

Transgender and Intersexual Facing Workplace Discrimination (A Case of Pakistan)

MS Thesis



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Submitted in partial fulfilment of the requirements for the
degree of Master of Science in Management

**The School of Business and Economics
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Research Completion Certificate

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Declaration

I certify that this thesis contains my original work submitted in fulfilment of the requirement of the degree of MS-Management submitted to the Centre for Graduate Research (CGR), School of Business & Economics; University of Management & Technology, Lahore, Pakistan. It consists of no material which has been accepted for the award of any other degree in my name, in any university, to the best of my knowledge and belief, contains no material previously published or written by another person, except where due reference has been made in the text. In addition, I certify that no part of this work will, in the future, be used in a submission in my name, for any other degree in any university.

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Dated: _____2017

Dedication

I dedicated my research work to my Son, Sister and Sexual-minority group.

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Table of Contents

Research Completion Certificate	ii
Examination Sheet.....	iii
Declaration	i
Dedication	ii
Acknowledgements	iii
Table of Contents	iv
List of Figures	ix
Abstract.....	x

CHAPTER I: INTRODUCTION

1.1 Overview of the Chapter	11
1.2 Background of the Study.....	Error! Bookmark not defined.
1.3 Statement of the Problem	Error! Bookmark not defined.
1.4 Research Question.....	Error! Bookmark not defined.
1.5 Objective	Error! Bookmark not defined.
1.6 Contribution of the Study	Error! Bookmark not defined.
1.7 Significance of the Study	Error! Bookmark not defined.
1.8 Summary	Error! Bookmark not defined.

CHAPTER II: LITEATURE REVIEW

2.1 Overview of the Chapter	Error! Bookmark not defined.
2.2 Literature Review of Previous Studies.....	Error! Bookmark not defined.
2.3 Bio-Medical Lens to Understand the Transgender and Intersex	Error! Bookmark not defined.
defined.	

2.4	Devine Perspectives	Error! Bookmark not defined.
2.4.1	Intersex Baby/Intersexual	Error! Bookmark not defined.
2.4.2	Gender Equality in Islam	Error! Bookmark not defined.
2.4.3	Intersex Transgenders	Error! Bookmark not defined.
2.4.4	Gender Equality and Workplace Discrimination in Islam...	Error! Bookmark not defined.
2.4.5	Duties of Employer which is Beyond the Gender/Sexual Discrimination	Error! Bookmark not defined.
2.5	Biblical Perspective.....	Error! Bookmark not defined.
2.5.1	Transgender and Intersexual's Issues and the Bible	Error! Bookmark not defined.
2.6.	The Problem (Discernment).....	Error! Bookmark not defined.
2.7.	What Drives Discrimination?.....	Error! Bookmark not defined.
2.8	Discrimination.....	Error! Bookmark not defined.
2.9	Discrimination by Birth.....	Error! Bookmark not defined.
2.10	Discrimination is at More at its Level of Spark Dominance.....	Error! Bookmark not defined.
2.11	Pakistan Penal Code (PPC)	Error! Bookmark not defined.
2.12	Constitution of Pakistan 2012 (directions).....	Error! Bookmark not defined.
2.13	Constitution of Pakistan 2013 (enforcement).....	Error! Bookmark not defined.
2.14	Workplace Discrimination or Lavender Ceiling (systemized discrimination, inequality and impeded career growth).....	Error! Bookmark not defined.
2.14.1	Formal Discrimination.....	Error! Bookmark not defined.
2.14.2	Informal Discrimination and Stigmatization ...	Error! Bookmark not defined.
2.14.3	Facing Informal Discrimination	Error! Bookmark not defined.

2.14.4	Organizational Structure and Culture is not Supportive	Error! Bookmark not defined.
2.14.5	Intersexuals in Workplace	Error! Bookmark not defined.
2.14.6	'D' is for Discrimination (Intersexuals)	Error! Bookmark not defined.
2.14.7	Employment	Error! Bookmark not defined.
2.14.8	Economic Disparities	Error! Bookmark not defined.
2.14.9	Gender Non-Conformity and Restrooms	Error! Bookmark not defined.
2.15	Injustice and Court	Error! Bookmark not defined.
2.16	Reports of Laws	Error! Bookmark not defined.
2.17	Transgender/Intersex in Pakistan	Error! Bookmark not defined.
2.18	Census Pakistani third gender	Error! Bookmark not defined.
2.19	Worse Situations of Trans People and Intersexuals	Error! Bookmark not defined.
2.20	Religion and Gender Non-Conformity Group	Error! Bookmark not defined.
2.21	Corrective rape	Error! Bookmark not defined.
2.22	Social Exclusion	Error! Bookmark not defined.
2.23	Workplace Harassment	Error! Bookmark not defined.
2.24	Mental Health and Suicide	Error! Bookmark not defined.
2.25	Employment for Transgender Girls? "No way"	Error! Bookmark not defined.
2.26	Accordingly to the Researchers	Error! Bookmark not defined.
2.27	Situation of Intersexual and Transgender in Pakistan..	Error! Bookmark not defined.
2.28	Employment Discrimination in Pakistan	Error! Bookmark not defined.
2.29	Level of Brutal Discrimination in Pakistan	Error! Bookmark not defined.
2.30	Summary	Error! Bookmark not defined.

CHAPTER III: METHOD

3.1	Overview of the Chapter	Error! Bookmark not defined.
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3.2	Research Philosophy Interpretivism.....	Error! Bookmark not defined.
3.3	Research Approach Inductive	Error! Bookmark not defined.
3.4	Unit of analysis.....	Error! Bookmark not defined.
3.5	Population.....	Error! Bookmark not defined.
3.6	Sample.....	Error! Bookmark not defined.
3.7	Sampling Technique.....	Error! Bookmark not defined.
3.7.1	Purposive Sampling Technique.....	54
3.8	Research Strategy	Error! Bookmark not defined.
3.8.1	Feministic method	Error! Bookmark not defined.
3.8.2	Face-to-Face Interview	55
3.8.3	Interview Guide	55
3.8.4	Language Competency	56
3.8.5	Structural Sequence	56
3.9	Thematic Analysis.....	57
3.10	Pre-Testing	57
3.11	Steps to Gain Confidence of the Respondents	57
3.12	Summary	5 Error! Bookmark not defined.

CHAPTER IV: DATA ANALYSIS

4.1	Chapters' Overview.....	61
4.2	Data Analysis	61
4.2.1	Demographics of Participants.....	61
4.2.2	Participants' Interests.....	62
4.3	Workplace and Organization.....	70
4.4	Summary	90

CHAPTER V: DISCUSSION

5.1	Overview of the Chapter	91
5.2	Findings	91
5.3	Conclusion.....	93
5.4	Discussion	96
5.5	Managerial and Organizational Implications	99
5.6	Future Research Directions	101
5.7	Limitation	102
5.8	Summary	103
REFERENCES		103
Appendix A: Semi-structured Interview Guide		120
Appendix B: Depicted Workplace Discrimination of Trans Individuals		Error!
Bookmark not defined.		58
Appendix C: Most used Words while Conducting the Interview ... Error! Bookmark not defined.		59

List of Figures

Figure 4.1: Illustration for Trans' Life Values.....	64
Figure 4.2: Illustration for the Role of Family in Transgender& Intersexual Motivation	67
Figure 4.3: Illustration Of Workplace Transgender & Intersexual Discrimination	73
Figure 4.4: Illustration Of Workplace Transgender & Intersexual Victimization	75
Figure 4.5: Illustration Of Heterosexual Society' Attitude.....	79
Figure 4.6: Heterosexual and Heteronormative Employees at Workplace	81
Figure 4.7: Queer Group and Organizations	81
Figure 4.8: Sexual-minority at Workplace	83
Figure 4.9: Internalphobia is a Severe Cause	84
Figure 4.10: Sexual Harassment at Workplace	85
Figure 4.11: Hatred Crimes Towards Trans employees.....	86
Figure 4.12: Fear of Sexuality as a Tool of Oppression Trans Employees at Workplace	87
Figure 5. 1: Illustration for the Workplace Discrimination and Factors of Transgender/Intersexual	91
Figure 5. 2: Illustration for the role of Society in Transgender/Intersexual Workplace Discrimination.....	Error! Bookmark not defined.2
Appendix A.....	120
Appendix A.....	158
Appendix A.....	159

Abstract

Transgender and Intersexual are subject to the workplace discrimination in Pakistan. This phenomenon is increasing day by day. The efforts of state and society are all going in vain to make them save from workplace victimization due to their sexual-orientation. It is considered the tabooistic topic and nobody talks about transgenderism and intersexualism in the sophisticate circle of society. This topic is least studied and remains swept under the carpet. This qualitative study is exploratory in nature and recruitment of participant was possible by using the purposive sampling. The targeted population was employed in different organizations. Six respondents were interviewed. The study concluded that this sexual-minority is human capital and facing workplace victimization.

CHAPTER I

INTRODUCTION

1.1 Overview of the Chapter

This study is about to explore the workplace discrimination and causes related to the sexual-orientation in Pakistan. It is a portrayal of the discriminations and harassments/exploitations faced by the trans people and intersex and will explain the heinous negative results and experiences, which is dreadful prevalence for the society. Statement of the problem is the main crux of the study which highlights and tries to make focus on the hidden problem as well as gives the words to make the better understanding for a lay man, furthermore en routes the 'research question, entails the 'research objectives and makes it able for the 'contribution towards the society' and for the academia, practioners as well as for the policy makers.