddison, 2017) .Transgender, in broad term defines

anybody that rejects gender roles as which are well-defined by society (Rodríguez-Madera & Toro-Alfonso, 2005) .It is allied with “transvestism” (trans: opposite, and vestitus: dress), which was first described by a German Sexologist in 1918.

Research shows that lesbian, gay, bisexual and transgender (LGBT) staffs meet different obstacles in universal tasks and that’s why HRM strategies and practices in the field of emigrant administration want to be well-appointed to address the complications of a gradually dissimilar employees (Gedro, Mizzi, Rocco & Loo, 2013; McPhail, McNulty & Hutchings, 2016) . Around the globe, various challenges are faced by transgender particularly in South Asia. According to a study of International Labour Organization (2013) on workplace sexual positioning and sexual category, discernment point out eunuch faces a maximum level of discrimination at their workplace.

Transgender has been ignored in HRM and there exists a dominant gap in the literature empirically and theoretically which highlight the hurdles tolerate by them at organizations and how to remove these hurdles(Law, Martinez, Ruggs, Hebl & Akers, 2011) .At workplace Gays widespread discrimination bear by transgender workforce (Ozturk & Tatli, 2016).Research illustrate that gay experienced some form of workplace discrimination and harassment from 15% to 43 % . 90 % of transgender workers complain that they face harassment or maltreatment at Workplace (Ozturk & Tatli, 2016).

Transgender is a most neglected group in our society (Schepel, 2011) . They confronted the state of stigma and abhorrence because of their identity which put negative effects on them and drives them to work as a professional sex worker. Many researchers conduct studies on transgender with the reference to HIV/AIDS (Schepel, 2011).Boles and Elifson (1994) specified that most of transsexual join prostitution for their survival .where as some join prostitution for the financial enticements (Schepel, 2011). Research highlight that more violence faced by trans sex worker as compare to other sex workers.

Workplace Discrimination and Gender Identity

Transsexual people often suffer from depression and mental disturbance ”(American Psychiatric Association, 2013)While research shows that transgenders are a very hard worker and smart employees (Gender Identity Research and Education Society, 2002).

A study at New York in which 203 lesbian employees participated in 1980 display multiple types of discrimination, whereas the tool used in the research were powerless to amount the degree of the problem (Levine & Leonard, 1984). The result shows that 31% of the participant predicted workplace discrimination,whereas13% actually practiced it (Dietert & Dentice, 2009).Further study of defenselessness matters for transgender employees exposed steady designs of organizational discrimination (Mary Virginia Lee Badgett, Donnelly, & Kibbe, 1992)

According to Badgett (1995) 10 to 12% less salary given to the male gays as to their heterosexual male counterparts (Dietert & Dentice, 2009). Irwin (2002) did a study on educational workplace discrimination in order to find the impact of workplace discrimination and its effects on collegial relationships careers in educational sector at Australia among gay men, lesbians, and transgender individuals (Dietert & Dentice, 2009). More than 60% of instructors acknowledged faced homophobic behavior, harassment, discrimination and/or detrimental conduct. The homophobic behavior encompassed passing the homophobic jokes (41 or 35%); asked annoying questions regarding their sexuality (36 or 31%); disclosed their sexuality to others

(32 or 27%); excluded socially (28 or 23%); Faced dismissive language (21 or 18%); harassed sexually (19 or 16%); bullied physically (13 or 11%); bullied sexually (6 or 5%) and faced property smashed (6 or 5%). Three participants experienced physical violence and one of them also sexually assaulted. (Irwin, 2002). Majority of trans people after completing level 2, leave school only 34% go for higher degrees degree (Whittle, Turner & Al-almi, 2007)

90% of Irwin's sample individuals specified that they faced enlarged nervousness and tension levels during performing their jobs. 80% respondents faced melancholy, 63% suffered from discomfiture and self-respect. 62% sample respondent's individual left a job due to workplace discrimination and 59% stated that due to workplace discrimination their private connections hurt (Irwin, 2002).

A survey on National Discrimination 2016 conducted by the National Center for Transgender Equality, narrates that due to discrimination 26% transgender employees lost their jobs, 50% transgender employees faced job harassment, 20% transgender were deprived of housing due to their gender and 78% transgender students faced harassment (National Center for Transgender Equity, n.d.)

Discrimination in Hiring

According to research at by UCLA's William's Institute, in the United States, 4% labor force identifies as lesbian, gay, bisexual or transgendered (LGBT). 21 % of LGBT employees state that they face discrimination regarding promotions, hiring and pay (Baksh, 2016). From 8 % to 17 % gay and transgender employees were lost their jobs when administration come to know about their gender (Burns & Krehely, 2011). Negative performance evaluation was received by 10% to 28 % because of sexual difference (Burns & Krehely, 2011). In EU 13 % of LGBT felt that they faced discrimination during the hiring process (Fra, 2014). In the UK due to fear of overlooked for promotion 34% of lesbian, gay, bisexual and transgender hide their sexuality at the workplace (Browne, 2014). All the organization said that they are equal opportunities provider, even some organization in their job advertisement mentioned that "females are encouraged to apply" no one mentioned that "transgender are encouraged to apply". The organization tries to avoid hiring of transgender. The supreme court of Pakistan give 2% quota for government jobs in Karachi but no Transgender is able to get any seat (Khan, 2017).

Prostitution

Prostitution has normally considered the world's "oldest profession" (Bassermann, 1967). Prostitution is generally linked with poverty and lack of job opportunities (Sachsida & Moreira, 2010). Chakraborty et al.(1994) show that in Calcutta, India, 16% of prostitutes had primary education level only where as rest 84 % were illiterate. 49 % of the prostitutes enter into this business because of their extreme poverty (Sachsida & Moreira, 2010).

In India, 85% of the transgender are kicked off from their homes. In order to survive, they work as a sex worker or street dancer (Boles & Elifson, 1994). At most places around the globe, transgender is separated from the society (Schepel, 2011)

Racism and sexism are the main barriers to the employment (Sausa, Keatley, & Operario, 2007). Where as various transgender ponder prostitution emotionally "safer," because their no one rejects them because of their outlook and they not face any humiliation because of their gender identity at the workplace (Sausa et al., 2007).

Commonly the discrimination type face by transgender is “trans phobia” .Tans phobia which is defined as “ A force which bring up fear, mistrust in the transgenders because of their gender identity (Rudin, Ruane, Ross, Farro, & Billing, 2014).

In comparison with other sex workers, transgender prostitutes have higher rates of HIV infections (Boles & Elifson, 1994). Sausa et al. (2007) summarized various research which found high frequencies of HIV infection among the United States transgenders with 40% HIV positive in Miami, 32% in Washington, D.C., and 26-48% in San Francisco. A study in Atlanta on 53 transgender prostitutes shows that 68% of them have HIV positive (Elifson, Boles, & Sweat, 1993).

Figure 1



Relationship between discrimination and Prostitution

Conclusion

Discrimination faced by the transgender in every sector of life. Due to this discrimination they are unable to find any job. If someone find job but discrimination at workplace and bullying by coworkers cause a mental stress for them. At the end when they not find any other option for their survivals then they start working as a prostitute.

Suggestions

Transgenders are also a human being and organizations must accept them as a third generation. In order to build healthy society organizations try to support transgender and provide them opportunities to work in order to eliminate the discrimination. Government try to arrange special programs for the education for transgenders and give them quota in every department.

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