

Injustice at Every Turn: Discrimination against Transgender (Hijra) people at the employment in Bangladesh

An Abstract of the Thesis by Rifat Afrin

The purpose of this research was to describe and analyze the recent employment position of Transgender (Hijra) in Bangladesh along with how they discriminated from the workplace as well as the way of social workers work with these people and the impact of their work. The aim of the study has been investigated by exploring the research questions focused on the perspectives of the Transgender (Hijra) about their social acceptance, the addressing issues about social problem, discrimination against Transgender (Hijra) in employment, and actions by the social workers for social inclusion of Transgender (Hijra), the challenging experience of social work with Transgender(Hijra), community and the way the initiatives for Transgender (Hijra), including them in the society and find the ways to prevent discrimination. The study is conducted by the qualitative design. The data of this study have been analyzed through the concept of community work, system theory, empowerment approach, advocacy approach and the perspective of gender. The findings reveal the rights of participation in mainstream employment field which could make a possibility for Transgender (Hijra) to bring the achievement of social acceptance and not being discriminated in workplace. Along with the main findings this study will also show that the Transgender (Hijra) populations are excluded from all the economic, civil, and social rights because of their different gender approach and culture. The social work activists have concerned both the community's quality of life and the social changes to ensure the social inclusion. Moreover, the thesis suggests some recommendations for promoting employment rights of Transgender (Hijra) in Bangladesh also not being discriminated in workplace. And the study concludes that, along with the services by the social workers, the importance of the governmental supports towards this minorities is also significant.

Keywords: Transgender (Hijra), Human rights, empowerment, social work, social prejudices