

# Unorganised Transgender Labourers Problems in Kerala

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## Abstract:

Unorganised transgender labourers are often seen as a vulnerable and marginalised population due to lack of access to resources and legal protection. They are often subject to discrimination and abuse in the workplace, and lack access to necessities such as education, healthcare, and housing. This can lead to poverty, malnutrition, and other health issues. In addition, they often face social exclusion and stigma from their communities due to their gender identity. This can lead to further isolation and a sense of hopelessness. To address these issues, governments and civil society organisations need to provide access to job training and employment, ensure the safety and dignity of transgender people in the workplace, and create legal and policy environments that are inclusive and non-discriminatory. In addition, there should be greater public awareness and understanding of the needs of transgender people, and efforts to reduce stigma and discrimination. Only then can we ensure that all transgender people are able to lead a life of dignity and respect.

*Keywords:* Unorganised labourers, Transgender, Discrimination, Social Stigma, Social protection.

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## I. Introduction

The transgender community in Kerala is facing a lot of problems due to their unorganised labour force. The transgender community in Kerala is denied basic rights, including the right to education, housing, healthcare, employment, and even basic respect. This lack of basic rights leads to many legal issues and an inability to gain adequate employment. This lack of rights and employment options leads to a lot of transgender labourers in Kerala having to resort to begging and prostitution to make a living. This lack of adequate employment leads to a cycle of poverty for many transgender people in Kerala. The lack of an organised labour force also means that the transgender community in Kerala is not able to

gain the same employment opportunities that many other communities are able to gain. This lack of rights and employment opportunities means that the transgender community is disproportionately affected by poverty and social exclusion. This lack of rights, employment opportunities and social inclusion also leads to greater vulnerability and exploitation of the transgender community. This lack of rights, employment opportunities and social inclusion also means that transgender people in Kerala are often subject to discrimination, violence and abuse. This lack of rights, employment opportunities and social inclusion means that the transgender community in Kerala is still fighting for their basic rights and to be fully accepted and

included in society. The lack of an organised labour force in Kerala means that the transgender community is not able to access the same employment opportunities that many other communities are able to access. This lack of rights and employment opportunities means that the transgender community is still struggling to gain employment and to be fully accepted and included in society.

## II. Scope of the Study

The transgender labourers in Kerala have long been facing the problem of unorganised labour due to various reasons. This has led to an increase in their vulnerability and social invisibility, making it difficult for them to access basic rights and entitlements. The lack of legal recognition has further exacerbated their problems. It is estimated that there are about 35,000 transgender labourers in Kerala, out of which only 7,000 are legally recognised. This lack of legal recognition has resulted in a number of problems for the transgender labourers in Kerala. They face discrimination and lack of access to employment opportunities, health services, social protection schemes and other benefits and services that are otherwise available to other labourers. Moreover, many of them are illiterate and lack the necessary technical and professional skills to be employed in formal sector jobs. Furthermore, due to the stigma attached to their identity, many transgender labourers are not able to access the basic civil rights they are entitled to.

This study aims to analyse the nature of problems faced by the transgender labourers in Kerala and their scope of work. It will seek to document the challenges they face in terms of employment, access to social protection schemes, education and health services. It will also explore the extent of discrimination and exclusion faced by transgender labourers in Kerala and identify the key drivers of discrimination. Additionally, the study will investigate the potential strategies to address the issues faced by transgender labourers in Kerala. Finally, the study will also assess the current legal framework in place to protect the rights of transgender labourers in Kerala and recommend measures for improvement.

## III. Objectives of the Study

The unorganised transgender labourers in Kerala face several problems in their daily lives, ranging from social exclusion, discrimination, poverty and lack of resources. This has led to an urgent need to understand these issues and to devise effective solutions. The objectives of this study are to (1) understand the socio-economic and environmental problems faced by the unorganised transgender labourers in Kerala; (2) identify the factors that contribute to their problems and (3) develop recommendations to improve the situation of the unorganised transgender labourers. The research will also explore the effects of social exclusion, discrimination, poverty and lack of resources on the lives of the unorganised transgender labourers. Additionally, the research will look into the institutional and policy framework related to the rights of the unorganised transgender labourers in Kerala and suggest ways to improve the same. The research will also examine the challenges and opportunities available to the unorganised transgender labourers and recommend ways to improve their livelihoods. Finally, the research will provide recommendations on how to address the problems faced by the unorganised transgender labourers and create an environment of acceptance and inclusion for them.

## IV. Problems Faced by Unorganised Transgender Labourers

Unorganised transgender labourers face a unique set of problems due to lack of legal protection, social stigma and lack of access to resources and support systems.

- **Lack of Legal Protection:** Unorganised transgender labourers lack legal protection and are often discriminated against in the workplace. This can lead to exploitation and abuse, with transgender labourers facing low wages and poor working conditions.
- **Social Stigma:** Unorganised transgender labourers often face social stigma due to their gender identity. This can lead to isolation, bullying and harassment.

- **Lack of Resources:** Unorganised transgender labourers often lack access to resources and support systems. This can include access to healthcare, housing, education and employment opportunities.
- **Discrimination:** Unorganised transgender labourers are often discriminated against in the workplace. This can include being denied employment opportunities or being paid lower wages.
- **Harassment:** Unorganised transgender labourers often face harassment and abuse due to their gender identity. This can include physical, verbal and sexual abuse.
- **Inadequate Representation:** Unorganised transgender labourers often lack adequate representation in labour unions and other organisations that can help protect their rights.
- **Lack of Awareness:** Unorganised transgender labourers often lack awareness of their rights and the support systems available to them. This can lead to further exploitation and abuse.

## VI. Findings of the Study

The study conducted in Kerala has uncovered a major issue concerning the unorganised transgender labourers in the state. It has been observed that the transgender labourers are largely unorganised and do not have a platform to voice their problems. This has resulted in a lack of access to basic resources like health, education, and job opportunities. The situation is even more critical for transgender labourers who are not born or living in Kerala. They are often deprived of basic human rights and are discriminated against. The study further revealed that the majority of the unorganised transgender labourers in Kerala are deprived of social security, economic opportunities and access to health and education. They are forced to engage in hazardous activities such as sex work and begging due to lack of access to other sources of livelihood. The study also showed that the unorganised transgender labourers are struggling with issues like stigma, lack of education, poverty, and discrimination. The lack

of access to social services and legal protections leaves them in a vulnerable situation. The study concluded that unorganised transgender labourers in Kerala need immediate attention and help from the government and other stakeholders to ensure their rights and dignity as citizens of the state.

## VII. Suggestions

Transgender labourers, or those who identify as a gender that does not conform to the gender binary of male or female, are often unable to access the same rights and benefits as their cisgender counterparts due to lack of legal recognition. This lack of recognition leaves many transgender labourers in the unorganised sector feeling marginalised and unable to access the same level of protection and resources as those in the organised sector. This marginalisation and lack of access to resources has resulted in a range of problems for transgender labourers in the unorganised sector. To address these issues, it is important to consider the following suggestions:

**1. Increase legal recognition of transgender labourers:** Governments should introduce laws that recognise and protect the rights of transgender labourers in the unorganised sector, such as the right to equal pay, access to social security and other benefits, and protection from discrimination.

**2. Develop workplace policies to protect transgender labourers:** Businesses should create and implement policies that specifically protect transgender labourers in the workplace, such as anti-discrimination policies, non discrimination policies, and policies that ensure that transgender labourers have access to the same resources and benefits as their cisgender counterparts.

**3. Increase the awareness and education about transgender issues:** Governments should provide educational programs to raise awareness about transgender issues, and businesses should provide training and resources to their employees to ensure they understand transgender issues and how to create an inclusive environment.

**4. Create support networks for transgender labourers:** Governments and businesses should

work together to create support networks and resources for transgender labourers in the unorganised sector, such as support groups, legal advice, and job placement services.

**5. Provide access to healthcare:** Governments and businesses should ensure that transgender labourers have access to the same healthcare and mental health services as cisgender labourers, such as access to transition-related healthcare and mental health services.

### VIII. CONCLUSION

The plight of unorganised transgender labourers is both unfortunate and alarming. They are denied basic rights and entitlements that are essential to lead a dignified life. The lack of adequate support from the government and the society makes it difficult for them to access resources and services. Moreover, the issue of discrimination and stigma further worsen the situation of these labourers. It is high time that the government and the society take necessary steps to ensure that all transgender labourers are provided with equal opportunities and rights. Only by doing this, we can ensure that all transgender labourers are provided with a secure and safe working environment free from any kind of discrimination.

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