

Entrepreneurship Opportunities For Transgender in Pakistan



Submitted By

KHOBAAN KHAN

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Discipline: M.Phil. Business Economics

Supervised By

Name of Supervisor: Mariam Mohsin

Name of Co-Supervisor: Dr. Muhammad Jahangir Khan

Department of Business studies

Pakistan Institute of Development Economics Islamabad




Pakistan Institute of Development Economics


CERTIFICATE

This is to certify that this thesis entitled: “**Entrepreneurship Opportunities for Transgender in Pakistan**” submitted by Ms. Khobaan Khan is accepted in its present form by the Department of Business Studies, Pakistan Institute of Development Economics (PIDE), Islamabad as satisfying the requirements for partial fulfillment of the degree of **Master of Philosophy in Business Economics**.

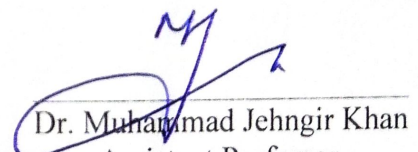
External Examiner:


Dr. Faiz Ur Rehman
Associate Professor
QAU, Islamabad

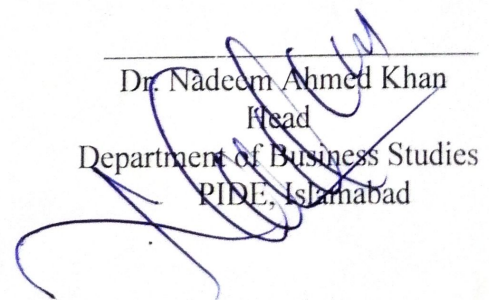
Supervisor:


Ms. Mariam Mohsin
Lecturer
PIDE, Islamabad

Co-Supervisor:


Dr. Muhammad Jehngir Khan
Assistant Professor,
PIDE, Islamabad.

Head, Department of Business Studies:


Dr. Nadeem Ahmed Khan
Head
Department of Business Studies
PIDE, Islamabad

Author's Declaration

I Khobaan khan hereby state that my MS thesis titled Entrepreneurship opportunities for transgender in Pakistan is my own work and has not been submitted previously by me for taking any degree from this University Pakistan institute development of Economics Islambad or anywhere else in the country/world.

At any time if my statement is found to be incorrect even after my Graduation the university has the right to withdraw my MS degree.

Date: _____

Signature of Student

Name of Student

Dedication

This thesis work is dedicated to my Parents, who has been a constant source of support and encouragement during the challenges of graduate school and life. I am truly thankful for having you in my life. This work is also dedicated to my Family, who have always loved me unconditionally and whose good examples have taught me to work hard for the things that I aspire to achieve.

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Abstract

This research evaluates entrepreneurship opportunities for transgender in Pakistan. The study was conducted in different areas of Pakistan while including 20 candidates from different areas as these people are scattered and their population is unknown as well. The data will be collected through interview based. The dependent variable is entrepreneurship opportunities for transgender while independent variables are transgender education and skill level, transgender employment level, and transgender social mobility. Mostly, they are found to be uneducated in many areas of Pakistan.

Now a days, they are involved in such insistence that are not socially ethical and knowing to be principled. One of the admiring things regarding transgender and their choices of occupations is that they are inclined towards their rights of honorable professions and they are willing to embrace their rightful and honorable claims as a society member. And they also accept the value of education in their lives and know its worth and they are willing to be a part of the society as a normal human being. But to that they would need a hand in hand of a quality lawyer who would be able to declare their rights and make a stance in front of the authorities that are guarding the law.

Keywords: Entrepreneurship opportunities for transgender, transgender education, skill level, transgender employment level, and transgender social mobility.

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Abbreviations

Male-to-female	MTF
female-to-male	FTM
National Database and Registration Authority	NADRA
Non-governmental organization	NGO
Exploring Future Foundation	EFF
Human immunodeficiency virus	HIV
Lesbian, Gay, Bisexual, and Transgender	LGBT
Human resource management	HRM
Statistical Package for Social Sciences	SPSS
ordinary least squares	OLS
European Union	EU
United Nations	UN
Advanced Reconnaissance Remotely Operated Weapon System	ARROWS
or	
Aviation Readiness Requirements Oriented to WRAs	

CHAPTER 1

INTRODUCTION

Entrepreneurship motion has to raise consolidation all around the world to accelerate seriousness in every part as it is a potential event influenced by the interaction of different factors putting up towards employment level, education and skill level, social mobility, starting of a business, present living of arrangement, business motivation, and progression of economic treading with revenue generation. It improves the capabilities and skills of an individual. Apart from that, when the individual is transgender, capacitation is very pivotal for their survival. Whereas the research on the lives of transgender had been conducted to gather some information to learn about the investment sources of the transgender. The transgender has a contribution in some professions by adopting creativity and self-motivation and enlarged their self-trust in the society by promoting themselves to become entrepreneurs. Rectifying their position in society, they are trying to develop themselves economically and financially. This study is supportive in terms of capacitation level of the transgender community as a whole, and also studies in terms of education and skill level and social mobility.

The Eunuch is an English word which is the combination of two Latin words ‘eune’ meaning ‘bed’ and ‘Ochos’ meaning “keeping”. In Indian continent, Transgender has a history dating back 4000 years. As from past, gender is seen as binary and is only restricted to sex classification: male and female while those who are not under these are termed with an umbrella term of transgender. The umbrella of transgender is referred to as Female-to-male (FTM), male-to-female (MTF), crossdressers, transsexuals, intersex, and genderqueer and so on. In Pakistan, they are known under different names like Khawaja Sara, Hijra, Khusra, or Murat as a transgender. From an early age, they are alienated and considered as odd in society. Discrimination faces them at every stage of family, in schools, and in their living places.

They face discrimination, hatred, and vulgar remarks by their fellow occupants and similarly from schoolfellows leading them to fly away from educational institutions, which in turn lead them away from honorable employment.

In such a disastrous situation, they are left with no other choice but to adopt such means that are not acceptable in our religion and by the society in which we live.

In 2013 it was ruled out by the supreme court of Pakistan that eunuchs enjoy the same rights as every other citizen of Pakistan. It was directed by the court that Provincial and Federal governments would donate them rights in all fields of life related to inheritance, education and employment. Several eunuchs from different areas got the chance to work in diverse areas of departments of government during a specified time. With the specified official “transgender” classification supreme court provided eunuchs the right to vote following which, five transgenders contested in general elections of 2013 for the first time in history.

1.1 Transgender:

According to LGBTQIA Resource Center Glossary, transgender is a term often used for individuals who do not identify themselves with their assigned gender at birth or the binary gender system. In addition to this, according to Currah & Minter (2000) in 21st century the term “transgender” has become an umbrella term that covers many identities and much broader experiences: “including but not limited to pre-operative, post-operative, and non-operative transsexual people; male and female cross-dressers (sometimes referred to as “transvestites,” “drag queens” or “drag kings”); intersexed individuals; and men and women, regardless of sexual orientation, whose appearance or characteristics are perceived to be general atypical”

1.2 Transgender in Pakistan:

The culture and background of Pakistan depict the role of a transgender in a diverse and important form such as festivals which include marriage, birthday parties, Eid ceremony, and other different big events. But still, they are discriminated against and linked up with alien names like Murat, Hijra, Khawaja Sara, and Khusra in Pakistan referring to the transgender. They are subjected to the lowest kind of honor in Pakistan just because of people having an illiterate and aggressive mentality and they do not even bother to accept them as a part of society in Pakistan and they don’t even accept them to be a human being. They face “ignorance” from all other areas of Pakistani society and a large “rejection”. In a recent study conducted for transgender sex, one-third of the overall number of 60 children are easily noticeable for chronic

tendencies/potential. Meaning that in Pakistan, a percentage of 3% is affected or struck by transgenderism (Akhtar, 2016). The First-born child is determined by the family. At the start, the first response of the family is to either kill them or discard them from their family circle as they feel ashamed of having them as a part of the family. Does no one know that it is out of control, with what gender you are born with? Then why a transgender faces discrimination as a low-born by the family, society, social groups, communities, schools, and their own parents meaning every single aspect of their life rejects them.

The Islamic Republic of Pakistan and its supreme court's verdict, transgender have equal rights like an ordinary citizen of the country and protected under articles 4 and 9 of the constitution of Pakistan 1973. With the Provincial and Federal governments being bound to grant the basic rights of education, health, opportunity to work in governmental institutions at a comparable time. Supported by the transgender rights and the formative contradiction of Pakistan policy formulation (Daniela & Devika, 2015).

1.3. Initiatives taken for transgender rights of Pakistan

For several hundred years before the British colonial era, Pakistan's transgender community was respected and had a special role in society. Transgender have a rich and diverse history in South Asia and historically have held a venerated cultural status in Pakistani society, including holding powerful positions in Mughal Courts prior to the British colonial era. In some parts of the country, Transgender are considered those whose prayers are answered by God, bestowing on them the unique ability to bring good fortune and fertility to others. However, since colonial times transgender women have been targeted by the state. During the British colonial era many aspects of local culture that were deemed to fall outside of strict Victorian morality, including more fluid ideas about gender identity, faced newly introduced legal and structural barriers designed to enforce conformity with these foreign norms. The status of transgender significantly deteriorated from colonial times resulting in multilevel discrimination and violence.

The Transgender Act 2018 explicitly bans any discrimination against transgender citizens of Pakistan by employers, organizations, educational institutions, healthcare providers, transportation service providers and any private business or service

provider. Under the obligations of government it also calls for the establishment of government-run protection centers for transgender citizens who feel at risk of harm. It further guarantees transgender citizens their right to inheritance - often disputed under some interpretations of Islamic law - to run for public office, to assembly, to have access to public places and several other specific rights.

In order to ensure effective implementation of the Act, MOHR is taking several initiatives. Following are some of the steps taken during by contract period.

Transgender persons in Pakistan constitute one of the country's most vulnerable and marginalized communities due to a multitude of inter-related socio-cultural, political, economic and legal hurdles.

The community which traditionally enjoyed an esteemed status in the pre-colonial South Asian society suffered a gradual decline in its socioeconomic status during the British Raj which ostracized and criminalized transgender community through the Criminal Tribes Act, 1871. Such colonial-era stereotypes and misconceptions surrounding transgender persons have remained embedded in Pakistani society till date.

Despite the constitutional guarantee of equal rights for all citizens of Pakistan without any discrimination on the basis of sex 1 , the daily experience of Pakistan's transgender persons is marked by marginalization, abuse, degradation, lack of opportunity, social opprobrium and most critically, all-pervasive violence. In May 2018, the Government of Pakistan passed an unprecedented and historic legislation — The Transgender Persons (Protection of Rights) Act, 2018 —with the aim of advancing and mainstreaming the constitutional rights of transgender persons. The legislation itself is wide ranging and encapsulates the right to identity, inheritance, health, education, employment and access to public places.

1.4 Initiative overview of transgender in Pakistan

Pakistan being a predominantly Muslim organization has no place for any other gender neither in the legal structure nor in the religious globe. The transgender of Pakistan has face affectless and discrimination where the elder transgender is even eliminating from the legal financial resources and neighborhood support and was unskilled to find any suitable jobs or resources for education like the other nations. Although the Supreme Court allowed the transgender neighborhood the right to be

registered to vote and pinpoint themselves as a transgender along with the government official recognition in 2012, transgender separate are largely captured to the margins of organization, forcing them into pray, dancing, and vice in order to survive. The movement for transgender rights in Pakistan is slowly developing. Where most of them believe that their current legal system is mega unsupportive to assist them in the searching, casing, and getting justice. However, in 2013, the Court ruled that transgender must be treated as the same Nationals of Pakistan by enjoying equal constitutional rights. Among other rulings, the Supreme Court conferred the rights to transgender persons of the legacy, identity, employment, and protection from harassment by law enforcement authorities.

In March 2018, the Pakistan National Assembly has taken an extremely hard decision by making the Transgender Persons (Protection of Rights) Act. This is a strange piece of legislation by which the legislators of Pakistan not only deal basic rights of the transgender people for the first time but also illegalize discrimination against them. The Bill seeks to protect the rights of the transgender neighborhood including reservation to obtain a driver's license and passport in the gender of choice and change gender in the citizen Database and Registration Authority and also forbid harassment of Trans people inside and outside their homes and forbid discrimination in educational institutions, employment, trade, health services, public transportation, buying, selling or renting property and also ensure the right to inherit property and to vote in all illiberal, local and national elections as well as to follow public office. But still, they demand that it is a discriminatory Act for which in the case of *Khaki v. Islamabad*, the court ordered law documents establishment to create mechanisms to except these problems from transpire.

However, with the mainstreaming of the transgender community and the announcement of jobs by the Sindh illiberal government-employed few TG at NADRA and the Social Welfare Department. The country's first-ever old-age home for the transgender persons has newly opened its doors in Lahore by a transgender Ayesha Butt who has been stream all of her earnings into building the old-age home spread over a canal of land in Lahore's Rachna town since 2011.

Moreover, provision to the educational needs of the transgender community, a first good school was launched in Lahore early this year by an NGO called Exploring Future Foundation (EFF). In Lahore, a school "the Gender Guardian" provides a full

12 years of scholarly education from the primary level to matriculation and then central up to college for the education level, and vocational training of Pakistan's third gender neighbourhood is going to open its doors which will also conduct specialized education, such as fashion designing, beautician and hair-styling procedures, graphics designing, computer skills, and mobile rebuilding, among others. Recently, Inspector General Dr. Syed Kaleem Imam announced that the members of the transgender community will be provided five percent of the various jobs in Sindh police for the first time in a meeting between delegations of transgender with the Sindh police chief in Sukkur. However, there some successful transgender who established their right and ability to gain their goal by breaking all the bar and wall.

Marvia Malik: She is a Pakistani newsperson who becomes the country's first transgender news anchor, making history in a country where the transgender community is still ostracized and targeted in furious attacks. She breaks hedge and challenges discrimination as a first transgender news anchor in Pakistan who anchors Indian news in Lahore and an activist of the transgene's shift in Pakistan.

Jannat Ali: She is a renowned transgender activist coming from Lahore, first transgender Project Manager, performed at different levels, and working presently with a professional NGO at a community-based society named as Khawaja Sira Society. It is guided by the transgender people community for human rights and health care advocacy in Pakistan.

Comparing with the view of India and Pakistan, transgender people are facing various difficulties as to establish themselves with education and employment where they are not fully concerned about their rights like transgender in India or Pakistan yet. Even though in India and Pakistan transgender people are also facing difficulties, they are supported by particular laws, bills, rules, educational institutions, job recruitment whereas in Pakistan there is no particular law for them enacted by the government after recognition. On the other hand, the Transgenders in India and Pakistan are trying to establish their right with their courage and brevity and trying to revolt against discrimination from the state in the light of their Constitution. As a result, the status quo is changing through their concern, active participation, courage, skill, and they are flourishing through their achievements where they are trying to lead their community like others.

1.5. Objectives and purpose of the research

The objectives of the study are as follows.

1. To estimate the impact of education and skill level on entrepreneurship opportunities.
2. To estimate the impact of employment level on entrepreneurship opportunities.
3. To examine the impact of social mobility on entrepreneurship opportunities.

1.6. Research gap

The research gap is that a number of different surveys or research were managed for transgender explaining the difference on many topics and problems related to transgender “biological, dietary habits, medical interventions, “physical and sexual assaults, health care, sexual practices”, trans-conversions, “drug addiction, rehabilitation, cross-dressing subjectivity”, Sex Reassignment Surgery, “significant discrimination”, HIV status via prevention syndrome, socio-economic conditions, psychological related aspects”. But there are no studies related to the “entrepreneurship” of transgender. Thus, I selected research for the study in transgender entrepreneurship and to fill the gap.

1.7. Purpose or significant of the Study:

- The significant of this study lies on examining the entrepreneurship opportunities for transgender in Pakistan.
- The main aims for this research are to find out the current situation of the right of employment level, education and skill level, and social mobility along with the social reaction and concern for transgender in Pakistan.
- It will also discuss the issue regarding their three basic rights that are right to employment level, education and skill level, and social mobility in the light of Constitution and Human Rights conventions with their views, achievements, demands, recommendations, and changes to ensure their rights and status.

CHAPTER 2

Literature review

The following paper relates to the survival of transgender in Pakistan society. Here, transgender is usually associated with dancing, the practice of prostitution, and street stalking. The research study aims to find out the prevalence of the transgender, meaning the facts and conditions related to the society of Pakistan about transgender. Does the study show that transgender has the basic right to life or did Pakistan as a country provided or deprived them of basic rights such as marriage, Income, Social respect, residence issues, treatment, Sex abuse, education, prayerful, political, religiously, freedom, and especially personal Safety? And how the previous studies have related to this issue up till now.

As discussed, that alienation from society makes them flee from the basic right of education, and resultantly a very small number gets a good education. There is no distinguished list of their literacy rates, but a form of the document is available at the district level through individual studies that depict their literacy rates.

A similar study conducted in Pakistan indicates that 6,450 transgenders in all the states of Pakistan enjoyed the rights of education, job opportunities, health, criminal justice, house, social justice, and the right to access the documents of the public. The study also depicts that transgender faced the unemployment issue double than the average public. 96% of the study figure showed injustice or unfairness on the job. 48% faced a different result of the job which also included rejection from the job, termination, or no promotion. Out of the whole, 27% lost due to being transgender. A frightening figure of 17% of the residents of the sample were living in poverty that is more than twice the rate of the general population.

The data collected, therefore did not mention the specific needs and rights of transgender. It states that all people have the right to the top standard of sexual and reproductive health which includes transgender. So, such specific laws, policies, and programs should be made that help the transgender people to have access to the basic rights of education, livelihood, health on the state level and the elimination of social and legal discrimination that is faced by the transgender people by (Neha Sood, 2010).

Other studies suggest that transgender at work: Livelihood for transgender people in

Vietnam using by interview-based data both qualitative and quantities and lack of education, and ignorance towards the presence of a legal document specifically for transgender contributing to the prevention of the transgender in terms of job access, and lack of suitable identity documents. But the problem is that it prevents the transgender from acquiring loan plans to build their business. There is no law or any policy in Vietnam that is created for the protection of the workers from discrimination that is on the bases of sexual orientation and gender (Tu-Anh Hoang et.al 2016),

The plight of marginalizing; the issues that are primarily related to the education of transgender using a snowball sampling technique based on interview data but attempt to determine the percentage of society is so high in terms of the physical appearance even with the fact that the transgender wanted to get the education but was forced to be out of the institution (Shahla Tabassum. Et.al 2014),

The impact of the recognition of transgender as the transgender; an analysis of their education and employment right in Bangladesh based on online survey data using both primary and secondary data and concluded a negative effect of transgender are not getting their education and employment right as a whole for which they are deprived of thereon (Rokeya Romana Pinkey. 2019)

Then the impact of terms like employability, the process of shifting of jobs and education system for transgender in our country, Pakistan, using sample size and based on primary data in Khyber Pakhtunkhwa. Then the impact of the population of the transgender community in comparison to employment is as a high probability of eagerness or an attraction to adopt another honorable profession (Naila Nazir. Et.al 2016),

SO the entrepreneurial effect is based on the necessity and opportunity: Effect of education, respective occupation and gender in mean using a sampling data gathered from 17 different countries was examined by the global entrepreneurship monitor during the year 2009-14 and concluded a positive impact of the education can be taken as an option for making a policy of enhancing the opportunity and in turn, enhancing the gender equality and the goal of employment in a sustainable manner in North Africa and middle east (Niloofar Nasiri. Et. Al 2018).

The study titled is transgender issues in the Pakistani community. In this study, it was found that transgender in Pakistan is neglected in every aspect of life that includes health, education, job opportunities, the right to life, and its safety. The rights were provided by the supreme court of Pakistan in the year 2013, but they have not been

given life in terms of implication of the rights. Neither the society in which they live in nor the families in which they are born, accept them. The aim of this revised article is to purposely highlight the different aspects and issues being faced by the transgender community in Pakistan by (Kamran Saddique, hen gang 2017).

Then that is subaltern identity, problems, and welfare of transgender in India. And has analyzed the present educational, social and employment status transgender society in India by using quantitative data collection and to explain the sociological perspective of transgender and intended to expose sufferings, discrimination and marginalization of the transgender, to understand the social position of the transgender, to explain everyday issues of the transgender and to assess support system of the transgender through the society of transgender (Jain Amit Kumar, et.al 2018).

Then the restraints of transgender businesspeople with references of Coimbatore district using by qualitative data compilation and study based on simple arbitrary sampling methods and determined by using Morgan table design for the research. Bartlett test and Chi-square test was used and resolved that the radical change can occur in the next years if the seed is planted with the hope of positivity as the transgender administrators have the essential skills that include education, potential, and the means to build and maintain the standing of being an entrepreneur. (Mrs. Lubna Suraiya, 2017),

This investigation is to increase the overall understanding of the employer's reaction to the requests of the restroom and having to avail the ability as the educators to make the transphobia decrease among students. Based on qualitative data collection and the use of the same restroom as a work-fellow who is in the phase changing process of male to female and that the aggressive reaction often indicates the great probability of the acknowledgment of transgender employees who have gone through the procedure of gender realignment surgery. This is usually difficult as to the concept of transphobia against a usual disgust towards all those who transgress norms of gender (Joel Rudin, et.al 2014).

So, the transgender of employment and entrepreneurialism in Vietnam using online questionnaire-based data but there is a small business and the opportunity of entrepreneurship has an important value in the creation of a satisfactory and legitimate job (Pauline Oosterhoff. et.al 2018),

Then the other researcher enquired that the Vietnamese have learned what about the

entrepreneurship? A step-based view using a structured database of Vietnamese researchers' scientific publications, then there was able to identify 111 researchers on entrepreneurship from 2008 to 2018 and concluded a show limited scope and quantity over the past ten years (Quan-Hoang Vuong. Et al 2019),

The employees related to the group of gay, lesbian, transgender(LGBT) and bisexual, face diverse challenges and hurdles during the process of an international assignment and thus the policies and practices related to HRM in the respective area of expatriate management need special focus for better equipment in addressing the complexities in the scenario of an expanding multi workforce. (Gedro, Mizzi, Rocco, & van Loo, 2013; McPhail, 2018).

According to the research studies discussed above, there is an appalling need to take the problems of the transgender such as health, unemployment, pay discrimination, accommodation, respect, social gathering rights, equality, basic living rights, the safety of life, respect from the inhabitants and specifically in areas like Pakistan that is an underdeveloped country. Since the effect of including the identity of gender in the job criteria, expanding the multiple aspect management studies, and through the case of transgender employees in the UK. Based on 14 in-depth interviews using snowball sampling technique then job area understanding and the lack in training for gender identity difference issues engulf all the levels even in the human resource department, the very center of expertise which is directly responsible for the support of diverse workers during the unexpected challenges that arise in order to create a constructive change (Mustafa Bilgehan Ozturk. et.al 2016),

The study undergone explains the role of entrepreneurship in changing the perspective of shame towards entrepreneurial work and its consequences on the actors, institutional biographies by using the qualitative data in terms of the study of female and transgender entrepreneurs operating in the sex business. It was concluded that our analysis showed attention towards micro or macro-social change that leads to the difference in the procedures of the entrepreneurs on the basis of biological opportunities and it was revealed ultimately that the constraints of the pride are able to do this by (Trish Ruebottom, 2017).

The study of transgender entrepreneurship is sustainable for development in Pakistan: An undiscovered potential” The transgender society and all other such alienated groups that go through the stigma of discrimination and violence increasingly from other non-alienated community. The transgender persons have discrimination against

gender and sexual minorities, particularly hinders access to educational institutes and employment opportunities, coupled with a lack of inclusive facilities in public and private institutes in interview-based data and concluded a positive impact of a marginalized community of transgender/Sexual & Gender Minority have the potential and will to become entrepreneurs that will be the value addition in the Pakistan economy (Muhamad Sarim Imran. 2018),

The argument is that the LGBT movements follow the same strategies and the entrepreneurial strategies and also the same construct of human rights movements at the platforms of EU and UN, but the political opportunity framework difference in the respective platforms give reason to why the voice of the LGBT activists groups have been listened to EU and not on UN by (Joke Swiebel, 2009).

The other researcher said that the impact of entrepreneurial skillset on the intention of starting the business among the students of Bumiputra based on sample size technique using self-administrated red questionnaire data and using multiple regression analysis models and the bases of innovation and creativeness indicated to a positive impact on the intention of starting a business by the students of bumiputra (W.L Koe. R. Et. AL 2018),

So, the role of sexual orientation can play on the entrepreneurial intention by using linear regressions technique and based on a sample size survey data. This study reveals that the LGBT community people have a higher probability of opting for entrepreneurship opportunities than the non-LGBT people and concluded a positive effect of sexual orientation on the known three parameters of the idea of entrepreneurship known as perceived behavioral control, subjective norms and attitude. And conducted in a defined context: in a friendly region of LGB, and between a population of educated people. We can also evaluate the impact of masculinity and femininity on the aspect of entrepreneurship in the discussed population (Rony German. et.al 2019),

The factors or reasons that were affective for transgender in order to become an entrepreneur and a collaborative study with Coimbatore district using by interview data collection and the sample size are determined by Morgan table by using both primary and secondary data. Bartlett test and Chi-square test were used and concluded through many transgender people familiarization a period of uniqueness that has the inclusion of a positive understanding in regards to their self-respect, self-expression, & self-reflection. They have absorbed themselves as a stand for economic succession

and seem to have a meaningful increase in the view of transgender entrepreneurs showing more helpfulness than common people and approve transgender conglomeration by building dignified livelihood opportunities (Mrs. Lubna Suraiya, 2016),

This is on incredible entrepreneurs with reference to Transgender of Coimbatore District by using Pilot study on a limited scale and that the transgender is excelling ahead in the economic prosperity as an entrepreneur and living a noble life. As the model of entrepreneurship is based on innovation and being a risk-taking person. This study also drives to empower the transgender, and this referred article is examining the reasons that made them entrepreneurs (Palayamkottai et.al 2017).

As using the work of Sen on social involvement, the involvement of the LGBT community is very important and I would evaluate the recent developments made legally for the prosperity of LGBTQ as my case study and I would summarize by highlighting the progress of Akhuwat Foundation which has been able to help the LGBTQ to gain ways to acquire the basic rights of freedom and to add their share to the community (Ayesha Umar, 2018).

Then I would evaluate the value of financial involvement in decreasing social expulsion using the data from the Pakistan Panel Household Survey (2010) and based on binary logistics regression analysis methods. So, the policies of the government should be redefined in terms of social designs and to improve access to financial services (Nasim Shah Shirazi, et.al 2018).

That the role of Sociological factors in the exclusion of eunuchs from the mainstream of Pakistani society using by Chi-square test and interview-based data. So that the socio-cultural, economic, and the similar aspects of political agendas are linked closely thereby forcing equal exclusionary force in the daily routine lives of transgender. The forced exclusion, alienation and harsh behaviors faced by the transgender at an early age are so influential and negatively hard that at a certain point after finding no other space, they stop including themselves (Umair Ahmed, Et. Al 2014).

Thus the problem of exclusion in terms of social criteria which has been a crisis faced by the marginalized society in the participation of workers using by logit modeling techniques and based by self-administrated survey data and the indicators in the participation of labor force of marginalized community and also examine the percentage of participation of labor force under the status of poverty of marginalized

households. And concluded that a powerful effect of exclusion in terms of social criteria on the participation of workforce and the poverty (Kanwal Zahra. Et. Al 2016).

Since the empowering is about the minority communities placed in a rainy city to guide the human resources enhancement and entrepreneurship using sampling data and the methods are linked in areas of self-motivation and skills of education in life and the development this initiative has given a transgender the guide as empowerment module under the name of “Life Skills Achieve Your Personal Best” (Surianie, et.al 2014),

This analyses the impact of Microfinance addiction on social mobility using questionnaire data collection based on SPSS methods with the help of OLS regression analysis and concluded that The supply side has been measured through the semi-structured questionnaire and interviews of the Bankers. The findings of the demand side show the significant relationship between social mobility and Microfinance addiction. Whereas the supply side shows that the unique and different marketing strategies are vulnerable to Microfinance addiction and the study recommends that the better results can be achieved if the different sectors like agriculture and far rural areas are focused the aim of Microfinance can then be achieved (Anam Mukhtar, 2019).

This study explained that different platforms related to social or political turned into movements went to international platforms at different points in their respective past. “The foreign gay and lesbian motion” were readily late for means up to the foreign platforms. This area of study aims to investigate the reasons of how such movements related to transgender (LGBT), gay, lesbian, transgender, and bisexual have been able to make a greater influence on the EU rather than the UN.

This evaluation shows that how different organizations who have attention on the ethos of inclusion and those who usually employ the people from the specific marginal communities administer the addition of LGBTQ people. It is additionally investigating the job experience of these LGBT workers inside these organizations.

And that the study explains the evidence about the silence culture inside the organizations that prohibits the LGBT workers to create a job identity enclosing their gender identity and also prohibits the organizations to be the fully inclusive work areas (Vincenza Priola, et.al 2014).

The addition and removal or unwillingness to include transgenders – Social

Hindrance in India. And investigates that in spite of security nationally and internationally, transgenders were ignored in society and all over the world. There are some countries that should be exposed who reject the rights of the transgender and force them to live a harsh life like animals.

And concluded that the socio-cultural aspects of transgenders have frequently been the issue of research by anthropologists and sociologists. Transgender people have faced multiple forms of depression. This study has focused to compile the various problems that the transgender is exposed to in terms of socio-cultural indicators and anti-social structure, and to highlight their contemporary attitudes in Indian society (N Gayathri, et.al 2016).

The study shows a focus on the policies of the state and the presiding law of the 12 Asian countries studied at an advanced level and prevention of transgender people from reproductive, sexual health and the basic rights using the binary and interview-based collection of data by the “ARROWS partner organizations” that extend up to 12 countries on sexual health and the indication of rights through law and policy related to the transgender behavior and homosexual acts, prostitution, sexual violence.

CHAPTER 3

Methodology

3.1. Introduction:

The following chapter includes research methodology which comprised of research design, population, sampling questionnaire and statistical analysis:

3.2. Research Methodology:

In research context, a research design is an outline to provide guideline to the experimenter, regarding the measuring variables, investigation to solve the research problem and collection of data (Sekaran & Bougie ,2016). Therefore, the researcher picks relevant research design for analysis which is more related to the problem for explaining it in a superior way (Salkind,2010).

3.3. Model of the Study:

Current research is qualitative where data collected from interview based were analyzed. As many types of study such as descriptive in research content. But it is depending on the research goals and prior literature to choose what type of study is best suitable to the problem (Sekaran & Bougie, 2016)? Sekaran & Bougie (2016) While for elaborating the attributes of the variables of given state the researcher opts for descriptive study.

3.4. Study Design:

Most of the research studies for entrepreneurship opportunities for transgender are conducted in working environment. But some of the studies require special settings outside the working environment. Sekaran & Bougie (2016) mentioned that field studies are those where experimenter analyze the connection of variables. The data have been collected from different in Pakistan through survey questions.

3.5. Population:

Population is the group of individuals or events from which experimenter selects a

batch of people, goods of interest or occasions of study (Sekaran & Bougie, 2016). The population of this present study is comprised of the workers of entrepreneurship opportunities for transgender in Pakistan. This research was conducted from many cities of Pakistan. The target population of the consent was solicited during for feedback under a non-random basis to diminish common biasness, before giving the data to respondents, all the significant and necessary information was dispersed, and 20 survey questions were sample size in a form of personal interaction and the cover letter under proper research.

3.6. Sample:

Sample is an important part of population selected by experimenter for the research purpose. Since it is time consuming and expensive for researchers to conduct research on whole population. Therefore, researchers take sample that is embraced of a part of the population (Sekaran & Bougie, 2016). This study is based on the qualitative method. The total number of respondents are 20.

3.7. Sampling Techniques:

The purposive sampling technique used in this study due to limited time. The data was collected from different areas of Pakistan like, Islamabad (Bari imam), Swat, Peshawar, etc. In such type of analysis, two type of variables are used such as exogenous and endogenous variables.

3.8. Response:

For collecting data through an survey questions, respondents were taken from all the transgender communities in Pakistan different areas. Thus, the questionnaire was not translated into local native language. Data collected from Islamabad, Swat, Mardan, Peshawar, that are located in different cities of Pakistan.

3.9. Dependent Variable:

There is only one exogenous variable in this study which is entrepreneurship opportunities for transgender.

3.10. Independent Variable:

There is three independent variables in this study which is education and skill level, employment level, social mobility.

3.11. Data Collection

The data was composed through interviews based with 20 transgender participants in Pakistan. They were from Islamabad (Bari imam), Mardan, Swat, and Peshawar.

3.12. Data management

The interviews was divided into two parts.

- Generally questions
- Specific questions

3.12.1. General questions

- How do you perceive yourself?

3.12.2. Specific questions

- Will you sacrifice field for the successful entrepreneurship?
- Have you prevailed any business support (workshop, Training, business, etc) now you started your business?
- Can you talk about your skills as a transgender?
- Can education raise job opportunities?
- What problems and challenges did you happen in everyday life?

My research is based on the ethnographic fieldwork I conducted 20 participants interviews of transgender in my former hometown, Mardan, during a period of one month. I asked several questions from transgenders' domestic, education, skill level, employment level, social mobility, business sharer. Moreover, I attended, a community-based transgender activist organization consisting of a core group of 6 members at the Bari Imam Islamabad. I also spent 15 days in Swat, where I studied a transgender organization made up of 25 core members. I observed both organizations' media advocacy, and helped in organizing protests and meetings, traveled to different parts of the country with my activist friends. I met with

prominent community leaders from several Pakistani cities. Although my fieldwork was based in large metropolises, such as Islamabad, and KPK.

3.13. Response management

Each interview was audio-track. The audiotaped were translated as soon as attainable and dissected alongside with the opening notes. The transgender population was observed well in perceiving the Urdu language because of their continuous mobility over cities and territories.

CHAPTER 4

TABLES

PERCENTAGE ANALYSIS: DEMOGRAPHIC VARIABLES

Table 1: AGE OF THE RESPONDENTS

S.No	Age (in years)	No. of Respondents	Percentage
1	18-25	8	40
2	26-34	6	30
3	35-46	4	20
4	Above 47	2	10
TOTAL		20	100

Table 2: EDUCATIONAL QUALIFICATION AMONG THE RESPONDENTS

S.No	Educational Qualification	No. of Respondents	Percentage
1	Not educated	5	25
2	Primary	8	40
3	Secondary	3	15
4	Diploma Holders	1	5
5	Bachelor's Degree	2	10
6	Master's Degree	1	5
TOTAL		20	100

Table 3: Education can increase job opportunities

Responses	Frequency	Percentage
Very True	14	70
Certain	4	20
Not Necessary	2	10
Total	20	100

Table 4: Present professions of working

Profession	Total	Percentage
Begging	5	25
Dancing	8	40
Housekeeping	4	20
Hairdresser	2	10
Office work	1	5
Total	20	100

Table 5: Present living Arrangement

Living Arrangement	Total	Percentage
With family	3	15
With friends	12	60
On my own	4	20
Other (Specify)	1	5
Total	20	100

Table 6: Starting of business

Starting of business	Total	percentage
Yes	16	80
No	1	5
In Between	3	15
Total	20	100

Table 7: Business motivation

Business motivation	Total	Percentage
Making money	11	55
Be famous	4	20
Making difference	3	15
Support family	2	10
Total	20	100

Table 8: Sacrifice your field for the successful entrepreneurship

Sacrifice your field	Total	Percentage
Yes	18	90%
No	2	10%
Total	20	100

Table 9: Employment Status of Transgender

Employment status	Total	Percentage
Employed	2	10
Self-employed	4	20
Unemployed	14	70
Total	20	100

Table 10: Have you ever worked at a job or business?

Have you ever worked at a job or business?	Total	Percentages
Yes	4	20
No	16	80
Total	20	100

Table 11: Have you received any business support (workshop, Training, Advice, business, etc) since you started your business?

Have you received any business support (workshop, Training, Advice, business, etc) since you started your business?	Total	Percentage
Yes	4	20
No	16	80
Total	20	100

Descriptive Analysis

- The transgender population continuously travels from place to place. The most significant purpose for their movement is to keep away from acquaintance person including their families. This is because their profession like dancing and praying are not honourable affirmation in this society, so they experience more self-dependent in doing such activities at a location except of their family towns. Furthermore, for they cannot do hold houses and majority of them are not dwelling with their families, thus they care to stay at the location more pleasant for work and also having a beneficial system. For instance, they migrate to the Pakistan's northern areas sdue to chilling summer weather but also as the earning possibility are few open and their culture is repugnant to the transgender inhabitants. Consequently, transgenders choose larger cities even though the temperature is extremely hot during summers for example Bahawalpur, Multan, Sakhar, and Lahore etc.
- The modern research and some other studies showed an inadequate educational circumstances of transgenders in Pakistan. The main dispute is that families of transgenders actually feel scared of their perception at home, due to this they are always kept far away from their genial set up, this includes their preamble and entrance in educational systems. Being a parent of a transgender is considered a shame in our society. When the parents of transgenders are contacted, they indicated that their relatives and neighbours always give them tacit or every so often they can openly remark about their incapacity to bear a natural child. On occasions of disharmony of any class; affable or monetary, either inside the family or with join, the parents are amateur to support and protect this situation even though in the matter of din they are saying right but are quite by the remarks and ridicule. At times the comments are; you are having a child that is "two in one", also you aren't able to bring a complete girl or boy – consequently leaving behind no chance for them besides hiding the birth of this kind of child and also giving them away to other transgenders.
- In this world, no faith permits any creation of Allah to be handled in a disparaging manner, let alone the coronal of all beings: a human.
- Low education level drags the society to such situations where parents are compelled to disown their transgender child and send them to the transgender community where the child is brought up by Guru thus divest him everyday life, education level, and

after on earning means through such claim not honorable in the organization. This attitude of the society further brings disaster in the form of physical abuse to their transgender child, quarrel, and sometimes divorce among the parents.

- Mostly 40 percent of the respondents have possessed the Primary level of education. 15 percent have completed the Secondary and Higher Secondary educational level. 5 percent of respondents are Diploma Holders, 10 percent hold bachelor's degrees and 5 percent are master's degrees. The analysis reveals that the majority of the respondents have attained the primary level of education.
- Education contributes as a healthy place for the children to grow and meet the challenges of the world. The situation is very grim for third gender persons as there is no concept of getting education for this community. They have no acceptance and equal access of education and no place to make their lives like others. Some of them tried to get education but they faced lot of problems in terms of their enrolment in schools, group selection in the class rooms and to answer the unknown questions of the fellows.
- In the initial stages, family is not serious about their education as they knew about their gender. Secondly the economic situation of the family also effects the decision of their education.
- According to the older participants there was no concept of getting education for the people like us at that time. Resources were not enough to get education, and the head "gurus" also focused on learning those skills that help to earn the livelihood.
- The guru trained for survival through dancing. While the young educated respondents stated that the social attitude towards them is very insulting and inhuman that the parents did not like to send the schools.
- That 70 percent of participants perceive that their education can increase existing as well as new job opportunities for them. While 20 percent believe that it depends on government interventions. While 10 percent said that it is not necessary that job opportunities be increased as the attitude of the society is a big hurdle.
- The age of the respondents reveals that 40 percent of the respondents are in the age group of 18- 25 years. And 30 percent of the respondents are in the age group of 26- 34 years, 20 percent of the respondents are in the age group of 35-46 years, 10 percent of the respondents are in the age group of above 47 years. It suggest that the most dominating age groups of 18-25 years of transgender are concern in entrepreneurial

activities.

- Singing and dancing 40 per cent of the candidates. Beggars are 25 per cent of the testees, housekeeping 20 per cent of the testees, and hairdresser 10 per cent of the total sampled population. Some of the collection who sing, and dance also beg. However, other information such as sales, repairing, and office place got less speed for a shortage of such arts.
- Overall, 80% of the transgender population was engaged in these three parts which are the main reason of hate they face from society. It is uncertain here that whether hate and social privacy have led them to espouse such professions or vice versa.
- Transgender and the public may have different views, but the fact of the assumption is it is the society, parents, relatives, representative all are responsible for their social privacy. The present result report that cartoon makes them live in separate setups where embracing such means of livelihood becomes an easy option.
- The present study of the research shows that the majority of 60 percent of the respondents is living with friends, 20 percent of the respondent is living on my own, 15 percent of the respondent is living with family, and 5 percent are living with other. Most of the dominating living arrangement is 60 percent with friends.
- That 80 percent of the respondents are starting for their business, 15 percent of the respondents are in between, and 5 percent of the respondents are no. The majority of dominating is 80 percent are starting their own business or received support -like workshop, Training, Advice, business, etc.
- Business start with a bright idea, a glimpse of a gap in the market, a once-in-a-lifetime opportunity. And then what? Well, then you must make it happen. But where? Perhaps ironically, sometimes claustrophobically and often hugely successfully, the entrepreneurial journey often begins by not going anywhere.
- The business motivation of the respondents reveals that 55 percent of the respondents are making money, 20 percent of the respondents are famous, 15 percent of the respondents are making difference, and 10 percent are support family. Most 55 percent of respondents are dominating making money.
- Most 90 percent of the respondents are sacrificed their field for successful entrepreneurship, and 10 percent of the respondents are not sacrificed their field for successful entrepreneurship. The data in Table 9 shows that 70 per cent of the total transgender people were jobless.

- If we had our own business or work, we would sacrifice or field of work for that we go for this work due to necessitation.
- whereas 20 per cent were self-employed and only 10 per cent are hired by others. Most of the unemployed population was in district swat. The main reason is that they move to mountainous areas for begging and spending the summer season.
- Work possibilities are seldom available in the district. Other districts relatively have more possibilities for the job. The transgender who is employed by others were very limited in number. There is no trend of friendly transgender in jobs by the common population. This trend is seen not only in the KP area but in the whole country.
- People do not hire them for household work, for day-care services or for any other job for which they can learn the skills easily. Social unawareness and involvement of some groups of the eunuch community in sex business has created doubts and distrust in the society.
- Most 20 percent of the respondents are have you ever worked at a job or business and 80 percent of the respondents are not have ever worked at a job or business. The data in Table 10 shows that 80 percent of the total transgender people were jobless.
- The present study of the research shows that the majority of 20 percent of the respondents Have you received any business support (workshop, Training, Advice, business, etc) since you started your business? 80 percent of the respondents Have not received any business support (workshop, Training, Advice, business, etc) since you started your business? Most of the dominating Have not received any business support (workshop, Training, Advice, business, etc) since you started your business? Is 80 percent with of the respondents?
- People do not hire them for household work, for day-care services, or for any other job for which they can learn the skills easily. Sociable swiftly and interest of some groups of the eunuch neighbourhood in sex business have innovated questions and distrust in society.
- In addition to the preceding data, much other substantiality has been together from the separate and groups of transgenders from the province. It is a surprising fact that Pakistan is facing fast growth of the transgender who is not transgenders by birth, but covert who have access in this field either for earnings. According to an observation and group conversation with transgenders, 78% of the growth in their population is due to these criminals.

- **METHODOLOGY**

- To evaluate the entrepreneurship opportunities in Pakistan this research study will use the ordinary least square (OLS) or linear regression model. To gauge the entrepreneurship opportunities for transgender in Pakistan we will take entrepreneurship opportunities as a function of three variables (education and skill level, employment level, and social mobility) and the area sown for entrepreneurship opportunities in the model.
- The general form of the OLS (ordinary least square) model used in this study is given by
- Entrepreneurship Opportunities = f(educ and skill, employ level, social mobility)
- $E = \beta_0 + \beta_1 \text{Edu and skill} + \beta_2 \text{Employ} + \beta_3 \text{SOCL Moblity} + \mu$

Area Sown (Area) = Area sowed for entrepreneurship opportunities in Pakistan

Entrepreneurship Opportunities (E) = Entrepreneurship opportunities in Pakistan (tones)

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Age	14	2	100	28.57	28.476
Edu	14	1	100	17.14	26.297
PPW	14	1	100	24.29	28.015
PLA	14	1	100	28.57	30.874
SOB	14	1	100	34.64	35.235
EST	14	2	100	32.86	31.807
RBS	14	4	100	31.07	30.040
Valid N (listwise)	14				

- **Linear Regression Model (OLS)**

- Dependent Variable: EO
- Method: linear regression model
- Included observation: 14
- R=.919a
- R Square=.844
- Adjusted R Square=.710
- Std. Error of the Estimate=18.960

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-17.280	10.236		-1.688	.135
age	.017	.627	.014	.028	.979
PPW	.573	.538	.456	1.066	.322
edu	-1.373	.502	-1.024	-2.735	.029
PLA	-.173	.469	-.152	-.369	.723
EST	.955	.243	.862	3.934	.006
RBS	1.113	.290	.949	3.835	.006

a. Dependent Variable: EO

- In the given table we can also see the coefficient values of explanatory variables, if we see education and skill level which is explanatory variable is positively related to the response variable EO the result is correct because according to the theory if the education and skill level increase than the EO is also increase so in the given table if one unit change in education and skill level than (0.051907) unit change in EO. Then education B value is -17.280, Std. Error is 10.236, Beta value is null. t value is -1.688, and Sig. value is .135.
- The 2nd explanatory variable which is employment level. If we see that employment level which is explanatory variable is positively related to the response variable EO the result is correct. If the employment level is negative then response variable EO the result is negative. The B value is .955, Std. error value is .243, the Beta value is .862, t value is 3.934, and sig. value is .006.

- The 3rd explanatory variable which is age. If we see that age which is explanatory variable is positively related to the response variable EO the result is correct. If the age is negative then response variable EO the result is negative. The B value is .017, Std. error value is .627, the Beta value is .014, t value is .028, and sig. value is .979.
- The 4th explanatory variable which is PPW. If we see that PPW which is explanatory variable is positively related to the response variable EO the result is correct. If the age is negative then response variable EO the result is negative. The B value is .573, Std. error value is .538, the Beta value is .456, t value is 1.066, and sig. value is .322.
- The 5th explanatory variable which is PLA. If we see that PLA which is explanatory variable is positively related to the response variable EO the result is correct. If the age is negative then response variable EO the result is negative. The B value is -.173, Std. error value is .469, the Beta value is -.152, t value is .369, and sig. value is .723.
- The 6th explanatory variable which is RBS. If we see that RBS which is explanatory variable is positively related to the response variable EO the result is correct. If the age is negative then response variable EO the result is negative. The B value is 1.113, Std. error value is .290, the Beta value is .949, t value is 3.385, and sig. value is .006.
- **R-Square:** In the given table we can also see the value of R-square which is (0.04) meaning that 4% are X-variables have been explain during the study or estimation, the R-square of this study is gone be greater than 1% meaning that we can accept the model and we happy about that because if the R-square less than 1% than we reject the model but in present study R-square more than 1% so we accept the model, and we also know that the R-square of cross sectional data is lower than the R-square of time series data.
- According to Cohen (1992) r-square value .12 or below indicate low, between .13 to .25 values indicate medium, .26 or above and above values indicate high effect size. In this respect, your models are low effect sizes. However, when you used regression analysis always higher r-square is better to explain changes in your outcome variable.

CHAPTER 5

Conclusion

The largest and most distinct burst of entrepreneurship opportunities for transgender is taking activist in all spheres of living. A well-structured Government-funded vocational rehabilitation programs must be initiated so that the transgender entrepreneurs can improve their education and skill set margin, while employment, and social mobility margin, and this can completely eliminate them from sex drive, prostitutions, drug addictions. An ironic change can happen in later years if the seed are sown with positive hopefulness as the transgender entrepreneurship opportunities have basic indigenous knowledge, skill, potential and resources to establish and manage of being an entrepreneurship opportunities.

Policy Recommendations

Based on the study, the following policy suggestions are given:

- The most important is the need of awareness and education to all segments of society about transgender. There is a need to incorporate special subject or introduce gender course with emphasis on transgender at some levels of education as compulsory.
- Until and unless people understand the problems and sufferings of parents having such children, the grass root problems would be there which cause the parents of such children to disown them in early childhood. As a result the society will have uneducated eunuchs who live on begging and prostitution.
- The unemployment rate among transgender is very high. The country has no technical institutions for their skill development or job quota in any field of teaching, office job, police or military where they can enter.
- Although the law of the country does not ban their entry in any field, but the fact is the law does not facilitate them as well. There is no clear definition of the role and responsibilities according to their gender status. The question not explained in any law thus blocking the entry to thousands of employment opportunities for transgender.
- Transgender' training level is low not in light of monetary poise however fundamentally, because of the absence of family care and social disdain. At various phases of instruction, budgetary dilemmas do come in their direction since they face cash and unsalted talk situation.

- An expansion in their instruction level isn't utilitarian work and aside from the administration sets to partake in all open and private organizations to take the transsexual, monetarily support them and make an agreeable air. The law ought to disallow and punish the individuals who are ridiculing them at instructive and proficient organizations.
- 85% of the sampled population showed their willingness to leave the present occupation and adopt socially acceptable professions like housekeeping, fashion designing, tailoring and repairing work. This change in people's attitude can be brought very easily through visual media and impact is very hard to contradict.
- Considering the reality of the situation, one cannot expect eunuchs to join honorable professions for their survival. Disowned by the families with no government support and facilitation, with no legal support.
- They are compelled to adopt professions of singing, dancing, prostitution and begging which according to them is the only choice which also helps them overcome depression and revenge from the society. Changing social attitude towards eunuchs, a ban on disowning by families, legal protection, establishment of training institutions, all are direly needed.

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Appendix-A: Survey Questionnaires

Survey questions

- Tell me about yourself

1. What is your current age?

- 18 to 24

- 25 to 34

- 35 to 44

- 45 to 54

2. What is the highest level of education you have completed?

- Did not attend
- Primary school
- Middle school
- High school
- Diploma
- Bachelor's degree
- Master's degree

3. Can education increase job opportunities?

- Very true
- Certain
- Not necessary

4. What are your current living arrangements? I live...

- With family
- On my own
- With my partner
- With friends
- Other (specify)

5. What is your motivation to start a business?

- Making money
- Be famous
- Making difference
- Support family
- Other motivation

6. Will you sacrifice your field for the successful entrepreneurship?

- Yes
- No

7. Have you ever worked at a job or business?

- No
- Yes

8. Have you received any business support (workshop, Training, Advice, business, etc) since you started your business?

- Yes
- No

9. Since your business started, have you entered the new market?

- Yes
- No

10. Employment status of transgender in Pakistan?

- Employed
- Self-employed
- Unemployed

11. The Present profession of working transgender in the study of Pakistan?

- Begging
- Dancing
- Housekeeping
- Hairdresser
- Office work (lower level)