

TRANS EMPLOYMENT MELA 2023

A national-level job fair to connect young trans talent with inclusive companies

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Foreword

DR. R GIRIRAJ
DIRECTOR
NATIONAL INSTITUTE OF
SOCIAL DEFENCE



It is with a sense of pride and optimism that I introduce this impactful report on Transgender Employment Mela—an endeavor that we envisioned not only to transform livelihoods but also to ignite a paradigm shift in societal perceptions and an attitude towards transgender persons in India. As the Director of the National Institute of Social Defence, I am honored to present this report, which showcases the tremendous strides made in the realm of transgender inclusion and mainstreaming them in society through generating employment.

Over the past several years, the National Institute of Social Defence has been instrumental in building initiatives to empower the transgender community in India. In a world where disparities and discrimination continue to pose challenges, Transgender Employment Mela initiated and embodies our unwavering commitment in fostering an inclusive society for the transgender community, where every individual, irrespective of their gender identity, has the right to dignified employment and a life of fulfillment.

A total of 58 transgender persons found jobs in inclusive companies through this unique initiative. However, this report encapsulates more than just statistics; it captures stories of resilience, determination, and triumph of every transgender. From providing training, skill development and mentoring the candidates to fostering partnerships between the transgender community and employers, the Transgender Employment Mela has illuminated the potential of collaborative action in dismantling barriers and building a bridge of understanding. As transgender individuals gain employment opportunities, the broader societal narrative is rewritten, challenging stereotypes and reaffirming the inherent value of each person. These accomplishments underscore that diversity is not just a concept—it is the lifeblood that invigorates progress.

In conclusion, I extend my heartfelt gratitude to all those who have contributed to the success of Transgender Employment Mela. Dedication, commitment, and advocacy have not only transformed the lives of individuals but have also reshaped societal norms. I, the Director, NISD invite readers to delve into the contents of this report, to embrace its messages of hope and possibility, and to join us in our steadfast resolve to build a gender discrimination free inclusive world.

Foreword

DR. DAVID BRIDGER
COUNTRY DIRECTOR
UNAIDS INDIA



It is with great pleasure and a deep sense of commitment that we introduce this Impact Report detailing the significant strides made in pursuit of a more inclusive and equitable society. The Transgender Employment Mela 2023 is an initiative that stands as a testament to the collective efforts of partner organizations, advocates, and stakeholders involved. The UNAIDS Country Office recognizes the importance of promoting equality, diversity, and inclusion in all facets of society, including in the area of employment.

In a world where biases and prejudices continue to hinder progress, we firmly believe that every individual deserves a fair chance to live with dignity, regardless of their background and gender identity. Addressing employment inequality is relevant to the HIV response. In 2021 HIV prevalence among transgender people in India was 3.8%, almost 20 times the national average. A study commissioned by India's National Human Rights Commission found that in 2017 just 6% of transgender people were formally employed in either the private or non-governmental organisation (NGO) sectors. By addressing the employment inequalities that have unfairly pushed trans people away from opportunities, we can help build a more empowered community of people who can fulfil their potential and enjoy better health and wellbeing outcomes.

The path to equality is not without challenges, but the overwhelming response to the Transgender Employment Mela reaffirms that change is possible when we come together. It emerged as a beacon of hope and progress. It addresses not only the immediate needs of transgender individuals to get mainstream jobs but allows corporates, civil society partners and government agencies to collaborate and demonstrate their commitment towards creating a just society. Each employment opportunity seized by a transgender individual is a step towards a more equitable society—one where talent, skills, and aspirations are valued above all else.

This report offers a comprehensive insight into the demographics of the trans community job seekers. It discusses some of their success stories, some of the barriers they face as well as the opportunities available which can further inform the work towards greater inclusion. While this report highlights achievements, it also underscores the need for ongoing commitment to ensure sustained progress. We acknowledge that the work is far from over, and we must continue to advocate for policy changes, sensitize employers, and amplify the voices of transgender individuals to create a more socially and economically empowered community.

I extend my heartfelt gratitude to every participant, partner and ally present at the event. Together, we will continue to champion the cause of equal opportunities and work towards a future where every individual is valued and celebrated.

Executive Summary



The Trans Employment Mela 2023 was a unique Job Fair focused solely on Transgender Job Seekers. The aim was to provide a unique platform for Trans candidates to connect directly with recruiters from some of India's best organizations.

The first ever National level Trans Employment Mela was held on the 10th of March, 2023 at The LaLit, New Delhi. The objective of this event was to open up job opportunities in leading inclusive organizations to deserving transgender job seekers across India. This one-day event brought together 100+ talented trans individuals from across India with varying experience and educational qualifications and 30+ companies for a day of networking, career development and exploring job opportunities under one roof. With a footfall of over 300 people, the event saw enthusiastic participation not only from companies and job seekers but also from community entrepreneurs, artists, activists and leaders, NGOs and bi-lateral organizations.

The event was preceded by a Trans Recruitment Drive that began on 25th January 2023. Organizations across India were asked to open up job opportunities for the Trans Community and suitable candidates matching the respective requirements were provided after screening and shortlisting of over 500 candidates. Thus, many companies began their Trans Inclusion hiring process months ahead in preparation for the Trans Mela and eventually resulted in an unprecedented number of 58 jobs offers rolled out by the month of April giving a new hope to the trans community.

About

TWEET FOUNDATION

Transgender Welfare Equity and Empowerment Trust aka Tweet Foundation is an Indian community-based organisation with offices in New Delhi and Mumbai. It was established by seven trans activists in 2015 to serve the young trans people through crisis support, short shelter stay, health and legal resources and providing skill building and inclusive employment opportunities. TWEET is a pioneer in establishing a completely trans-led organisation and is a registered society under Mumbai Charity Commissioner (registered in May 2017). TWEET also works with the government to bring in policy-level changes and with civil societies and corporates to build strategic partnerships to support the trans movement and trans welfare in India.

INHARMONY

InHarmony is an HR Consulting organization founded in 2014 by Anupama Easwaran. Anupama is also the advisor on the board of TWEET Foundation. InHarmony provides consultancy, training and recruitment solutions focused on Diversity, Equity & Inclusion as well as Employee Well Being to clients across India. Their services includes undertaking insightful research studies, policy review & support, bespoke training and employee engagement programs, culture change developmental initiatives and providing diversity recruitment consulting for organizations. Their DEI offerings cover the entire gamut of Gender, Disability, Generation, Caste & Ethnicity, etc. with a special focus on Transgender, Caste & Religion and Gender Diversity programs.





WORK ON DIVERSITY & INCLUSION

TWEET Foundation and InHarmony have been collaboratively working over the past 6 years and have supported more than 500 transgender persons with employment and skill building opportunities. Together they have helped place 100 plus transgender persons in various companies. In 2020, InHarmony and TWEET Foundation launched an online webinar series called “Trans Is” to create awareness and sensitize the public about the transgender community and thereby, enable more empowerment and social inclusion for the community. Partnering organizations and clients include Godrej, Tata Steel, Publicis Sapient, JP Morgan Chase, Hexaware, Oyo, Akasa, EzeTap, Inorbit Mall, K Raheja Group, Altimetric, Tata Metaliks, Mahindra Logistics, Glaxo Smith Kline, etc. Besides placements, TWEET Foundation and InHarmony work with companies across India and other geographies to create LGBTQIA+ inclusion through sensitization programs and human libraries.



National Institute of Social Defence

The National Institute of Social Defence (NISD) is an apex central advisory body of the Ministry of Social Justice and Empowerment, Government of India. It is the nodal training and research institute in the field of Social Defence. As a Centre of Excellence on research and training in the field of social defense, the Institute undertakes various training and awareness generation programs in collaboration with concerned State Social Welfare Departments, Police Departments, etc. While it covers the entire gamut of activities & programs for the protection of society, it is currently focused on human resource development in the areas of drug abuse prevention, welfare of senior citizens, transgenders, beggary prevention, & other social issues.

Ministry of Social Justice & Empowerment

The Ministry of Social Justice & Empowerment (MoSJE) is a Government of India Ministry. It is responsible for the welfare, social justice and empowerment of disadvantaged and marginalized sections of society, including SC, OBC, LGBTQIA+, the disabled, the elderly, & victims of drug abuse. It is the nodal Ministry for Welfare for Transgender Persons. The Ministry enacted the 'Transgender Persons (Protection of Rights) Act, 2019' and also prepared 'The Transgender Persons (Protection of Rights) Rules, 2020' for effective implementation of the provisions of the Act. Further, in accordance with the provisions of the said Act, the Ministry constituted the National Council for Transgender Persons.

The Transgender Welfare Division of the MoSJE, engages in conducting awareness programmes, consultation meets, workshops, inter-ministerial meetings on transgender for chalking out Policies, legislations/rules and developmental schemes/programs for Transgender Community. In the year 2022-23 NISD and MoSJE, hired 7 trans persons in various roles which varied from Consultants, Data Entry Operators to Housekeeping. Major Activities in the Transgender Welfare division include:

- Garima Greh: Shelter Home for Transgender Persons
- Offline and online awareness sessions, capacity building and sensitization program on the provisions of Transgender Persons Act 2019 and Rules 2020
- National Portal for Transgender Persons

Background

According to a study conducted by the National Human Rights Commission in 2018, 92% of Transgender people were deprived of the right to participate in any form of economic activities, 99% suffer social rejection, 96% were forced to take up undignified jobs, 60% never attended school and 89% complained of no jobs even though they are qualified.

The Transgender community is one of the most marginalized groups in India. From gender dysphoria, sexual abuse, bullying, teasing, to being deprived of livelihood opportunities, the community faces harsh discrimination. According to a 2017 Human Rights Commission report, about half of transgender people never went to school. Several development partners are sponsoring programmes that aim to give them access to education opportunities in a stigma-free setting as well as skill development to encourage independence. As published by NHRC in 2017 "... transgender persons are denied of right to education even after the enactment of Right to Education Act 2009" (p. 23). A lack of awareness about the LGBTQIA+ community coupled with age old superstitious beliefs is the principal reason for the Transgender community being ostracized in India.





However, in recent years we have begun to see a positive shift thanks to activists and community allies persistently advocating and fighting for Transgender rights. It began in 2014, with the NALSA case judgement leading to the recognition of transgender people as the 'third gender' followed by the introduction of the Transgender Persons (Protection of Rights) Act, 2019 legally recognizing and providing the constitutional right for Transgender citizens to register themselves under a third gender. While there are many lacunae in these laws and they are a work in progress, it still is well meant and sheds a ray of hope.

Sadly though, they do not provide much by way of education and employment opportunities and the only way forward is to make sure organizations and society at large consciously change their mindset, move towards being more inclusive and arm themselves with the right knowledge about the community.

Introduction to the Mela

Nation-wide Online Hiring Drive

The Trans Employment Mela sought to provide a platform that served as a safe space for both the community as well as organizations, facilitating interaction and meaningful employment. The run up to the Trans Employment Mela was marked by a complimentary Recruitment Drive that ran over a course of two and a half months from 25th January 2023 and ended on 17th April 2023.

During the Recruitment Drive, companies submitted job descriptions for select positions within their respective organizations. These vacancies were matched with suitable candidates after a thorough sourcing, screening and shortlisting process by TWEET Foundation & InHarmony.

360 degree support was provided to the candidates where our team carefully reviewed each application, and considering qualifications and experience, matched relevant job roles. Candidates were also provided personalized career guidance, support in preparing and reviewing resumes, preparation for interviews through workshops and training sessions.

Next, the hiring process was taken forward by sharing the shortlisted profiles with the companies. Comprehensive assistance and support to companies was provided throughout the drive to ensure a smooth process.

500+

CANDIDATE
APPLICATIONS

160

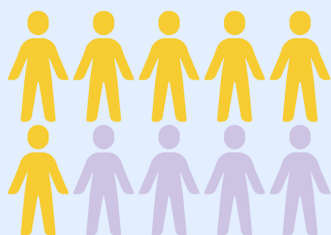
JOB VACANCIES

30

COMPANIES
REGISTERED

100+

INTERVIEWS
DONE



**6 OUT
OF 10**

Candidates were NOT
employed at the time of
applying



**7 OUT
OF 10**

Candidates had a
minimum of bachelors
degree



One-day Offline Event

The day of the Mela witnessed a footfall of 300 plus people including 100 plus trans candidates from across India with over 30 companies opening their doors to these candidates. The Job Fair also had booth participation from several bilateral organizations, NGOs and Transgender entrepreneurs.

The indoor plenary included panel discussions, human libraries, art & culture performance by transgender artists and an award ceremony to commemorate community leaders and Trans Inclusive organizations.

The 1st panel discussion focused on Enabling Zero Discrimination in the Indian society and bringing about a systemic change towards Trans Inclusion, while the 2nd panel discussion focused on Enabling Careers for Trans Talent and showcasing best practices from various companies towards the same.

300+

EVENT ATTENDEES

105

CANDIDATE ATTENDEES

18

EMPLOYER STALLS

76

CORPORATE ATTENDEES



From left to right: Shaman Gupta (Tweet Foundation), David Bridger (UNAIDS), Amberin Memon (Hexaware), Abheena Aher (Tweet Foundation), Dr. Chiranjeev (UNDP), Keshav Suri (Keshav Suri Foundation), Dr. Laxmi Narayan Tripathi (Kineer Services) in the panel discussion on Enabling Zero Discrimination – A Step towards Trans Inclusion



From left to right: Ashwini Naphade (Inner Wheel), Anjali Sinha (Publicis Sapient), Anshula Verma (EY), Sunita Kohli (Suez India), Vipin Sharma (TATA Steel), Anupama Easwaran (InHarmony) and Shaman Gupta (TWEET Foundation) in the panel discussion on Enabling Careers for Trans Talent



Dr. Giriraj from NISD giving the key note address



Mr. Santosh Pathak from EY Foundation delivering special address



Vishaka Dutta (Director - Diversity Equity and Inclusion, Publicis Sapient) delivering the key note address

Trans Candidate Engagement

Outreach Methodology

1. Building collaborations with community organizations - To ensure a diverse pool of talented individuals, we had adopted a process that involves building collaborations with community organizations that support and empower transgender individuals.
2. Social Media Outreach - By utilizing the power of social media, we built an online network of candidates from across India through engaging content, hiring alerts, responsive engagement and inclusive messaging to highlight our commitment to diversity, and a supportive work environment for transgender individuals.

Structured Data Collection

To optimize our candidate selection process and minimize manual efforts, we implemented the use of Google Forms. We created a streamlined and user-friendly questionnaire that captured key details which empowered us to effectively match candidates with the most suitable positions, without the need for manual sorting and screening.

Onboarding Mechanism

By asking structured questions to candidates, we aimed to evaluate their relevant experience, technical expertise, problem-solving abilities, and communication skills. This method allowed us to measure their competence and identify potential gaps that may require further training or development. During the process, we also carefully mapped candidates' skills, experience, and qualifications to the available job roles.



BEST PRACTICES

To foster an inclusive and respectful hiring process, we made sure to ask the candidates for their preferred name and pronouns to ensure that we address them appropriately throughout the application and interview process. Through this effort we aimed to affirm and create a welcoming environment for all applicants who felt comfortable expressing their gender identity.

01

02

Candidates' communication preferences were respected by requesting their consent regarding the preferred mode of communication for further correspondence, such as phone calls or WhatsApp messages. By seeking their consent, we ensured that candidates feel respected throughout the hiring process, and it also fostered open and effective communication from the very beginning.

Respecting candidates' privacy and personal information during the hiring process was taken utmost care of. When collecting and sharing candidate information especially about their gender identity with companies, we sought their consent to prioritize transparency, reinforce trust and empower candidates to make informed decisions about the disclosure of their personal data.

03

04

Recognizing and embracing language diversity was essential in fostering effective communication and inclusion throughout the drive. We can create a more inclusive environment by using both English and Hindi as per the candidates preference. This allowed us to bridge the language gap, ensuring that all individuals, regardless of their language proficiency, feel valued and understood.



Corporate Engagement

Mobilising companies and job openings

To garner corporate support and to encourage more organizations to open up employment opportunities, a complimentary recruitment drive was offered to companies wherein TWEET Foundation & InHarmony would provide free recruitment consulting support. Companies were encouraged to provide JDs for vacant positions within their organizations and suitable candidates were screened, shortlisted and presented to match the respective requirements.

1

PUBLISHING JOB VACANCIES

Job vacancies were published and marketed through community networks and social media, seeking Trans candidates with relevant qualifications suited to each specific role.

2

IDENTIFYING INCLUSIVE ORGS

Ensuring that the companies had a progressive culture with the required Diversity & Inclusion policies to seamlessly integrate Trans candidates into their employee pool.

3

CORPORATE SENSITIZATION

Building an understanding within them about the unique identities within the trans umbrella and the challenges faced by them to emphasize the importance of creating inclusive policies and practices to support their inclusion in the workforce.

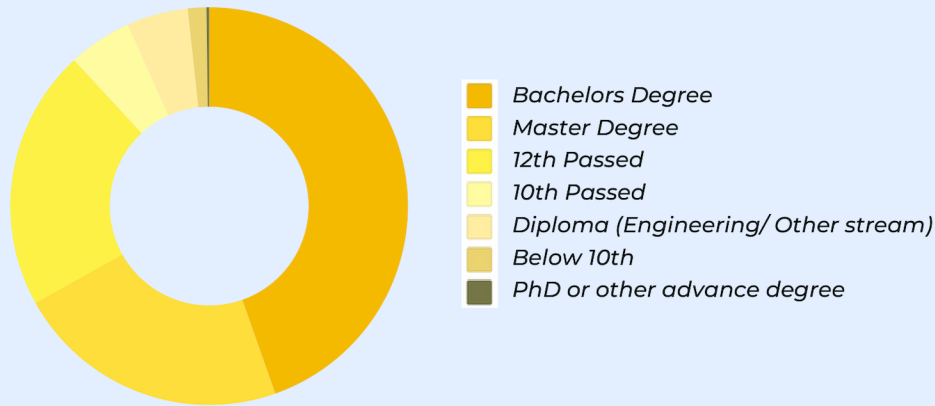
4

INTERVIEW PROCESS SUPPORT

Hand holding throughout the process by helping them onboard suitable candidates, providing support to recruitment teams with a list of do's and don'ts and ensuring post-placement support to them.

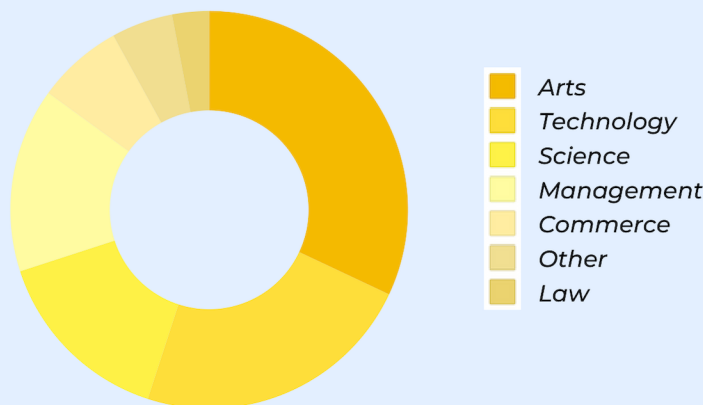
Candidate Profile Analysis

Figure 1 : Educational Qualification



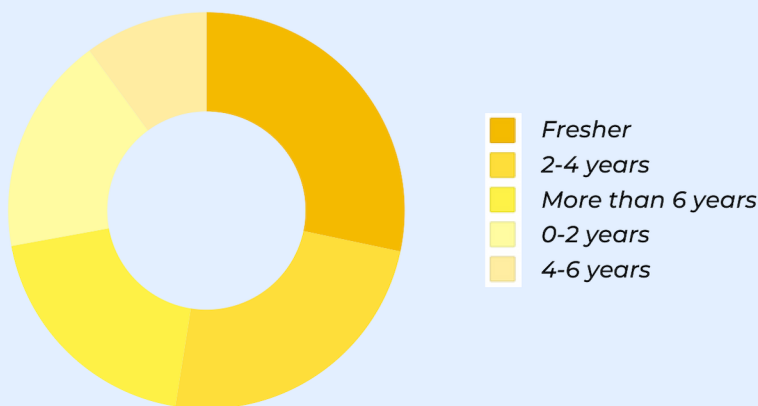
The educational qualification for the candidates who participated in the Mela varied as follows : 45% had a bachelor's degree, 22% had a master's degree, 21% had passed 12th, 5% had passed 10th, 5% had a diploma, and 2% had either education below 10th or an advanced degree.

Figure 2 : Stream of Education



The breakdown of disciplines of education for those who applied was found as follows: Arts (32%), Technology (23%), Science (15%), Management (15%), Commerce (7%), Other (5%), and Law (3%).

Figure 3 : Years of Work Experience



In terms of work experience of the candidates 28% were freshers, 18% had 0-2 years of experience, 24.% had 2-4 years of experience, 10% had 4-6 years of experience and 20% had more than 6 years of experience,

FINAL PLACEMENTS

58

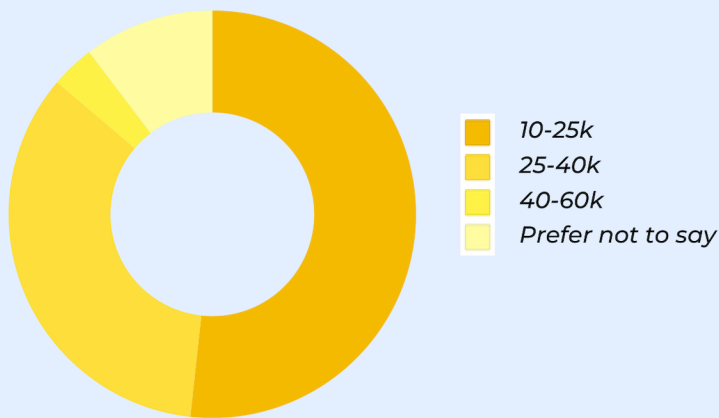
JOB OFFERED

Of the total 58 job offers, 17 were paid internships. 32 transmen, 19 transwomen, 6 non-binary people got the job offers. A total of 39 were freshers vs 18 people who had prior experience. Highest package offered was 8 LPA



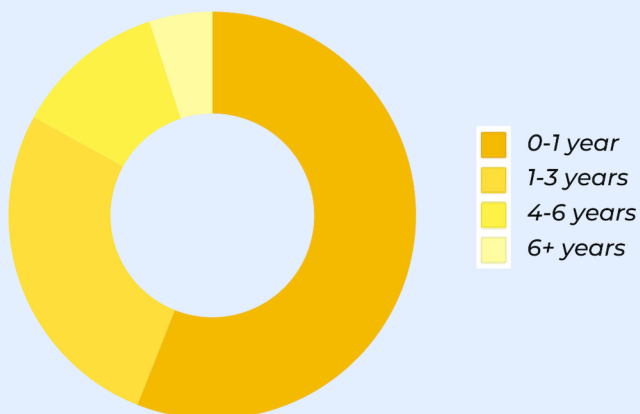
Placement Analysis

Figure 1: Offers received salary division



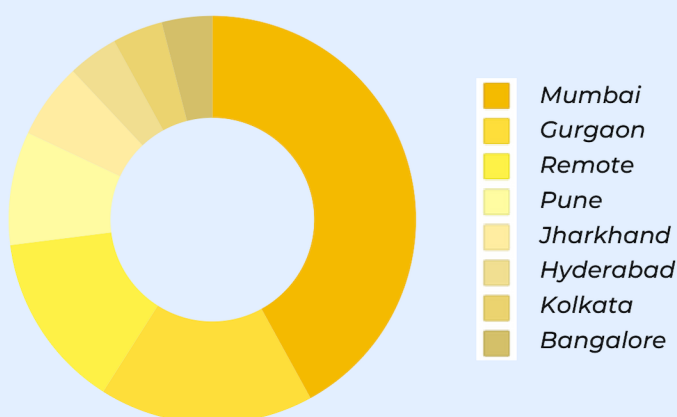
Analysing monthly salary for the final placement data indicates that 52% of the candidates were offered a salary range of Rs. 10k to 25k, while 35% received a higher range of Rs, 25k to 40k. 3% got a salary range of Rs. 40k to 60k. Additionally, 10% of candidates opted not to disclose their salary range.

Figure 2: Previous Work Experience



The breakup of prior work experience of the candidates who got final job offers was as follows : A majority 56% possessed either no experience or have worked for up to one year. Approximately 27% had between one to three years of professional experience. Around 12% had acquired a range of four to six years of work experience. Lastly, a small percentage of 5% boast six or more years of valuable expertise in their respective fields.

Figure 3: Job Locations offered



For job locations of the final offers made, the distribution is as follows: 42% of individuals were placed in Mumbai, 17% in Gurgaon, 14% engaged in remote work, 9% in Pune, 6% in Jharkhand, and 4% each in Hyderabad, Kolkata, and Bangalore.

Challenges & Opportunities

While many companies strive to address the obvious challenges in hiring transgender persons like bathroom access, workplace abuse and hiring discrimination, there are still many practical as well as invisible barriers to successful hiring and retention of trans candidates that requires an inclusion and trauma-informed lens.

1

Barriers in Access to Education

Due to bullying, harassment and exclusion, trans individuals find it challenging to access educational institutions and do not feel safe and supported especially because most educational settings often fail to accommodate their unique needs, such as gender-affirming facilities and inclusive curriculum.

Tip - Companies should be mindful of these barriers and hire trans candidates for their experience and skills while provide 360 degree support by offering on-job training and internship programs.

2

Lack of Access to Corporate Experience

Discrimination, bias, and transphobia can result in limited job opportunities, unfair treatment, and workplace harassment of trans people. Due to these reasons and more, even trans candidates who are qualified for the role, might lack corporate experience.

Tip - Companies should foster an inclusive work environment and provide a deeper orientation session that dwells on corporate ethics, policies, and responsibilities.

3

Language Barrier and Need for Up-Skilling

Due to institutional barriers, economic disparity, limited access to English language education, up-skilling opportunities, and other such reasons, many trans job seekers find it difficult to get jobs in spaces that require strong English written & spoken communication skills.

Tip - Implementing inclusive language policies, providing interpretation services, and promoting multilingual resources. Opportunities to to up-skill them in Technology, Business Skills and English Language should be provided.

4

Challenges in Documentation

The requirement of presenting a TG Card/ documents that do not align with their gender identity can lead to discrimination and potential denial of employment opportunities. Some may also not be able to provide all required documents due to the loss of important documents.

Tip - It is crucial to build more inclusive systems and to let candidates feel affirmed in their gender by using their chosen name and pronouns on offer letters, emails, identity cards etc. In such cases, self-identification can be considered. Alternatives can be found for the missing documents, if necessary.

5

Challenges in Relocation

In case of relocating to a different city, finding inclusive accommodation and safe communities becomes a challenge. Candidates also have to contend with higher living costs which may not commensurate with their salaries.

Tip - Relocation support can be provided through buddy programs, connecting them with the local trans community in your city/ Employee Resource Groups, temporary/ permanent accommodation as per company policy, offering mental health support

6

Challenges during the Interview Process

It is a challenge to appear in virtual interviews as there is limited access to computers and internet due to lower socio-economic condition. Moreover, lack of access to private and quiet space, inhibits them from sharing personal information. Some feel uncomfortable to switch the camera because of dysphoria as well.

Tip - Mutually deciding a time when the candidate can have privacy can have a huge impact on their performance. Assignment submission timelines can be set according to when they can access a computer.

7

Mental Health and Career Counseling Support

Many trans job seekers might face severe mental health issues which might affect their professional life and work.

Tip - Companies need to be cognizant of this and provide the right support system needed. Regular check-in mechanisms should be created and mental health support through queer affirmative counseling/ support groups should be provided wherever necessary.

TESTIMONIALS

An absolutely well executed event. Right from candidates to industry representatives spoke of the great footfall and impact. As the platinum sponsors of the Trans Employment Mela 2023, we are incredibly proud of the grand success. Our partnership with InHarmony and Tweet Foundation has been special to us and this collective success of the event is a testament to it.”

Harish Panchabhai, DEI – Publicis Sapient

“It was indeed a fulfilling experience to listen to the esteemed panellists and be part of such a unique initiative this Mela would have ignited many minds and the DEI journey of many corporates would take a huge leap to make the workplace an inclusive one where everyone feels valued and there is a sense of belonging”

Head HRBP for a Leading Steel Manufacturing Company of India

“The Trans Employment Mela 2023 jointly organized by InHarmony and TWEET Foundation inspired employers, government and civil society to build much stronger inclusive systems and practices for common good.”

Ms. Sunita Kolhi (Sr. Vice President Head of HR & Admin. SUEZ BU India)

“This whole event was so flawlessly executed by Tweet Foundation & InHarmony. It was a testament to your passion towards the community and commitment to bring out change”

Sarvagya Soni - HR, Varun Beverages Ltd.



Stories of Change

YUMNAM THAWALNGAMBA MEETEI (HE/SHE), TRANS NON-BINARY



"As a transgender person, I faced many challenges in finding employment, especially in securing a management-level job. Discrimination and bias against transgender individuals can often make it difficult for us to find work, even in positions for which we are qualified. "

"As a transgender person, I faced many challenges in finding employment, especially in securing a management-level job. Discrimination and bias against transgender individuals can often make it difficult for us to find work, even in positions for which we are qualified. Fortunately, I came across TransMela, an event organized by the TWEET Foundation and InHarmony, which provided me with help and mentoring and I was able to find a job at Mahindra Logistics, which is an inclusive company that values diversity and provides a welcoming work environment for people of all backgrounds. It's heartening to know that organizations like Mahindra Logistics are working to create more opportunities and support for transgender individuals in the workforce. With their assistance, people like me are able to find employment that not only values our skills and abilities but also recognizes the importance of inclusivity and diversity in the workplace." says Yumnam who completed his MBA in 2022 but was still finding it difficult to find a job in management-level positions due to her trans identity but is now working as a Talent Management and Organizational Development Executive at Mahindra Logistics. He feels grateful to Tweet Foundation for extending their support in securing this job and paving the way for his success.

RATRISH SAHA (SHE/HER), TRANS WOMAN



“After leaving my last organization I started looking for a job but finding a job is never easy being a transgender individual, specially being a transgender woman because I was getting rejected with statements like "currently no LGBT hiring is going on" or "we do not have enough facilities to accommodate a trans individual in our office".

“After leaving my last organization I started looking for a job but finding a job is never easy being a transgender individual, specially being a transgender woman because I was getting rejected with statements like "currently no LGBT hiring is going on" or "we do not have enough facilities to accommodate a trans individual in our office". However, TWEET Foundation and InHarmony were so clear with their vision and they knew that only skills matter for a job. A few people from their team were continuously connecting with me for interviews, and I grabbed the opportunity by putting my whole self in it. The response I received from Siemens was overwhelming. We only discussed my skills and no questions or comments on my gender were included in those conversations. The behavioral gestures in every communication, asking for consent every time and a lot more is really appreciable. I believe this is how we bring in change." says Ratrish Saha, a trans woman with 7+ years of corporate experience who recently got selected at Siemens Technologies Limited as an Associate Consultant - Hire to Retire and is very happy and proud to be working at her dream company.

MANIK SAHOO (HE/HIM), TRANS MAN



"I only had a diploma in my education and lacked any graduation or higher qualification, and my documents were not updated to my preferred name and gender identity. Despite being capable, I was not getting any chance to show it."

"The Trans Employment Mela was a great opportunity for trans people to find jobs in different reputed companies. I only had a diploma in my education and lacked any graduation or higher qualification, and my documents were not updated to my preferred name and gender identity. Despite being capable, I was not getting any chance to show it. TWEET Foundation and InHarmony really helped me a lot in preparing for the interviews and I landed a job in Godrej Properties. I am extremely thankful to all the team members for giving opportunities to all trans people. Everyone in the office is very helpful and good in nature, which has made my transition into the corporate world much easier." says Manik, a who got selected for the Pride Internship at Godrej Properties.

DIPANWAITA (SHE/HER), TRANS WOMAN



"During my professional journey, I faced discrimination and challenges due to my gender identity. I experienced a lack of inclusivity in the work environment and was not able to showcase my talents and abilities due to bias against my gender identity."

"During my professional journey, I faced discrimination and challenges due to my gender identity. I experienced a lack of inclusivity in the work environment and was not able to showcase my talents and abilities due to bias against my gender identity. However, with the assistance of TWEET Foundation and InHarmony, I was able to crack interviews with Mahindra Logistics where I could work based on my talents rather than my gender identity. Through this event, I was able to connect with many organizations and individuals who were committed to hiring transgender people in their businesses. It's heartening to know that organizations are working towards creating more inclusive and supportive workplaces for people of all genders and identities." says Dipanwita who got selected as an Assistant Manager of Branding and Communication at Mahindra Logistics.

Annexure

Agenda

No.	Time	Session	Details
1	9:00 am - 10:00 am	Registration	Registration Breakfast Networking
2	10:00 am - 10:30 am	Welcome Inauguration	Welcome on Behalf of Tweet Foundation and InHarmony Inauguration and lamp lighting Live Performance by Rushik Thakkar
3	10:30 am - 10:50 am	Key Note and Special Address from Dignitaries	Dr. Giriraj, NISD, MoSJE Vieshaka L Dutta, Publicis Sapient Santosh Pathak, EY Foundation
5	10:50 am - 11:35 am	Panel Discussion - 1 Enabling Zero Discrimination - A Step towards Trans Inclusion	Mr David Bridger, UNAIDS Dr Chiranjeev, UNDP Dr. Laxmi Narayan Tripathi Keshav Suri Dr. Giriraj Abheena Aher (Moderator)
6	11:40 am - 12:45 pm	Exploring the Employment Mela	Visiting the Mela Tea Break
7	12:45 pm - 2:00 pm	Lunch Networking	Human Library Lunch Networking
8	2:00 pm - 2:30 pm	Immersive Act	Live Performance by Sarvagya Soni
9	2:30 pm - 3:15 pm	Panel Discussion - 2 Enabling Careers for Trans Talent	Anjali Sinha, Publicis Sapient Anshula Verma, EY Vipin Sharma, Tata Steel Sunita Kohli, Suez Shaman Gupta, Tweet Foundation Anupama Easwaran (Moderator)
10	3:15 pm - 3:30 pm	Skilling Initiatives for Trans Candidates	Skill Development Initiatives
11	3:30 pm - 3:45 pm	Dancing Queens	Performance by the DancingQueens, "India's first trans-led dance troupe"
12	3:45 pm - 4:30 pm	Address by the Guest of Honor and placement announcements	Recognizing recruiters Guest of Honor: Mr. Aditya Ghosh, Business Leader, Founder Akasa Airlines Advisor, TWEET Foundation
13	4:30 pm - 5:00 pm	Closing Ceremony	Vote of Thanks

Company List - Offline Stalls at the Event

No.	Name of company	Industry Type
1	Publicis Sapient	Technology
2	LaLit Hotel	Hospitality
3	TATA Steel Ltd.	Steel Industry company
4	Godrej Properties	Real Estate company
5	Roop Automotives Limited	Manufacturing company
6	Accenture India Pvt. Ltd.	IT company
7	Suez India Pvt. Ltd.	Public Utility Company
8	Varun Beverages Ltd.	Beverage company
9	Mahindra Logistic Ltd.	Logistics company
10	K Raheja Corporate Service Pvt. Ltd.	Real Estate company
11	American Express India Pvt. Ltd.	Financial services company
12	Hindustan Unilever	Fast-moving consumer goods company
13	Samavesh Chamber of Commerce	Non-profit organization
14	Ernst and Young Global Limited	Consulting, Strategy
15	Acuity Knowledge Partners	Financial Services

Company List - Companies that hired online

No.	Name of company*	Industry Type
1	TATA Metaliks	Manufacturing company
2	VMLY&R	Advertising company
3	Siemen Technology	Software
4	Tulsea	Entertainment Agency

*This table lists a subset of online participating companies that ended up making the final hire

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