

**T.C.  
ISTANBUL AYDIN UNIVERSITY  
INSTITUTE OF GRADUATE STUDIES**



**COMPARATIVE STUDY OF PAKISTAN AND THE U.S.A  
REGARDING ISSUES ABOUT THE THIRD GENDER AT  
INTERGOVERNMENTAL AND INSTITUTIONAL LEVELS**

**DOCTORATE'S THESIS**

**Rabia NASEEM**

**Department of Political Science and International Relations  
Political Science and International Relations Program**

**JANUARY, 2024**



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**JANUARY, 2024**



**APPROVAL PAGE**



## **DECLARATION**

With utmost respect, I hereby state that the doctoral thesis I have submitted, titled "Comparative study of Pakistan and the U.S.A regarding issues about the third gender at intergovernmental and institutional levels" is entirely my own work. I affirm that I have accurately followed scientific ethics and traditions throughout the entire process, ensuring that no external assistance was sought or received. The sources I have employed in my research have been appropriately acknowledged and cited in the bibliography section. (10/01/2024)

Rabia NASEEM





## **FOREWORD**

It is with great pleasure and enthusiasm that I present this doctoral thesis, which delves into a comparative analysis of the third gender issues at intergovernmental and institutional levels in Pakistan and the United States of America. I am deeply thankful to my advisor, Asst. Prof. Dr. Canan Tercan, whose unwavering guidance, support, and encouragement have been invaluable throughout this journey. I extend my heartfelt gratitude to all the “jury members” for generously dedicating their time and offering their valuable presence, which means a great deal to me.

Furthermore, I would like to express my deepest gratitude to my husband Hassan Javed and my parents, Ajaz Naseem and Rafia Ajaz, as well as my brothers Ali Naseem and Hassan Naseem. Their firm support, love, and belief in my abilities has been immeasurable. Their continuous presence, love, and support have been a source of strength that has propelled me forward and made this thesis journey possible.

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May it serve as a catalyst for further research, policy development, and social transformation, ultimately leading to a more reasonable and inclusive to the world for all individuals, irrespective of their gender identity.

January 2024

Rabia NASEEM



# **COMPARATIVE STUDY OF PAKISTAN AND THE U.S.A REGARDING ISSUES ABOUT THE THIRD GENDER AT INTERGOVERNMENTAL AND INSTITUTIONAL LEVELS**

## **ABSTRACT**

This study explored the conditions of the third gender or transgender in two different societies while considering the role of international organizations and national institutions. Individuals who identify as transgender encounter numerous challenges, including issues related to their recognition, such as discrimination, limited access to education and healthcare, as well as the risk of experiencing sexual violence, physical and emotional harm, social and political marginalization, and unemployment. To observe clearer picture human development model of Mahbub ul Haq, capability theory of Amartya Sen, and recognition theory of Charles Taylor used as theoretical framework under Human development Index. To accomplish this research, content analysis used where literature of existing published material (scholarly articles) and news articles used as secondary data resources. To interpret the gathered data, the human rights framework is employed to conduct a conceptual analysis focused on various laws impacting the transgender community in the primary case studies of Pakistan and the USA. This analysis helps in understanding the circumstances of the transgender community from both a human rights perspective and a human development approach, highlighting the critical role of freedom issues in any developmental progress. Additionally, it involves assessing the three primary generations of human rights across multiple governing law systems, comparing and evaluating them within the governmental structures of the case studies. Moreover, it provides rich importance in literature and opens debate for respective future research as well as creates the bridge between politicians, community activists, and transgender to find the solution of them from both perspectives.

**Keywords:** Intergovernmental, Institution, Third Gender.



# ÜÇÜNCÜ CİNSİYET KONUSUNDA PAKİSTAN VE ABD'NİN İDARİ VE KURUMSAL DÜZEYDEKİ MESAİLERİNİN KARŞILAŞTIRMALI İNCELEMESİ

## ÖZET

Bu çalışma, uluslararası kuruluşların ve ulusal kurumların rolünü göz önünde bulundurarak iki farklı toplumdaki üçüncü cinsiyet veya transgender bireylerin koşullarını inceledi. Transgender kimliğine sahip bireyler, tanınma sorunları, ayrımcılık, eğitim ve sağlık hizmetlerine sınırlı erişim, cinsel şiddet, fiziksel ve duygusal zarar, sosyal ve siyasi marjinalleşme ve işsizlik gibi çeşitli zorluklarla karşılaşır. Mahbub ul Haq'ın İnsan Gelişimi Modeli, Amartya Sen'in Yetenek Teorisi ve Charles Taylor'ın Tanıma Teorisi, İnsan Gelişimi Endeksi altında teorik çerçeve olarak kullanılmıştır. Bu araştırmayı tamamlamak için içerik analizi kullanılmış, mevcut yayınlanmış materyalin (bilimsel makaleler) ve haber makalelerinin ikincil veri kaynakları olarak kullanıldığı literatür incelenmiştir. Toplanan verileri yorumlamak için insan hakları çerçevesi kullanılarak Pakistan ve ABD'nin temel vaka çalışmalarındaki transgender topluluğunu etkileyen çeşitli yasalar üzerine odaklanan kavramsal bir analiz gerçekleştirilmiştir. Bu analiz, transgender topluluğunun durumunu hem insan hakları perspektifinden hem de insan gelişimi yaklaşımından anlamak için özgürlük konularının herhangi bir gelişimsel ilerlemedeki kritik rolünü vurgular. Ayrıca, çeşitli yönetim hukuku sistemlerindeki üç temel neslin değerlendirilmesini içerir, bunları vaka çalışmalarının yönetim yapıları içinde karşılaştırır ve değerlendirir. Ayrıca, bu çalışma, literatürde zengin bir öneme sahiptir ve gelecekteki araştırmalar için açık bir tartışma başlatırken, politikacılar, toplum aktivistleri ve transgender bireyler arasında çözüm bulmaya yönelik bir köprü oluşturarak her iki perspektiften çözüm bulmaya yönelik bir platform sunar.

**Anahtar Kelimeler:** Hükümetlerarası, Kurum, Üçüncü Cinsiyet,



## TABLE OF CONTENTS

<b>DECLARATION</b> .....	<b>i</b>
<b>FOREWORD</b> .....	<b>iii</b>
<b>ABSTRACT</b> .....	<b>v</b>
<b>ÖZET</b> .....	<b>vii</b>
<b>TABLE OF CONTENTS</b> .....	<b>ix</b>
<b>LIST OF TABLES</b> .....	<b>xiii</b>
<b>LIST OF FIGURES</b> .....	<b>xv</b>
<b>I. INTRODUCTION</b> .....	<b>1</b>
A. Notion of Transgender .....	5
B. Historical narrative of transgender individuals in South Asia .....	6
C. Transgenders in Pakistan: historical context.....	7
D. Transgender in USA.....	12
E. Statement of the problem .....	18
F. Objectives.....	20
G. Significance of the study.....	20
<b>II. LITERATURE REVIEW</b> .....	<b>23</b>
A. Education.....	23
B. Healthcare experiences.....	30
1. Psychological issues.....	33
2. Sexual trade and Risk of STDs .....	36
C. Quality of life .....	40
1. Identity as curse.....	40
2. Disclosing decisions and coping behavior .....	44
3. Perception towards their identity and Opinions towards transgenders rights .....	46
4. Societal response and inclusion to public .....	50
D. Impact of laws and policies on transgender community .....	55
E. Role of politics (Oppression due to policies).....	61

F.	Supportive efforts and programs .....	63
<b>III.</b>	<b>THEORETICAL FRAMEWORK .....</b>	<b>67</b>
A.	HDI.....	67
B.	Mahbub ul Haq's Concept of Human Development.....	69
C.	Amartya Sen's Capability Approach Theory.....	72
D.	Theory of recognition by Charles Taylor .....	76
<b>IV.</b>	<b>CONCEPTUAL FRAMEWORK .....</b>	<b>81</b>
A.	Government.....	82
B.	What are intergovernmental relations? .....	83
C.	Pakistan .....	85
1.	Government structure of Pakistan .....	86
D.	The United States .....	86
1.	Government structure of U.S.A.....	88
E.	Analyzing Government Drivers and Influencing Factors through the Ideas, Interests, and Institutions Framework .....	89
1.	Ideas .....	90
2.	Interests .....	91
3.	Institutions.....	92
F.	Reflection from the Human right generations.....	94
G.	International Human Rights Law .....	95
H.	Universal Declaration of Human Rights .....	96
I.	The international human rights framework.....	96
<b>V.</b>	<b>RESEARCH METHODOLOGY.....</b>	<b>101</b>
A.	Research Design .....	101
B.	Sampling strategy .....	102
C.	Ethical Consideration .....	103
<b>VI.</b>	<b>ANALYSIS.....</b>	<b>105</b>
A.	Ideas .....	105
B.	Interests .....	113
C.	Institutions.....	121
1.	Multi stage and multi-pattern governance.....	123
D.	Basic analysis comparison: Description of driver and factors influencing government.....	125



1. Adoption & Parenting Laws And Policies .....	125
2. Anti-discrimination laws .....	126
3. Educational regulations .....	127
4. Employment laws .....	131
5. Health and medical coverage .....	136
6. Identity Documents Laws And Policies .....	143
7. Regulations for the participation of transgenders in sports.....	145
8. Public lodging laws .....	153
E. Description .....	158
<b>VII. CONCLUSION.....</b>	<b>167</b>
<b>VIII. REFERENCES.....</b>	<b>179</b>
<b>RESUME.....</b>	<b>203</b>



## LIST OF TABLES

Table 1. Forms of government by regional control.....	83
Table 2. The variety and quantity of each information source employed in this research .....	103
Table 3. Political Response of parties over time.....	121
Table 4. Driver and factors influencing government .....	156



## LIST OF FIGURES

Figure 1: HDI Index .....	68
Figure 2. IGR can be characterized in different ways.....	84
Figure 3. Analyzing Government Drivers and Influencing Factors through the Ideas, Interests, and Institutions Framework .....	90
Figure 4. Drivers and factors influencing government .....	94
Figure 5: Idea framework.....	106
Figure 6. Interest framework.....	114
Figure 7. Prominent actors and organisations .....	115
Figure 8: Institutions framework.....	123
Figure 9. Various gaps within the institutional framework.....	123



## **I. INTRODUCTION**

This section includes the outline of transgender term with Pakistani historical context from indigenous lineage to loss of identity with recent progress in laws. In addition, situation of transgenders in US along with pointing the states policies for the protection of their rights. In this section, the problem of the statement, rationale for conducting this current research, core research objectives, and provide organization of thesis or outline of all chapters.

Overall, this study investigated into the challenges experienced by individuals identifying as the third gender or transgender in two separate societies, scrutinizing how international organizations and national institutions shape these circumstances. Those who identify as transgender confront a range of hurdles, including discrimination, limited access to education and healthcare, the risk of sexual violence and physical/emotional harm, social and political isolation, and unemployment, all linked to issues of recognition.

In the first chapter of this thesis, the focus lies on delineating the transgender term within the historical context of Pakistan, tracing its evolution from indigenous lineage to the contemporary loss of identity, while also highlighting recent legal advancements. Additionally, it delves into the situation of transgender individuals in the United States, spotlighting state policies geared towards safeguarding their rights. The final section addresses the statement's problem, elucidates the rationale behind conducting the present research, outlines the core research objectives, and offers an organizational framework for the thesis, providing an overview of all subsequent chapters.

In the second chapter of this thesis, the Literature Review, offers an extensive examination of relevant literature concerning the status of the third gender in both Pakistan and the United States. The reviewed literature is segmented into key areas: challenges related to inclusion in the education system, health conditions, quality of life, the impact of policies, the role of politics, and support programs tailored for transgender individuals. The discussion commences by exploring the experiences of

transgender individuals, particularly in their access to education, identifying gaps in educational policies crucial for providing them equitable opportunities. Furthermore, it sheds light on societal segments that discourage transgender individuals from pursuing education, along with the involvement of teachers in supporting transgender children attending schools. Subsequently, the chapter delves into the barriers obstructing their access to healthcare, examining the responses of healthcare providers toward the third gender. It addresses the psychological challenges and medical threats they encounter due to adverse experiences and limited economic opportunities. The stigma associated with their gender identity significantly impacts their decisions to reveal their identity within social settings. Moreover, the chapter describes the oppressed public lives of transgender individuals, often confined to roles in the sex trade due to inadequate awareness of their legal rights and the absence of supportive policies.

In the third chapter of this thesis, titled "Conceptual and Theoretical Framework," serves to elucidate the crucial theoretical underpinnings that form the backbone of this research, particularly in the comparative analysis of issues faced by the third gender. Drawing from the key insights gathered in the literature review, this chapter aims to pinpoint specific theoretical frameworks essential for understanding the context of third-gender concerns. The discussion initiates with an exploration of the Human Development Index (HDI), a pivotal tool used for assessing a country's progress by focusing on health indicators, educational accessibility, and standards of living. Additionally, it delves into Mahbub ul Haq's human development paradigm, which centers on people's choices in enhancing their welfare and overall well-being. Moreover, emphasis is placed on the role of freedom and autonomy in people's decision-making processes, leading to the exploration of Amartya Sen's capabilities theory, which underscores the significance of individuals' capabilities and free will. Finally, the chapter encapsulates the idea of the struggle for recognition within social and political environments, drawing from Charles Taylor's theory of recognition, highlighting its relevance to understanding the challenges faced by the third gender.

In the fourth chapter of this thesis conceptual framework, emphasizing that while analyzing data is time-consuming, it yields valuable insights by scrutinizing and interpreting multifaceted information from diverse sources. Content analysis, a research method encompassing elements of both quantitative and qualitative



approaches, can be applied inductive or deductive manners. This section of the chapter concentrates on elucidating various concepts relevant to the thesis topic, including Government, Intergovernmental Relations, and the Government Structures of Pakistan and the USA. It involves an analysis of government drivers and influencing factors through the prism of the Ideas, Interests, and Institutions framework. Moreover, it explores reflections from the Human Rights Generations, examining International Human Rights Law, the Universal Declaration of Human Rights, and the International Human Rights Framework. Additionally, it sheds light on key human rights and freedom issues specific to transgender individuals, aiming to provide comprehensive insights within the thesis's context. The data interpretation process relies on the human rights framework to conduct a conceptual analysis, specifically delving into the impact of different laws on the transgender community in the primary case studies of Pakistan and the USA. This analysis aims to comprehend the transgender community's situation from both a human rights perspective and a human development approach, underlining the crucial role of issues related to freedom in advancing development. Additionally, this involves an evaluation of the three primary generations of human rights across diverse legal systems, comparing and assessing them within the governmental frameworks of the case studies.

In the thesis's fifth chapter, named "Research Methodology," the central emphasis lies in elucidating the adopted research methodology. This section precisely delineates the research strategy and design, details the methods utilized for data collection, explains the sample selection process, and offers an overview of the research progression. Moreover, it specifies the diverse types of data analysis applied, considers ethical considerations relevant to the research, and explores the inherent limitations encompassing the complete project.

In the thesis's sixth chapter, the Analysis section focuses on examining the driving forces and influential components within the government concerning the transgender community. Utilizing the Ideas, Interests, and Institutions framework facilitates a comprehensive exploration of the factors shaping policies and actions. This segment encompasses a detailed examination of multi-stage and multi-pattern governance systems within institutions to identify gaps in addressing the issue and subsequently work toward bridging those gaps. Moreover, it conducts a fundamental

comparative analysis that describes the drivers and influences on government, including adoption and parenting laws, anti-discrimination regulations, educational policies, employment laws, healthcare coverage, identity document regulations, regulations concerning transgender participation in sports, and public lodging laws. This comparison offers an overarching view of the situation for transgender individuals in these two countries under the purview of these laws. Beyond this, its significance extends to the existing literature, initiating discussions for potential future research. It serves as a conduit between policymakers, community activists, and the transgender community, facilitating exploration of solutions from multifaceted viewpoints.

In this last section conclusion, the comparative study of Pakistan and the United States regarding issues about the third gender (transgender individuals) at intergovernmental and institutional levels reveals several important points.

Thus this section covers following factors; Transgenders or third-gender people are the most marginalized gender across the world. This messy situation prevails due to the societal patterns of perception and mindset for the dichotomy of humans as natural where individuals' first experience is grounded on their sex (Langer, 2011). For instance, when a newborn enters the world, the initial focus often centers on the immediate declaration of "It's a girl!" or "It's a boy. **Sex** *“This classification is based on the biological characteristics of an individual, including their physical and physiological traits, as noted by the Canadian Institutes of Health Research (CIHR) in 2020. Additionally, it commonly designates an attraction towards the 'opposite' sex by means of something that is considered normal and socially acceptable.”* (Kitzinger, 2005). Socially constructed norms and values are undeniably founded on the concept of genetic sex. This foundation dictates that the upcoming years of an individual's life will be spent conforming to these gender-based expectations that are imposed by the community, friends, society and family. The sex and gender classification concepts create an apparent 'natural' divide between male and female bodies, as pointed out. Additionally, these concepts establish firmly defined categories for individuals whose gender identity does not align with their assigned sex at birth. (Dozier, 2005).

## A. Notion of Transgender

"Transgender" is an overarching term that encompasses a diverse range of individuals who experience disconnect between their inner gender identity and their biological sex. (Weir, 2016). **Gender identity** *"This expression refers to the process by which individuals convey their own desires and experiences to represent their gender"*. It is highly dynamic because being male, female, or any other gender category involves a distinction between one's sense of gender and the physical attributes of the human body. These two aspects develop at different rates and stages in human development. (Vitale, 1997). In the same way, transgenders feel uneasy, discomfort with the sexual category they were given at birth, and sometimes they bear some physical transition to remain in comfort level with both of their identity and gender. As well as, transgender people also vary themselves in terms of **sexual orientations** which *"This term pertains to an individual's sense of identity, which is formed based on their attractions, related behaviors, and their association with a community of others who have similar attractions"* (APA, 2020). These sexual orientations debate produced the LGBT community which has also different variants which change or adapt the order of letters such as LGBTQ, LBGT+, LGBTQIA+, and others.

Transgender individuals contend with socially recognized sex classifications (such as male and female) and the accompanying gender-specific roles associated with these classifications (Harrison and Lynch 2005) because, in modern societies, the heterosexual gender binary of 'male' or 'female' operates as a rigid normative order for generating and governing social differentiation. The gender binary maintains its relevance and universality by marginalizing non-conforming gender identities, which challenge its universal functionality. They are exposed to significant discrimination, harassment, physical and social stigmatization, and sexual abuse as a result of their third gender identity. They are also excluded from various aspects of society, including the community health care system, the education structure, employment opportunities, politics, and other government bodies and sectors. This exclusion deprives them of their fundamental human rights. (Baloch and Shehzad, 2018).

## **B. Historical narrative of transgender individuals in South Asia**

The societal standing of transgender individuals in the Indian Subcontinent has seen varying fortunes over the course of history. In the Mughal period, eunuchs, commonly referred to as Khawja saras, were assigned the crucial duty of safeguarding the female sections within palaces and other institutions. They were entrusted with positions of authority and confidence. Furthermore, in the 14th century, a eunuch named Malik Kafur played significant roles as a trusted courtier and military general in the Delhi Sultanate under the rule of Alauddin Khalji. However, the situation drastically changed for transgender individuals during the British colonial period (Civicus, 2020).

The enactment of the 1871 Criminal Tribes Act during British colonial rule marked a significant turning point. This legislation categorized transgender individuals, commonly referred to as hijras, as members of a criminal tribe. This reclassification had extensive and adverse consequences, as it marginalized transgender individuals, leading to their social isolation and economic disenfranchisement. They were subjected to external discrimination, which resulted in their humiliation and social stigma. Many were forced to adopt various means of making a living, such as engaging in dancing, theatrical performances, collecting gratuities during childbirth ceremonies (mainly for boys), and participating in entertainment, begging, or other forms of street work (Goldschmidt, 1917; Chase, 1998).

After Pakistan gained independence in 1947 and the repeal of the Criminal Tribes Act, there were limited efforts by the state and society to address the historical loss of identity experienced by transgender individuals. Consequently, the stigma associated with perceived criminality, moral laxity, and lower social status continued largely unchanged, significantly affecting the transgender community (Civicus, 2020).

- In South Asia, various terms are used to refer to eunuchs, intersex individuals, and transgender persons. However, it's important to note that the transgender community generally prefers the term "Khwaja Sara" as many of the other terms are considered derogatory and carry negative connotations. Using respectful and inclusive language is crucial in

acknowledging the rights and dignity of transgender individuals.

### **C. Transgenders in Pakistan: historical context**

In Pakistan, all categories such as *unisex*, *transgender*, *eunuchs*, *transvestites*, *in-between* are put under one term of the third gender or transgender (Hijra in the Urdu language and Khadro in the Sindhi language). In historical context, Muslim hijras can be traced back to their native lineage, originating from the khwaja saras (eunuchs) who held significant roles in the royal courts of Muslim monarchs in India. These eunuch slaves held esteemed positions as influential administrators, political advisors, courtesans, warriors, and protectors of the harem, which held significant importance (Hall, 1997; Reddy, 2005b).

As British colonial rule began and Muslim courtly societies and princely states declined, hijras found themselves forced to shift from their courtly positions to the public sphere. Some scholars attribute the decline in status experienced by hijras to the actions of British colonial administrators who initiated campaigns against them, ostensibly for reasons related to honor and governance (Taparia, 2011; Preston, 1987).

In statement, when the British establishments discovered that hijras had an official and classified right to beg and collect charities, they developed ways and means to suppress them and highlighted their unconventional sexual and ritualistic practices. They formally classified 'eunuchs' as a renowned group under the Criminal Tribes Act of 1871, leading to their condemnation as immoral and unworthy. This with time sidelined them in society, eventually detaching them of their elementary human rights (Nanda, 1999; Preston, 1987).

In contemporary times, the significant spiritual roles that transgender individuals once played in the region's history have largely faded from memory. Unfortunately, the present-day reality for transgender individuals often involves ridicule and offense related to their appearance, and some popular television shows may inadvertently or deliberately make hurtful jokes at the expense of the transgender community (Rehman, 2009). This underscores the ongoing challenges and discrimination that transgender individuals continue to face, even in the modern era.

Despite the revoke of the Criminal Tribes Act in 1949, the postcolonial state, along with its judicial system, sustained to hold a wary perspective on marginalized sexualities and gender identities. In the 1980s, predominantly during the period of "**General Zia-ul-Haq**," there was an effort to Islamize all Pakistani laws, leading to the outline of the Hudood Ordinance, which marked to legalize women's bodies and sexualities. The first major breakthrough in Pakistan of *hijra* rights was a lawful appeal in Supreme Court completed by Dr. Aslam Khaki on behalf of Ms. Almas Bobby, Head of All Pakistan Shemale Association in the year of 2009 (Afzal-Khan, 2010; Rehan, Chaudhary, and Shah, 2009). The appeal sought to secure official recognition for hijras on their national identity documents by designating them as 'eunuchs.' A directive was issued by a three-member bench, with Honorable Chief Justice Iftikhar Muhammad Chaudhary leading the way. This directive acknowledged the constitutional rights of 'eunuchs' to possess a national identity card that designates them as a distinct third gender. Furthermore, it recognized their entitlement to inherit property, access social security benefits, and recommended the enactment of protective legislation for eunuchs. This legal recognition represented a significant milestone in recognizing and upholding the rights and dignity of the hijra community in both the legal and social spheres (Afzal-Khan, 2010; Rehan, Chaudhary, and Shah, 2009)..

The judgment is somewhat unclear as it doesn't provide a specific and precise definition of eunuchs, resulting in some ambiguity. Moreover, the Supreme Court directed the police to take action against individuals who, without any 'gender disorder in their bodies,' falsely claim the status of eunuchs and engage in criminal activities, as such actions can harm the reputation of genuine eunuchs. This directive suggests the necessity of distinguishing between individuals who genuinely identify as eunuchs and those who might falsely claim this identity for criminal purposes. However, it also raises concerns about the potential for discrimination or misunderstanding in implementing this directive (Pakistan Today, 2018).

Furthermore, the policies of the National Database and Registration Authority (NADRA) have shown inconsistency. From approximately 2009 to 2015, eunuchs could be registered without the requirement to provide information about their parents or gurus. However, a later policy revision made it mandatory for eunuchs to provide their parents' names, subject to verification by a social welfare officer.

NADRA also introduced a medical examination as part of the registration process. These policy changes illustrate the evolving approaches to the registration and recognition of eunuchs over time (Ali, 2019).

In 2017, a transgender woman named Asiya, originating from Narowal, took legal action by filing a petition in the Lahore High Court. She sought redress due to her inability to obtain an ID card, primarily because of the unavailability of her parent's records. In response to her case, the Lahore High Court issued an order instructing the National Database and Registration Authority (NADRA) to simplify the registration process. This directive allowed gurus who possessed Computerized National Identity Cards (CNICs) to be designated as guardians during the registration process (The Express Tribune, 2018). The primary aim of this measure was to mitigate the challenges faced by transgender individuals when endeavoring to acquire official identification documents.

Political inclusion for transgender individuals in Pakistan has witnessed positive developments. Notably, Ms. Bindiya Rana, a transgender woman, ran for office in the 2013 elections as a representative of the transgender community. This representation expanded in 2018, with as many as 13 transwomen participating in the elections. Furthermore, in 2018, the Free and Fair Election Network (FAFEN) appointed an independent transgender observer to oversee the electoral process, marking a historic stride in fostering transgender inclusion in the country (Pakistan Today, 2018).

Additionally, international funding has played a significant role in advancing transgender rights in Pakistan. In 2012, the Global Fund launched the Multi-country South Asia Grant, a community-led service delivery project aimed at supporting men who have sex with men (MSM) and transwomen in South Asia. This initiative led to the establishment of six community-based organizations in Pakistan, three of which were led by Trans individuals. The Global Fund provided crucial opportunities for the transgender community to enhance their capabilities and empower themselves in the fight against stigma, discrimination, and to advocate for their health-related concerns. After the Multi-country South Asia Grant concluded in February 2018, the National AIDS Control Program (NACP) integrated these service delivery centers into the National Global Fund Grant. NACP also expanded the number of community-based service delivery centers from three to six. These centers are

autonomous organizations that work towards addressing issues related to sexual health and human rights within the transgender community (Ali, 2019). These initiatives represent significant strides towards acknowledging and supporting transgender rights and healthcare in Pakistan.

In recent decades developments up and about to the **'judicial revolution'** – The higher courts have recognized the importance of acknowledging sexual and gender identities and rights, taking steps towards granting equal rights to minority groups like transgender individuals through The Transgender Persons (Protection of Rights) Act. Though, article 2(n) of this law provides a definition of a "transgender person," (Transgender Persons Act, 2018) which includes:

1. Someone who is "intersex" (khusra), characterized by a "combination of male and female genital structures or natural ambiguities."
2. Eunuch: A person who was assigned male at delivery but has practiced genital excision or castration.
3. Any individual who identifies as a "transgender man, transgender woman, Khawaja Sira, or any person whose gender identity or gender expression differs from the social norms and cultural expectations based on the sex they were assigned at birth."

This definition is comprehensive and acknowledges a diverse range of gender identities and expressions, reflecting the thoughtful that gender is not solely determined by physical characteristics at birth but also by personal identity and societal expectations (Transgender Persons Act, 2018). The section 3(3) explained,

*“Transgender individuals in Pakistan who are at least 18 years old have the right to register their gender identity based on their self-perception.”*

“In multiple contexts, it is prohibited to engage in discrimination against transgender individuals, including but not limited to educational facilities, workplaces, healthcare settings, access to goods and services, housing, and eligibility for public office.” In the same the act has enactment on rehabilitation centers, separate prison cells for transgenders (Transgender Persons Act, 2018).

Despite some advancements, transgender individuals in Pakistan still face substantial encounters. Roughly 80,000 eunuchs in Pakistan officially identify as



men in their documents. According to the census conducted by the Social Welfare Department, about 1,500 transgender persons were registered in Punjab and about 800 in Sindh. Bindiya Rana, the representative of the transgender community, along with eight volunteers, accomplished to support 900 Khawaja Sirahs in their area to complete administration registration forms. Though, according to Bindiya Rana, there are more than 16,000 transgender people in Karachi and over 400,000 throughout Pakistan (Ashraf, 2010). In compare, the 2017 census of Pakistan stated that there were nearly 30,000 transgender individuals in the entire country. The critical challenges that underline the need for the adoption of a policy addressing transgender individuals in Pakistan can be discerned through a review of available literature and recent discussions with representatives of the transgender community. The following concerns surface as noteworthy aspects of their situation in Pakistan:

- Transgender persons face widespread rejection and are not considered as integral or accepted members of their communities in most parts of Pakistan. This often leads to their exclusion from regular neighborhoods, forcing them to establish their own settlements apart from mainstream society.
- Educational attainment among transgender individuals is low, with approximately 30% having completed primary education, 23% reaching secondary level, and only 7% progressing to higher secondary or college education. A significant proportion, around 40%, have never had the opportunity to attend school.
- Even those transgender individuals who manage to obtain an institution level education struggle to discovery decently rewarded employment. As a result, numerous are left with limited options and resort to singing and dancing alongside their less educated peers to earn a living.
- Due to their marginalized status, many transgender community members are compelled to engage in prostitution as a means of survival.
- Law enforcement personnel frequently subject transgender individuals to abusive treatment, a common complaint within the public.
- Public embarrassment, mockery, disregarding, and elimination are prevalent experiences for transgender persons, not only in public spaces but also within government offices, hospitals, and schools.

- Incidents of violence against transgender individuals are disturbingly frequent. From January 2015 to July 2016, the Trans Action Alliance/Blue Veins documented forty six murdered and 300 intense assaults on transgender individuals in Khyber Pakhtunkhwa. The Khwaja Sira Society reported seventy examples of domestic mistreatment in Punjab in 2015.
- A significant majority, around 82%, of transgender individuals have experienced sexual abuse during their childhood, as revealed by a mapping study conducted by Vision.
- Currently, there is a lack of government aid or support systems to assist transgender individuals in leading normal lives. Administration institutions, police force, and additional leading organizations are acknowledged to tease and mistreat them.
- The absence of community or government care during times of requirement is particularly concerning. Transgender individuals receive minor benefit or funding from the wide-ranging public or government organizations in cases of criminal victimization or sexual harassment.
- The derogatory term "khusra" is commonly used to denigrate transgender persons, perpetuating negative stereotypes and associating them with impotence, incompetence, and powerlessness. Even feminine-looking individuals or public figures deemed incompetent can be subjected to being labeled as "khusra."
- Transgender persons in Pakistan have been disconnected from their historical spiritual role, and instead, they are mocked and disrespected. General television shows can unintentionally or on purpose make painful jokes at the expense of the transgender community (Pakistan Bureau of Statistics, Government of the Punjab, 2018).

#### **D. Transgender in USA**

The past of transgender individuals in the United States is extensive, spanning from the time before Western settlers arrived to the present day. Records of transgender individuals can be traced back as early as the 1600s in what is now the United States. Native American tribes had diverse social roles for individuals who

did not conform to traditional gender norms even before Europeans arrived on the continent. These roles varied among different tribes and communities.

From the 17th century onward, there have been well-documented instances of individuals who chose to dress and live in ways that did not align with the gender assigned to them at birth. These individuals have made significant contributions to American history and culture, and such examples persist in society today. The 20th and 21st centuries have witnessed remarkable advancements in gender-affirming medical techniques and increased activism within the transgender community. These developments have had a profound impact on the lives of transgender individuals and have also influenced public attitudes and perceptions toward them in the United States (Coleman, 2009).

Preceding to 1800, certain Native American nations had established names and roles for gender-variant or third-gender individuals. These roles typically existed in cultures with rigid gender norms, which were often found in patriarchal communities.

During the American Civil War (1861-1865), a minimum of 240 individuals, originally assigned female at birth, opted to attire themselves in men's clothing and enlist as soldiers. They did so because women were not permitted to engage in combat, and this became their way of contributing to the war effort. Some of these individuals identified as transgender and continued to lead their lives as men indefinitely. A notable illustration is Albert Cashier, who lived as a man for over 53 years (Preston, 1987; Reddy, 2005b).

The 1950s and 1960s marked the emergence of the first transgender advocacy organizations and publications. However, during this era, legal and medical responses to the growing awareness of transgender individuals were, for the most part, unfavorable. One notable figure from this time was Christine Jorgensen, who underwent male-to-female gender-affirming surgery in 1952 and became the most prominent American transgender figure of her time, garnering global attention with her story. Nevertheless, in 1959, her attempt to marry a man was thwarted when she was denied a marriage license, and her fiancé faced professional repercussions once their engagement became public knowledge (Messner, 2000).

The 1970s saw a schism between the transgender and lesbian communities in

the United States. The West Coast Lesbian Conference experienced a split in 1973, primarily due to a planned performance by the transgender folk singer Beth Elliott, which led to discord within the community.

In 1980, the American Psychiatric Association officially classified transgender individuals as having "gender identity disorder." Then, in 1991, Nancy Burkholder, a transgender woman, was forcibly removed from the Michigan Womyn's Music Festival after security personnel discovered her transgender identity. This incident sparked protests against the festival's policy of exclusively allowing individuals assigned female at birth, known as Camp Trans (Coleman, 2009).

During the 2010s, openly transgender individuals began to gain increased visibility in the entertainment industry. Chaz Bono, an openly transgender man, garnered recognition when he participated in the 13th season of the US version of "Dancing with the Stars" in 2011. This marked the first instance of an openly transgender man appearing on a major network television show for reasons unrelated to their transgender identity. Moreover, transgender individuals made significant advancements in the political sphere, becoming more prominent in 2014 (Commun Cult Crit, 2019).

However, the struggle for transgender rights and acceptance has faced numerous challenges over the years. In 1971, Paula Grossman, a music teacher in New Jersey, lost her job after disclosing her transgender identity. She had been teaching for 14 years but didn't return to her profession and passed away in 2003. The fight for transgender rights and acceptance has been marked by both significant progress and enduring obstacles (Times, 1971).

In August 2005, a teacher named Herb McCaffrey in New Jersey publicly announced their gender transition from a man to a woman and expressed the intention to return to teaching as Kerri Nicole McCaffrey. This made her the first openly transgender teacher in New Jersey in quite some time. While there were concerns and objections from some individuals, she retained her teaching position, instructing 5th-grade students in Mendham Boro, New Jersey, at least until 2015 (Heyer, 2019).

The legal issues related to transgender individuals in the United States began gaining prominence in 1966 with the case of *Anonymous v. Weiner*. This case

involved an individual seeking to change their birth certificate name and gender marker following gender-affirming surgery. The discussion regarding changing gender markers on official documents like passports, licenses, and birth certificates remained significant from the 1960s onward 2010 when the U.S. State Department permitted changes to gender markers on passports (N.Y. 1966).

The United States faces a related challenge due to the absence of precise population data for transgender individuals. This lack of data impacts various aspects, including estimating literacy rates and providing appropriate healthcare services. Transgender individuals often encounter social discrimination and prejudice, particularly within educational institutions, which limits their access to education. In some cases, when seeking medical treatment, transgender individuals faced a lack of understanding about their identities, leading them to use intersex terminology to access similar medical care (Gill-Peterson, 2018).

Despite advances in the fight for equality and freedom for LGBT individuals, new challenges are emerging. Prominent acts of violence, such as the tragic killing of Mark Carson on a West Village street in New York City in 2013, are especially distressing as they occur in neighborhoods and cities that were previously considered safe for individuals with marginalized sexual orientations and gender identities. Unfortunately, despite legislative victories, physical violence and social exclusion against LGBT people continue to exist. The years 2015 and 2016 were particularly troubling, with the highest recorded number of fatalities among transgender individuals in the United States, disproportionately impacting transgender women of color (GLAAD 2016; National Coalition of Anti-Violence Programs [NCAVP] 2016). Moreover, social and economic disparities continue to disproportionately affect LGBT individuals of color and those from working-class backgrounds (Badgett, Durso, and Schneebaum, 2013). Homelessness remains a significant issue among LGBT-identified youth, who are overrepresented within the larger homeless youth population (Durso and Gates 2012).

There has been a significant rise in institutional and legislative efforts aimed at scaling back or eliminating recently gained rights and protections, alongside the introduction of new restrictions. The "bathroom bill," exemplified by House Bill 2 in North Carolina, which targets transgender and gender-nonconforming individuals, was the first to be approved legislatively and received extensive media coverage.

Since 2015, twenty-eight other states have considered similar bills (National Conference of State Legislatures 2016).

Indeed, there is a notable surge in the introduction of "religious exemption" bills in different states and local legislatures, which are intended to provide legal grounds for discrimination against LGBT individuals on religious grounds. The electoral victories of conservative lawmakers in 2016 have emboldened their efforts to push for national-level legislation that could negatively impact the LGBT community (American Civil Liberties Union 2016; Greenberg, 2016). Legal scholars point out the difficulties in achieving true "lived equality" even with the expansion of formal rights (Carpenter, 2017).

In the face of ongoing threats to LGBT rights and concerns about the potential dismantling of public and social services, which were apparent in the rhetoric and early actions of the Trump administration, it is crucial to understand the real-world challenges faced by marginalized groups, especially those who historically lacked institutional and state protections. Transgender individuals are no strangers to harassment and violence, with a quarter of them experiencing some form of violence at some point in their lives (Lombardi et al., 2001). Data from the United States, collected through self-report surveys, hotlines, and police reports, underscores that violence against transgender individuals often begins during their youth, is alarmingly frequent, takes various forms, and is more likely to have a sexual nature compared to the general population (Stotzer, 2009). Transgender individuals frequently lack the necessary social support, and transgender siblings, in particular, tend to report receiving less support compared to their non-transgender counterparts (Factor and Rothblum, 2008). This lack of support can have tragic consequences. Transgender youth are at a heightened risk of experiencing family rejection, which, in turn, leads to increased rates of homelessness and a greater likelihood of suicide attempts, even when compared to other homeless individuals. (Cochran et al., 2002; Quintana et al., 2010).

Obtaining precise estimates related to transgender populations can be challenging, but there is knowledge that a significant proportion of homeless youth, with about 20%, identify as part of the LGBT community more broadly this places them at a higher risk of experiencing harm and homelessness. Moreover, it's reported that one in five transgender individuals is likely to experience homelessness at some

point in their lives. (NCTE, 2015).

In the United States, a substantial number of transgender individuals believe that they face discrimination that hampers their career progress in the labor market. Transgender individuals, and transgender women in particular, face a range of discriminatory practices in various aspects of their employment, including job prospects (James et al., 2016), income opportunities for career, and decisions related to termination (Badgett et al., 2007). Notably, self-reported discrimination is more prevalent among transgender individuals compared to similar experiences reported by sexual minorities, especially gay men and lesbian women. It's interesting to observe that the levels of self-reported adverse treatment are even higher among transgender women, who are the primary focus of this study, when compared to transgender men. (Grant et al., 2011).

From a theoretical standpoint, several factors could explain why employers engage in discrimination against transgender individuals. This discriminatory behavior aligns with established economic theories of discrimination, most notably Becker's (1957) model of discrimination rooted in personal preferences and Arrow's (1973) model of discrimination based on statistical considerations. The reluctance to interact with transgender individuals, as perceived by employers, co-workers, and customers, can be attributed to transphobia, a well-documented phenomenon characterized by emotional aversion toward individuals who deviate from societal gender norms. Additionally, the origins of statistical discrimination may be linked to the health-related stigmatization associated with transgender individuals (Hill and Willoughby, 2005).

From this perspective, transgender individuals face a heightened risk of encountering mental health challenges, including an increased likelihood of suicide and HIV, as outlined in the literature. Nonetheless, this form of statistical discrimination may be problematic due to its reliance on inaccurate assumptions about particular groups of transgender individuals. It's essential to acknowledge that the risk of health issues for transgender individuals can fluctuate depending on various factors, including different stages of transitioning and their ability to effectively integrate into society as either male or female (Hughto et al., 2015).

On the contrary, transgender women might encounter what is known as "positive statistical discrimination" in comparison to cisgender women, influenced by

two well-established stereotypical mechanisms. First, as transgender women were assigned male at birth, they may be attributed certain male-associated characteristics that align with prevailing ideals of masculinity linked to success in the labor market. For example, transgender women may be perceived as possessing higher levels of autonomy and assertiveness. Second, it is expected that transgender women would have fewer children compared to cisgender women, potentially enabling them to avoid the well-documented career disadvantages associated with maternity in the employment market (Baert, 2014).

This study delves into the experiences of transgender individuals in two different countries while examining the political implications of national policies and the interventions of international organizations. Due to the diverse nature of the term "transgender," it can indeed be challenging to categorize or accurately determine the exact transgender population (Brewster et al., 2014; Drydakis, 2017).

. As previously mentioned, the precise number of transgender individuals in the United States remains elusive. The federal government conducts a range of extensive national population-based surveys, including the American Community Survey and the National Health Interview Survey, designed to gather data on various aspects of U.S. residents' demographics, health, and well-being. Regrettably, these surveys do not currently include questions related to gender identity. Nonetheless, a number of state-level population-based surveys have sought to identify transgender individuals, contributing to estimates of the size and characteristics of the transgender population. Based on the findings of one such survey, a rough estimate suggests that there may be approximately 1.4 million transgender individuals in the USA (Hoffman, 2016).

## **E. Statement of the problem**

According to the Universal Declaration of Human Rights,

- Article I states, "Every person is born free and equal in dignity and rights. They possess reason and conscience and should interact with one another in a spirit of solidarity."
- Article II declares, "Every individual is entitled to all the rights and freedoms described in this Declaration, without discrimination of any



kind, including race, color, sex, language, religion, political or other opinions, national or social origin, property, birth, or any other status."

- Article III affirms, "Every person has the right to life, freedom, and personal security."

The International Lesbian, Gay, Bisexual, Trans, and Intersex Association (ILGA) is dedicated to advocating for and upholding human rights for all individuals, irrespective of their gender identity, expression, or sex characteristics. ILGA has taken proactive steps, implementing a range of programs and participating in global-level initiatives to safeguard these rights (ILGA, 2021). Remarkably, OutRight International holds the distinction of being the exclusive global organization representing the LGBTIQ community with a presence at the United Nations (UN) Headquarters, diligently monitoring the actions of all 193 world governments. At the national level in the USA, organizations like the National Center for Transgender Equality (NCTE) address a wide range of issues related to transgender individuals, while the Gay and Lesbian Alliance against Defamation (GLAAD) has provided lifelines and online chat support options for transgender individuals (ILGA, 2021).

In the same way, Pakistan also has some national-level organizations: Pakistan Transgender Empowerment Association (PTEA) advocating the voice of social change and empowerment for transgender community rights and issues at the national level through spreading awareness, and Sathi Foundation (SF) as a transgender led organization that works in the area of HIV/AIDS prevention, legal support among the transgender community. It started several programs while collaborating with intergovernmental organizations (WHO, 2017).

Despite the existence of numerous intergovernmental organizations and federal laws, transgender individuals still face stigmatization and discrimination in both countries. They are four times more likely to live in extreme poverty, have double the rate of unemployment, and are almost twice as likely to be homeless in the US compared to the general population. In terms of health, transgender individuals have a fourfold higher rate of HIV infection, and 28% have postponed seeking medical care due to discrimination (Preves, 2004).

In Pakistan, many Hijra individuals experience exclusion from their families'

homes because their families believe that society will not accept them, which brings about a sense of disgrace. Approximately 30% of transgender individuals have received primary education, 23% have reached secondary education, and 7% have attended higher secondary or college. However, 40% have never had the opportunity to attend school. Trans Action Alliance/Blue Veins reported 46 documented killings of transgender individuals and 300 violent attacks against them in the Khyber Pakhtunkhwa (KPK) region between January 2015 and July 2016. In Punjab, the Khwaja Sira Society recorded 70 cases of domestic abuse in 2015. Consequently, many Hijras feel isolated and tend to avoid interactions with society. Their vulnerabilities, frustrations, and insecurities, much like those experienced by others, have been historically overlooked by mainstream societies. Similarly, the social deprivation and harassment they endure have not received the attention they deserve from development sectors (Abdullah et al., 2012).

This study helps to revisit the issues of the third gender in both countries Pakistan and USA while taking into account the involvement of intergovernmental organizations and national institutions, and evaluating how different support programs behave in the response to transgender issues.

## **F. Objectives**

The primary aim of the study is to investigate the experiences of the third gender in countries with varying socio-political contexts, focusing on specific aspects such as:

- To explore the living conditions of transgender in Pakistan and the United States.
- To evaluate the response of intergovernmental organizations for the third gender.
- To examine the interventions of the national institutions for third-gender people.

## **G. Significance of the study**

The primary objective of this study was to enhance empirical understanding

of the third gender by comparing the initiatives of intergovernmental and national institutions in Pakistan and the United States. The outcomes of this research will offer valuable insights for policymakers in improving policies concerning the third gender in both countries. Furthermore, this study integrates pertinent interventions from existing literature on this subject.



## **II. LITERATURE REVIEW**

This segment provides a comprehensive review of the literature pertinent to the status of the third gender in both Pakistan and the United States. All the reviewed literature was categorized into main areas; problems for the inclusion in education system, health condition, quality of life, impact of policies, role of politics, and support programs for transgenders. The discussion started by considering the experiences of transgender (third-gender) related to their access to education and catering the gaps of educational policy that help to provide them opportunities. Corresponding, the different segments of society discouraged them to attain education wrote in next, as well as the intervention of teachers for those transgenders' children who visit schools were also mentioned. The following section discussed barriers to access healthcare and response of healthcare providers towards third-gender. The psychological problems and other harmful (medical) threat were also discussed that they bear through bad experiences and poor economic activity. The gender identity become curse for them that affected their decisions to disclose their identity in social environment. In some parts of following section, described their oppressed public life as sexual trade due to less awareness of legal rights in them and lack of support policies.

### **A. Education**

*“A process for learning, teaching, and training to acquire a knowledge or skill while visiting on formal institution such as school, college, or university, known as education”.*

It is considered as a basic right of any individual in any country, provide grounds to enroll in decent environment for prosperity of his or her life. Several researchers provided evidence for less availability of educational opportunities for the transgender community in Pakistan such as Mehmud, Abdullah, and Idris (2019) assess the inaccessibility of education, Alizai, Doneys, and Doane (2016) explored

the effect of cisgenders on transgenders' lives from private to public life, and Abbas et al. (2014) investigated their educational problems along with the psychological, social, and physical differences. In contrast, United States is a complex or developed society, so issues of transgender are not like the transgenders in Pakistan. As Goldberg et al., (2018) explored transgenders 'experiences for understanding the trans inclusive policies/supports in higher education, Day examined schools are safe for transgenders youth with accounting their perception for it (Day et al., 2018), and Goldberag with colleagues interviewed transgenders to investigate gender presentation in campus climate (Goldberag et al., 2019).

Mushtaq, Kanwal, Roohi, and Shakoor (2021) explored the educational opportunities and emphasized the complications challenged by transgenders in their educations. They collected primary and secondary data by focusing on qualitative research approach. They recruited participants using snowball and convenient sampling techniques and almost 10 sample selected for conducting in-depth interviews using semi-structured questions. They found that transgenders had a pathetic learning experience due to their family felt shame of their occurrence and admission in educational institutions. Most of the transgenders pointed stress on acquiring education which is the need of life, facilitator, and modifications the entire life expectancy of an individual. Transgenders from Peshawar were educated as compared to **Khyber Pakhtunkhwa province**, some have primary level and just one have secondary level. Some of them had religious education where other children laugh at them and did not sit with them. Transgenders moved to eunuch communities due to behavior of family and society, with low level of education and their Gurus engaged them into dishonorable professions. In educational institutions, they were more discriminated from all children, teachers, and administration in different way. Some parents did not send transgenders to schools but who were tried hard to send them but these kids absent school due to harmful approach of the people (Mushtaq et al., 2021))

Fazil and Hashmi were conducted a qualitative study in Pakistan to deliberate the equity and equality addition in learning for persons with Klinefelter disease (transgender). They inquired to identify the gaps in policy implementation wherein in-depth interviews conducted from participants which were recruited using purposive sampling. They preferred phenomenal approach to analyze data while

doing thematic analysis. They found that participants had agreed that KS persons have a mental capability for learning. KS persons have every right as other human being and have equal right to education and other basic necessities. KS persons should get their early education in separate schools due to unwilling to accept them by the society. It is impossible to adapt the curriculum for KS children because curriculum designed to address the average students. Schools must have a counsellor to handle the psychological and social adjustment issues of KS children. They discovered that KS children accommodate if school's policy allowed them to enroll in regular's school. Participants thought that Pakistan had given some rights in recent times but KS persons are more neglected persons in our society. For Pakistan, it is difficult to reach the goals of inclusion in education with KS children (Fazil and Hashmi, 2020).

Abbas with his colleagues investigated the psychological, social, and physical differences of transgenders, and evaluated their educational problems, specifically living in **Chiniot**. They used quantitative research approach to describe the experiences of transgenders whereas almost 120 transgenders recruited using purposive sampling. They analyzed collected data using SPSS with employing descriptive and chi-square and gamma test to assess the association between variables. They found that most of the respondents wanted a separate school, job, education, participated in politics, and cast a vote. The age of respondents showed a highly significant relationship with their social adjustment where gamma value showed positive relationship between variables. The body shape of the respondents also showed a highly significant relationship with their social adjustment where gamma showed a negative relationship between variables. Similarly, education of the respondents also evidenced a highly significant relationship with their social adjustment where gamma showed a strong positive association between variables. In addition, income of the respondents also presented a highly significant relationship with their social adjustment where gamma showed a positive relationship between variables (Abbas et al., 2014).

Tabassum and Jamil observed the situation of education for transgenders in in Pakistan and investigated the contributions of state towards the plight of the transgender community. They employed qualitative research approach to find out the educational conditions of transgender where participants recruited using snowball

sampling technique. They conducted In-depth interviews conducted from 50 transgenders. They found that most of the respondents were aware from their sexual orientations. The rude attitude and behavior of parents pushed them for running out from their houses. Society did not encourage them to move easily for entertainment and perform religious rituals such as prayers in Mosque and Eid days. Transgender community did not have any concept of getting education in Pakistan. The problems of enrollment, group sections, and economic factors of the family. They just trained for living by their Gurus through dancing. Most of the transgenders agreed that education can changed their betterment, increased job opportunities, brought confidence to face social attitude, and reduced their social prejudices. State had not any practical approach working for the rights of transgenders (Tabassum and Jamil, 2014).

Mehmud, Abdullah, and Idris assessed the issue of transgenders especially focusing on the inaccessible to education in **Khyber Pakhtunkhwa**, Pakistan. They used a qualitative research design to explore the issues of transgenders where almost 20 participants recruited through chain sampling technique for interviewing. A self-semi-structured questions used for in-depth interviews. They used thematic analysis for analyzing the collected data. They found that lawyer's respondent pointed the act passed in 2018 for the rights of transgenders and focused on creating awareness among dwellers to secure the rights of transgenders. Transgenders must be accommodated in all forms on all areas of society by the society members but not a single transgender lawyer found among the colleagues of lawyers' respondents. Teachers' respondent gave evidence of humiliation which faced by transgenders from not just society but their parents and families included in them. Teachers just changed the situation inside the school but transgenders struggled more time outside of the school so they taunt and left the school. In the first stage, their families should accept and owned them and gave them honor after this their movement in society might change. Parent of transgenders considered them as impotent and useless as the Pakhtun society produce degradation for the parents due to Tran's child. No doubts Trans are the innocents but society did not welcome them so the parents also from the society but they stressed on kind treatment towards them and wanted to see them as more educated and flourished. Tran's respondents did not know why they were in dancing profession but they found that society also liked to see them like this.



Transgenders did not have any choice for selecting profession, then blamed for this situation to society rather than their parents, they faced all time inviting amorous gaze from teachers, school fellows, and class fellows, and they were not fitted in society in any shape rather than dancing machine and puppet. They experienced inefficiency of legal system in country during attacks on them (Mehmud et al., 2019).

Alizai, Doneys, and Doane conducted a study to investigate how cisgender individuals impact the lives of transgender individuals and their access to fundamental human rights in Pakistan. A qualitative research approach used to explore the experiences of transgenders where fifty transgenders recruited from **Lahore and Kaur** districts through snowball sampling technique. Data collected using key informant and semi-structured interviews, informal discussions, and participant observations from hijras and gurus. They found that transgenders in their childhood handled not the same from other children of time like used to make up, polish their nails, and wear clothes of their sisters that led to harsh experience from their male member of families. Families labeled them as deviants and thought they brought shame for their family because of being feminine and feminine regarded as inferior in Pakistani society. Families excluded them from family, events, Eid festivals, and funerals. They forced to do heterosexual marriages to avoid shame and some of them took refuge in surgical castrations. They did not get any share in inheritance property and forced them to run away from house and live among same type of people. Transgenders experienced non-inclusive and unsafe environment, bullying, ridiculing, and dropped out of school. Their feminine behavior provoked boys to abuse them, spread hurtful rumors, they labelled as sex workers and abused sexually. Most of the transgender wanted to learn vocational training and technical education for earning a decent living (Alizai et al., 2016).

Transgender individuals often leave their homes in search of personal freedom and independence. Some are taken in by hijra gurus, who may encourage them to engage in risky sexual behavior, but these gurus also provide them with a sense of security, treating them as if they were their own daughters (The Express Tribune, 2013).

Traditional surgical castration is a common practice among transgender individuals, but the associated procedures can be physically and mentally damaging.

In their workplaces, they endure abuse from various sources, including bullies, co-workers, unruly individuals, and clients of hijra sex workers. Many transgender individuals are forced to turn to careers in entertainment and sex work due to the lack of educational and employment opportunities. They often experience arrests, detentions, extortion, assaults, and even rape by the police. Shockingly, many of these arrests go undocumented (Baert, 2014).

Transgender individuals are required to seek permission from the station house officer and district coordination officer for their community events and are frequently banned from participating in public life, especially at night. Elder hijra individuals face extreme poverty, illness, isolation, and a lack of support from their families, rendering them the most vulnerable members within the hijra community.

Goldberg and his coworkers conducted mixed method study to recognize the influence of institutional aspects on Trans inclusive policies and supports, perception for campus climate, and sense of belonging on campus. They recruited transgenders and gender non-conforming students who were undergraduates and recent graduates as respondents. They surveyed online using Qualtrics where 507 respondents overall responded to this survey. They found campuses have more inclusive coursework related gender identity and sexual orientation but other facilities such as career counseling, changing rooms, athletic policies were rarely found. In addition, attending a two year and public institution, and religious affiliated institutions were associated negatively with supports. Transgenders did not give high important score to the nondiscrimination policies such as changing names, recognizing transgender organization, questions of gender identity or expression in admission or enrollment form within campuses. The training sessions were important if they emphasized on accepting pronouns and educating student leaders to give an opportunity for gender nonconforming individuals to join clubs without worrying of any transphobic environment (Goldberg et al., 2018).

Similarly, faculty staffs should be taught related transgender terminologies for the inclusiveness of third gender in campus. The process of changing name in colleges and universities was insufficient and incomplete, most of them were unaware of it. Transgenders youth suggested to move beyond gender binary and converted into gender neutral in all parts of structures such as survey forms, admission form, and policies within campuses. Transgender youth wished for private

changing rooms and showers, have not accessed to gender neutral bathrooms, restrooms, single stall on the campuses (Valfort, 2017).

In addition, housing policies also posed challenge for them and they did not have any support for it, some institutions have gender-inclusive housing that were limited with poor structure. They wanted well educated (well-experienced) counsellors and providers who were attended them with their pronouns and compassionate for their unique concerns and experiences. The insurance policies of institutions were not covered any hormone therapy related gender surgeries so, they wanted to upgrade the health insurance plans with the inclusion of transgenders. They observed a positive prediction of sense of belonging due to openness of ones' trans-identity and undergraduates' transgenders youth. In the same way, undergraduate transgenders predicted positive perception of campus climate but the higher levels of involvement in campus activities related with less positive perceptions (Drydakakis, 2017).

Proulx with associates his conducted a study to investigate the relationship between the inclusion of LGBTQ topics in sex education and its potential effects on the mental health and school-based victimization experienced by LGBTQ youth in the United States. They employed a quantitative research approach, utilizing a two-stage cluster sampling method for participant recruitment. Data analysis was performed using STATA 14.2 software, which included descriptive statistics and logistic regression models to examine their hypotheses. The study's findings revealed that a significant portion of the respondents had experienced depressive symptoms in the past year. Additionally, some reported having had thoughts of suicide, although a very small number had actually formulated a suicide plan. Gay/lesbian experienced more bullying victimization on the property of school. The states had higher proportions of school teaching for inclusion of LGBTQ showed lower depressive symptoms among students. Similarly, bisexuals and heterosexuals' youth also reported decreased depressive symptoms on those states had higher proportions of inclusive LGBTQ education. In addition, the more proportions of inclusive LGBTQ education also related to lower suicidal thoughts and plans. Bisexuals experienced less bullying in last year as compared to heterosexuals in measuring interaction effect in final model (Proulx et al., 2018).

## **B. Healthcare experiences**

Health is considered as the state of being free from disease or illness and healthcare demonstrated the use of medical services for maintaining and improving physical and mental health. Transgenders faced diverse problems or have bad experiences that were associated with the access of medical services from healthcare centers in Pakistan and United States. Researchers in Pakistan, such as Azeem et al. (2021), have delved into the healthcare barriers faced by transgender individuals and aimed to understand the social stigmatization they experience within the community. Similarly, in the United States, (Kcomt et al., 2020) investigated the reasons why transgender individuals avoid healthcare services, primarily due to the anticipation of discrimination. White Hughto and his associates examined the various factors, both at the geographic and individual levels that impact healthcare access among transgender individuals in the US (White Hughto et al., 2016)). In addition, Pattersona and his coworker conducted research on LGBT cultural competence and micro-aggressions within the healthcare provider community (Pattersona et al. 2019).

Azeem with his associates explored the barriers associated in healthcare services and understand the constructs of social stigmatization about the community of transgenders in Pakistan. They used qualitative research design and conducting almost 20 interviews from transgenders who were recruited using purposive sampling. In addition, 10 healthcare providers were also interviewed for the method of triangulations and analyzed collected data using thematic analysis. They found that gender stigmatization made transgenders less interested for checking-ups medically because ridiculous and adverse attitude of others obstructs them to become portion of the mainstream society. In addition, this behavior developed shyness in them for the visit of hospital but in contrary, they had to wait hours and not checked up their turn by doctors. Transgenders experienced insensitivity of healthcare providers in the form of treating casually, no paid attention to their ailments, no touch for the purpose of checkups, and ridiculing due to their non-conforming identity. They provided the evidence for lack of institutional structures for bringing them into mainstream with no separate queue, ward, and gender in pay slip. In addition, stigma of infecting equipment was also associated with them and discourage them to visit medical checkup that might provoke other gender patients to not come in that facility. Healthcare providers had less exposure to check

transgenders' patients and they have never studied any material related to it. As well as, social pressure also impacted on them to neglect transgenders by criticism of other patients but sometimes they humored and crack vulgar jokes on them (Azeem et al., 2021).

Kcomt and colleagues investigated the avoidance of healthcare due to anticipated discrimination among transgender. A quantitative research approach remained used to measure the association between variable. Non-probability sampling like direct outreach, snowball sampling, and modified venue sampling was implied to recruit the adults of US states. The collected data was analyzed using univariate, bivariate, Pearson chi-square, and linear regression analysis through SPSS 26.0. They found that almost half of the respondents were transgender women, one-fourth were transgender men, and remaining were crossdressers and gender queer. Gender identity, showed a significant and relationship with general health status and disability. Transgender women indicated more odds of difference for avoiding healthcare due to possible treatment as compared to transgender men, whereas queer individuals and crossdressers showed lower odds for avoiding healthcare. Non-Hispanic showed more odds as compared to Hispanic and other ethnic groups, respondents living in poverty associated more with healthcare avoidance as compared to not impoverish ones, respondents having health insurance had less odds for healthcare avoidance as compared to other, and the disclosure of identity by transgenders had less odds for avoiding healthcare as compared to others in their social network. In mediation analysis, status of insurance moderated the relationship between gender identity and healthcare avoidance (Kcomt et al., 2020).

Johnson were accompanied a research to observe the barriers that affected the healthcare of transgender people in US southeast. A qualitative research approach was used to explore this issue. Almost 48 Trans and non-binary people recruited for focus group interviews using Facebook and other local community organizations. Participants got \$50 as a stipend gift card for their participation in this inquiry. The collected information analyzed using inductive coding method. They found that transgender people expressed fear and mistrust in providers due to their gender identity that led to anxiety and psychological distress. Due to less providers in city produced long wait times and inconsistent appointments. In cases where a specialized transgender healthcare provider was unavailable, transgender individuals were often

treated by healthcare providers who lacked sufficient knowledge and affirmation regarding transgender healthcare (Johnson et al., 2019). Transgenders depicted the insensitive and disrespect behavior of front desk and staff of nurses and sometimes faced verbal harassment. In addition, other patients and administrative staff also harassed them because of the presence of stigma to trans people, they whispered about and stared at them. Apart from their gender identity, their socioeconomic status like financial burden hindered them to avail healthcare, race like they discriminated based on their color in health facility, and geographic location like those were lived in small local communities found just single providers for a large number of trans people (Johnson et al., 2019).

Pattersona with coworkers conducted a cross-sectional study to investigate LGBT cultural competence and microaggressions among healthcare providers in Tennessee. Their research employed a mixed-method approach, and participants were recruited using purposive sampling techniques. An incentive was there for participants to participate in interviews and questionnaire of liker-t scale was conducted from them. SPSS 24.0 used for Pearson chi-square test and post-hoc test for relationship in quantitative analysis. International Nvivo 11.0 used for interview transcripts and conventional content analysis was used in qualitative analysis. They found that more physicians explained for homoeopathic teaching did not sufficiently talk about LGBT healthcare requirements as compare to nurses. Almost all respondents agreed that they had not any practical area for providing care to LGBT patients. Most of the providers remined neutral for refusing care to LGBT, all respondents who got LGBT training them also had specific health needs. 6 meetings with 4 nurses and 2 physicians generated three themes. Participants remained neutral to serve all patients despite of segregating them and did not give substandard care to LGBT person patient. Practitioners felt micro-aggression in clinical practice such as they used outdated language for sexual orientations and they preferred to not use their names. Almost all participants motivated on awareness based teaching of LGBT well-being requirements and cultural standards (Pattersona et al. 2019).

White with associates conducted a study to investigate the factors related to healthcare access among transgender individuals in the United States. They utilized a cross-sectional survey with 5,831 respondents aged 18 years and older, which was carried out by NCTE and NGLTF. Data analysis was conducted using SAS version

9.3.0 and involved bivariate and hierarchical generalized linear models (White Hughto et al., 2016).

Their findings, as of 2018, showed that nearly three-quarters of states lacked protective laws, and almost half (47%) of Republican voters across states did not support transgender rights. The study provided evidence that age was a significant predictor of experiencing care refusal, with transfeminine individuals having a higher odds ratio than transmasculine individuals regarding care refusal. Additionally, respondents from ethnic or racial minority backgrounds and those earning less than \$10,000 had higher odds ratios compared to white and higher-earning respondents. Finally, the percentage of the state's population voting Republican was the most significant factor associated with care refusal among transgender individuals (Patterson et al. 2019).

## 1. Psychological issues

*“The health conditions that associated with mind due to change in thinking, emotions, or behavior”.*

In simple words, mental illness that can be affected with suffering while doing family chores, work and social activities. Transgenders bear uncomfortable environment due to less inclusive of them in all parts of society which caused psychological problems such as anxiety, depression, and aggressions. As Khan et al., (2020) examined the prevalence of depression among transgender community and evaluate the association of sociodemographic features with it. A quantitative research approach was used to assess the presence of symptoms of depression among transgender community of **Karachi and Islamabad**, Pakistan. This study's sample was recruited using non-probability consecutive sampling technique. Data collected using survey questionnaire from 160 and SPSS 24.0 used for data analyzing where chi-square and binary logistic regression used for testing hypothesis. Khan along with colleagues found that almost half of transgenders had not symptoms of depression, almost one third had mild depressive symptoms, one-tenth had moderate and severe symptoms of depression. Age and Income has showed no relationship with the depression symptoms, but Illicit substances had shown a strong correlation with the presence of depression. Transgenders studied under this research mostly earned enough to cover their livelihood, so they mostly worked as beggars, sex workers, and

commercial dancers at weddings or functions (Khan et al., 2020).

Another evidence to explore the problems of transgenders specifically psychological and other casual factors that are associated with their experiences was found in Pakistan. This study followed a qualitative investigation plan to meet the objectives due to the nature of the inquiry. For the recruitment of participants, a snowball sampling technique was used. Data was collected using semi-structured questions during in-depth interviews with the participants. Transgenders were depressed due to unhealthy behavior of people such as teasing and making fun of them by the society members. They felt anxiety and tension due to lack of support and restlessness like headaches and muscle aches. They got negligence from their families and stayed as an unimportant person. In addition, they felt weak emotional and physical attachment feeling rather than a normal human being. They experienced sleep disturbance while considering their miserable life. Sometimes, they stepped out for suicide due to harassment and cruel behavior of people. Transgenders also put back from social gatherings and meetings and tried to isolate themselves. In addition, due to not having enough money for their medication and living lives they remained in distress and sorrow. In simple words, they do not have freedom of expression and opportunities (Fatima et al., 2017). The study revealed significant disparities in housing and food-related stress between transgender and cisgender individuals. Transgender individuals were more likely to experience housing-related stress, with a 1.47 times higher likelihood compared to their cisgender counterparts. In contrast, transgender individuals were less likely to experience food-related stress, with a 0.78 times lower likelihood compared to cisgender individuals. The findings underscore the importance of recognizing and addressing these disparities in housing and food-related stress to improve the well-being of transgender individuals (Fatima et al., 2017).

The study found that cisgender and transgender individuals did not significantly differ in terms of age, race, partnership status, sex, and education. However, they did observe significant differences in income and employment patterns. Transgender individuals were more likely to experience food-related stress compared to cisgender individuals. The study did not find significant evidence regarding the interaction of race and employment with gender identity concerning both housing and food-related tension. The study also found that transgender



individuals who identified as sexual minorities and experienced housing-related stress were primarily heterosexual and had partners. On the other hand, most transgender individuals who experienced food-related stress were also sexual minorities, and the majority of them were never married. Transgender individuals with a high school diploma or less reported both food and housing-related stress. Those with an annual income of less than \$25,000, approximately one-fifth of whom were out of the workforce, experienced housing-related stress, while nearly half of those out of the workforce experienced food-related stress. Lastly, transgender individuals who experienced both housing and food-related stress reported their health as good or excellent but reported experiencing seven to eight days of poor mental and emotional health per month (Fatima et al., 2017).

Seelman with coworkers conducted an analysis to explore the link between being denied access to bathrooms or gender-appropriate campus housing and the detrimental psychological consequences experienced by transgender individuals. The data for this study was drawn from the National Transgender Discrimination Survey (NTDS), a survey undertaken by NCTE and the task force to document the experiences of gender nonconforming and transgender individuals across the United States. The dataset encompassed responses from 3,235 participants, and statistical analysis involved the utilization of logistic regression through SPSS software version 19.0. The study revealed that transgender individuals facing mental disabilities (68%) and encountering denials of access to campus bathrooms (61%) and gender-appropriate housing (61%) had a higher prevalence of suicide attempts. Moreover, transgender individuals of color were 1.24 times more likely to have attempted suicide compared to their white transgender counterparts. Furthermore, an individual's annual income demonstrated an inverse relationship with the likelihood of suicide attempts, with each unit increase in income associated with a 6% reduction in the probability of suicide attempts (Seelman et al., 2016).

- Moreover, Transgender individuals with physical disabilities were 1.47 times more likely to have attempted suicide compared to those with mental disabilities unrelated to gender-related mental health diagnoses, who were 2.69 times as likely to have attempted suicide. The probability of attempting suicide was 1.45 times higher among those who had been denied access to a campus bathroom compared to those who were not

subject to such denials. Additionally, transgender individuals who experienced bullying, harassment, physical attacks, or sexual assault from other students were 1.36 times more likely to attempt suicide compared to those who had not encountered any victimization within campus facilities (Seelman et al., 2016).

## **2. Sexual trade and Risk of STDs**

The limited availability of decent employment opportunities for transgender individuals often forces them into hazardous and potentially life-threatening work environments. Many turn to the sex trade, which increases their vulnerability to sexually transmitted diseases, including HIV and AIDS. In an effort to better understand the lives of Hijras in two major metropolitan areas of Pakistan and to identify the factors driving their involvement in the commercial sex trade, Abdullah with associates conducted a qualitative research study. They conducted in-depth interviews and focus group discussions with participants in Rawalpindi and Islamabad. The study's findings revealed two distinct categories within the Hijra community, referred to as 'Khusrapan' and 'Zananpan'. These categories detailed the social exclusion experienced by Hijras at various stages of their lives, including their inability to partake in normal social functions and their lack of access to educational and occupational opportunities. As a result, many resorted to professions like sex work as a means of survival. However, this choice exposed them to considerable risks and contributed to the looming threat of a widespread HIV epidemic. The study recommended several prudent measures, including the establishment of community-based organizations with the support of both national and international stakeholders. These organizations should be managed and led by the Hijra community and should work towards addressing issues of social exclusion and risky behaviors within the community (Abdullah et al., 2012).

Akhtar with associates conducted a cross-sectional study in Pakistan to investigate the prevalence of HCV and HBV among transgender men. They employed a quantitative research approach for their study, with the participation of roughly 306 transgender individuals. The survey questionnaire used in this research received approval from the institutional review board of NUST University. Transgender individuals were selected through a random sampling technique from various locations in Rawalpindi, with a specific focus on densely populated and

economically disadvantaged areas of the city. Samples were collected for a variety of tests, and the collected data were subsequently analyzed using SPSS 16.0 and multiple logistic regression modeling (Akhtar et al., 2018).

The results of Akhtar et al.'s study indicated that approximately one-quarter of the transgender individuals in their sample had HCV. Importantly, around 35% of the infections among transgender individuals were linked to unhygienic shaving practices by barbers, in contrast to the 28% of cases where individuals were shaved at home. In addition, they shared razors while body shaving among those who were sex workers due to the lack of awareness and shortage of assets. One-fifth of infected HCV was due to fewer sterilization facilities at public clinics. One-third transgenders found HCV positive due to more sexual partners per week as compared to others who had fevers. Transgenders men were involved more in the horizontal transmission of STVDs rather than female transgender risk for vertical transmission. Logistic regression determined that the odds were two times more for shaving from barbers as compared to the other group. Similarly, transgenders involved in blood transfusions were more than two times of odds. Visiting the street dentists also increased according to the odds ratio almost one time rather than visiting a dental hospital. In addition, if the transgender men had more than 20 partners per week their odds were also increased from one and a half times as compared to the other group modeling (Akhtar et al., 2018).

John and faridi showed a cross-sectional research to evaluate the awareness and prevention knowledge about sexually transmitted diseases. They used descriptive quantitative research design and recruited 41 respondents using convenient sampling. They analyzed collected data with SPSS version 22.0 and found most of the transgenders were totally unaware of all types of STDs as compared to hepatitis and HIV. Almost 68% percentage of transgenders have unsafe sexual contacts in practice due to the satisfaction of clients and have symptoms of STDs. In addition, they used medicine without the prescription of doctor for the treatment of STDs and visited government hospitals (John and faridi, 2022).

John with colleagues did a cross-sectional study in Lahore, Pakistan, to evaluate the knowledge, attitudes, and practices of the transgender community regarding the transmission of the human immunodeficiency virus (HIV). They used a quantitative research design and collected data of 79 respondents recruited using

snowball sampling. They analyzed the data of 30 questions related to variables with SPSS version 22.0. They found that educational status of transgenders had a significant and positive association with the total knowledge scores but had no significant association with the total attitudes and practices scores regarding transmission of HIV. In addition, the profession of transgenders had a significant difference in the total scores related to their knowledge, attitudes, and practices regarding transmission of HIV. Further, beggars have least score of knowledge and attitudes but dancers have least score of practices regarding transmission of HIV (John et al., 2021).

Reisner conducted a study aimed at investigating gender identity differences in outcomes related to sexually transmitted infections (STIs) and assessing the associated risk factors among transgender individuals. They employed a quantitative research design and recruited their sample from 14 Adolescent Medicine Trials Unit (AMTU) sites, which were funded by the National Institutes of Health. The data from 172 transgender individuals were analyzed using SAS version 9.4.1. The study findings indicated that transgender masculine (TM) youth faced more significant barriers to healthcare due to their gender identity when compared to transgender feminine (TF) youth. It was observed that nearly half of the participants had received medical affirmation through hormones or surgery, with no significant difference in this aspect between TF and TM individuals. Additionally, there was no significant difference in STI screening between TM and TF individuals. However, TF individuals had a higher prevalence of having experienced more than one STI in their lifetime compared to TM individuals (Reisner et al., 2019).

Moreover, among TF individuals who were living with STIs, they were more likely to have had a prior STI diagnosis when compared to TF individuals without HIV. The logistic models in the study showed that TF youth had higher odds of having a history of STIs in comparison to TM youth. Nonbinary youth were less likely to have a history of STIs than binary youth (21%). Among youth who had never engaged in sex work, there were higher odds (3.0) of having received an STI diagnosis when compared to those who had never engaged in sex work. Furthermore, youth who had received medical gender affirmation had higher odds (2.95) of having a history of STIs compared to those who had not undergone medical gender affirmation (Reisner et al., 2019).

Andrzejewski conducted a cross-sectional study involving 1,029 transgender individuals aged 13 to 24 in the United States. They aimed to explore the relationship among using medical gender affirmation services and HIV knowledge, STD prevention, and related factors. Data were collected via an online survey and analyzed using R version 3.5.0, employing bivariate and logistic regression models. The study revealed a significant link between accessing medical gender affirmation services and various factors, including gender identity, race, health insurance status, recent unmet medical care needs due to cost, and age. Transgender individuals who used these services were more likely to have undergone HIV and STD testing, and they exhibited greater awareness of nPEP and PrEP. White individuals were less likely than their Black counterparts to be tested for STDs and HIV. Additionally, transgender men who accessed these services were more likely to be informed about PrEP and nPEP compared to those who did not. Health insurance coverage and older age were associated with increased odds ratios for these outcomes (Andrzejewski et al., 2021).

Sharma conducted a study to investigate variations in testing rates among three gender identity categories: transgender men, women, and nonbinary individuals. The researchers recruited respondents through social media platforms such as Twitter, Facebook, Tumblr, and Instagram. Data from 186 participants were analyzed using SAS version 9.4.0, which involved the use of Fisher's test, nonparametric tests, and multivariate logistic models. The study revealed that transgender individuals experienced a high level of non-affirmation of their gender identity and encountered gender-related rejection. However, they reported a low level of anticipated stigma and exhibited a strong sense of community connectedness as a resilience factor. Importantly, there were no significant differences in HIV or STI testing behaviors within the transgender group. Similarly, there were no differences in testing behaviors between those who reported experiencing sexual contact against their will and those who in the logistic regression models, the study found that transgender men were more likely to report testing for HIV and other STIs when compared to transgender women. Moreover, individuals who believed that their healthcare providers possessed knowledge about their specific health issues were three times more likely to report testing for HIV and other STIs in comparison to those who disagreed (Sharma et al., 2019).

### **C. Quality of life**

*“The perception of position in life within the cultural contexts and value systems in which someone lives and make expectations or goals according to it, known as quality of life”.*

This measures the happiness subjectively according to the preferences anyone make in their life. A number of factors associated with it whereas transgenders lived miserable life with the exclusion from their loved ones due to their gender identity. Ullah, Ali, and Khan piloted a research to examine domestic division specifically within the transgender population in District Swat. They employed a quantitative research methodology to explore the relationships between variables and collected data from 210 respondents through the use of interview schedules. The data analyzed using SPSS 20.0 with implying univariate, bivariate, and chi-square for testing relationships. They found that most of the respondents were dealt with gender disparity and they considered transgenders as a symbol of disrespect and shame generally especially in family. Similarly, they faced violence of both physical and psychological from family members. They experienced sexual abuse and humiliation both indoor and outdoor environment. They forced to behave more like as males from their family members due to patriarchal norms and did not permit to meet other transgenders. Half of the respondents agreed that most of the transgenders were killed on the name of honor and shame. There was a significant relationship between transgender had no acceptance in their family life and deal with alienation and exploitations (Ullah et al., 2019).

As quality of life is subjective, only gender identity of transgenders messed up them in all parts of society from their home to outdoor work conditions. They did not make standards for them because their identity led their parents to put them into alienation, societal contexts did not accept them as they disclose their identity and put them into inhumane work by not accepting them as their friend, coworker, organizational or political leader, and provide less access to public.

#### **1. Identity as curse**

*“Identity comprises unique behavioral and physical characteristics that identify a person or anything but gender identity refers to the social construction of inner experience or sense of being man, woman, both or neither”.*

Majeedullah evaluated the experiences of transgenders for social and economic exclusion due to their identities after gender-identity programs. A qualitative research approach was used to understand the situation of Khawaja siras where participants recruited using snowball sampling technique while visiting the Khawaja siras programs with gatekeeper. Data collected using in-depth interviews with semi-structured questions. He found that most of the respondents found Khawaja siras term as respect that community accepted it for their gender identity and lived experiences. The khwaja siras program operated for empowering local members of Khawaja siras to play dynamic part in the development of their community. This program gave stipend to Khawaja siras with medical check-up, treatment, awareness related diseases and nutrition, and educate them how to overcome emotional stress, depression, and psychological disorders. Public hospitals, mosques, and police force were the most discriminatory institute pointed by Khawaja siras. Doctors and hospital staff harassed them and most of the respondents did not find a bed during visit to the hospitals. Religious actors excluded Khawaja siras from Mosque, infringed their right to pray and participate in different rituals until they had not access imams for funeral rites. Khawaja siras prepared themselves to make socially acceptable in the society more time they took how they interact with other peoples and their preparedness costs a lot (Majeedullah, 2016).

Seasonal variations also affected them as Islamic month suspended the dance parties, hot and cold days affected their health while begging. Khawaja siras lived in ghettos some lived in the rental places of landlords if landlords willing to rent to them. Khawaja siras experienced extreme social stigma and harassment while interaction with society members, sometimes they abused in public places and they did not retaliate because due to their identity they might be beaten in this situation. They constantly lived in fear of being robbed and losing property. The Khawaja siras program helped to address the health concerns of Khawaja siras. Their identity put them in limiting livelihood opportunities. Khawaja siras lived with guru rather than biological relations, they experienced a lack of honest and love companionship, legal inferiority is just apparent in Pakistan penal code and it did not protect them from harassment and abuse. Lack of their representative political parties and leaders also pushed them in marginalized conditions (Majeedullah, 2016).

Alam, Warraich, and Rehman (2019) investigated into the experiments

confronting the transgender community in Lahore, Pakistan. They employed an exploratory analytical research approach to achieve their objectives. Respondents were chosen through snowball sampling techniques for conducting in-depth interviews and administering open-ended questionnaires. The recruitment of participants from diverse areas in Lahore was facilitated in collaboration with the NGO Akhuwat Fountain House Khawajasira Support Program Lahore, situated near the Civil Secretariat. The study outcomes laid bare the fact that the transgender community in Pakistan is among the most marginalized and oppressed groups. They recounted their experiences of enduring harassment and mistreatment not just within their own communities but also within various societal systems, including healthcare, education, employment, and government institutions. Transgender individuals often fall victim to trafficking, extortion, coerced prostitution, and, tragically, brutal acts of violence. These experiences of abuse inflict severe emotional distress and mental anguish upon many transgender individuals in Lahore. To cope through these harsh realities, some survivors turn to substance abuse or engage in self-harm (Alam et al., 2019).

In Pakistan, transgender people often find their primary support from their gurus, who are leaders within the transgender communities. The study emphasized the imperative for authorities and management to expand their support services to encompass transgender community members, thereby providing them with the essential care and assistance they urgently require.

Carpenter with associates conducted a study with the primary objective of providing comprehensive insights into the connections between transgender status, gender identity, and their impact on socioeconomic outcomes in the United States. They utilized data gathered through a telephone survey conducted by the Behavioral Risk Factor Surveillance System (BRFSS) from 2014 to 2017. The researchers employed multinomial logit equations to analyze the survey data. The study unveiled several noteworthy findings. It demonstrated that individuals with minority sexual orientations had notably higher log odds of identifying as transgender or having a nonconforming gender identity. Conversely, factors such as older age, white racial background, having a partner, and attaining a college education were significantly associated with a decreased likelihood of identifying as transgender (Carpenter et al., 2020).



Furthermore, the research revealed that transgender individuals and cisgender women were significantly less likely to be employed. They were more likely to face unemployment or the inability to work, had a higher likelihood of living in poverty, and were more inclined to report fair or poor health compared to cisgender men. However, they were less likely to report excellent self-rated health. Transgender individuals and cisgender females also disclosed significantly lower household incomes and a higher prevalence of lacking insurance coverage compared to cisgender men. In particular, for transgender individuals, while they exhibited significantly lower employment rates, there was not a substantial difference in household incomes when compared to cisgender individuals. The study underscored the prevalence of worse labor market conditions and the experience of employment-based discrimination among transgender workers, even in regions where Employment Non-Discrimination Acts (ENDAs) were in place (Carpenter et al., 2020).

Thoma with colleagues organised a cross-sectional study with the aim of comparing the disparities in suicidal tendencies between transgender and cisgender individuals. They employed a quantitative research design and gathered survey data online, primarily through social media advertisements, from both cisgender and transgender participants. The dataset included responses from 3,318 individuals, and the analysis was carried out using SPSS version 25.0, involving the use of descriptive statistics, correlation analyses, and multivariate logistic regression models. The study unveiled significant variations in suicidality among different groups. Transgender individuals who were assigned female at birth reported elevated rates of suicidal ideation and attempts, passive death wishes, planning a suicide attempt, and suicide attempts requiring medical care compared to any cisgender group. Male transgender participants also reported higher rates of no suicidal self-injury (NSSI) in comparison to both cisgender individuals and female transgender individuals. In the adjusted models, the odds ratio was higher in the transgender groups compared to the cisgender groups for passive death wishes, planning a suicide attempt, suicidal ideation, and suicide attempts. When examining subgroups, the study provided evidence that cisgender females, male transgender individuals, and nonbinary adolescents who were assigned female at birth had higher odds of experiencing each of these suicidality outcomes. Transgender females had higher odds of each outcome,

except for suicide attempts requiring medical care. Nonbinary adolescents who were assigned male at birth had higher odds of experiencing suicide attempts requiring medical care and NSSI (Thoma et al., 2019).

## **2. Disclosing decisions and coping behavior**

*“Third gender identity posed a threat to their lives and faced stigma from binary world. To avoid this messy condition, transgenders did not disclose their identity to everyone but their decisions for disclosing identity restricted to close ones”.*

Recent researches mentioned a number of disclosing and coping methods to avoid stigmatization and remain unhighlighted in public life that was used by transgenders. Saeed, Mughal, and Farooq inspected the disclosure decision of transsexual person in Pakistan. Due to its nature of exploration this study used a qualitative exploratory research design. Transsexuals were recruited from **Islamabad, Rawalpindi, and Lahore** using snowball sampling technique and in-depth interviews used to collect information. Thematic investigation was used to examine the collected data and NVIVO tool used throughout this process. They found that most of the participants linked the transsexualism with the threat to family honor and faced extreme pressure for maintaining it. Parents stand against the lifestyle of transsexual and pushed them strictly to behave more socially acceptable way. Transsexuals hide their identity from their colleagues by not getting any immoral and deviant label. Beyond family, *baradaris* and religious communities are another form of collectivism that shaped the decisions regarding the disclosure of transsexual identity. Similarly, while making life decisions must give priority to happy the lineage and consider the trust of family elders. The migration of families had not changed the concerns of *baradaris* but single family lose their roots with kinship traditions. In a close-knitted society, the most difficult task was to conceal anything due to their strong communication, they shared the same space. The majority of religious groups did not accept cross-dressing, putting on makeup, and sex-change operations. Some transsexuals also evidenced the moderate, comfortable, and understandable opinions for allowing them to propagate their true identity while integrating with religious identities (Saeed et al., 2017).

Batool and Rowland showed a study with the research aimed to explore the

interconnections between coping strategies, experiences of loneliness, and the quality of life among a gender minority group often marginalized and understudied. The study focused on 200 transgender individuals residing in non-Western, emerging/developing South-Central Asian communities, specifically in Pakistan. To provide valuable insights, a comparative analysis was conducted by including a reference group of 100 heterosexual cisgender individuals. The results revealed robust associations between coping styles, loneliness, and the quality of life in both the transgender and cisgender groups. Among transgender individuals, the findings indicated that younger age, a reduced reliance on maladaptive coping strategies, and cisgender identity were predictive of higher levels of physical and psychological well-being. Furthermore, the study highlighted that factors such as improved social relationships and higher educational achievements were linked to lower levels of loneliness among transgender individuals. In light of these findings, the study recommended the implementation of interventions and support mechanisms for the transgender community at both individual and organizational levels to enhance their overall well-being and excellence of life (Batool and Rowland, 2021).

Mizock directed a qualitative investigation with the aim of uncovering the coping strategies employed by transgender individuals when confronted with workplace transphobia. The study involved interviewing around 45 transgender or gender-diverse individuals located in the eastern United States. These interviews were conducted over the phone or in private settings, and participants received a \$25 incentive for their participation. The collected data underwent analysis utilizing a grounded theory approach, resulting in the identification of eight recurrent themes that shed light on how transgender individuals navigate workplace transphobia (Mizock et al., 2017).

- First, they changed how they looked and acted to match the gender they were assigned when they were born or the one they identified with. This meant making changes to their physical appearance, like the way they dressed and their voice, to avoid facing discrimination or prejudice related to their gender.
- Second, to deal with transphobia at work, they emotionally distanced themselves from their colleagues to a certain extent and minimized the emotional harm caused by their gender identity. They also

attempted to find workplaces that were more in line with traditional ideas about gender.

- Third, they highlighted how essential it was to keep good relationships with others and effectively handled how they interacted with people. They did this by being friendly and having a sense of humor, carefully thinking through situations, educating their peers, and sometimes creating a bit of distance from their coworkers.
- Fourth, they actively tried to access help from both within and outside their workplace. This included talking to their supervisors, getting advice from the human resources department, and advocating for policies that support transgender inclusion, like having bathrooms that can be used by people of any gender.
- Fifth, they adjusted how they worked by giving their full dedication to their job. This frequently involved putting in extra effort and working more efficiently than their coworkers to increase overall productivity.
- Sixth, at times, the ways they tried to protect themselves from transphobia at work had a negative impact on their emotional well-being. For example, strategies aimed at self-protection could result in long-lasting feelings of loneliness and discomfort.
- Seventh, they thought about making big changes to their jobs in the same company or looking for jobs in different organizations. This often meant seeking more training and expertise to increase their chances of finding a workplace that was more supportive of them.
- Eighth, they actively pursued positions where they could take on leadership roles, giving them the authority to advocate for transgender issues. They employed specific strategies to acquire power and influence, which enabled them to effectively address and tackle problems associated to transphobia (Mizock et al., 2017).

### **3. Perception towards their identity and Opinions towards transgenders rights**

*“The discriminant behavior of society affected transgenders’ self-observation and their social environment excluded them due to their identities”.*

The co-inhabitants judged them and did not want to see them in any role. As Khattak and Ul Haq observed the interaction pattern of Khawaja saras within the society and highlighted the perception of Khawaja sara towards their identity. A qualitative research proposal was cast-off to attain the objectives. 15 in-depth meetings were conducted from the population of Khawaja sara in **Kohat, Khyber Pakhtunkhwa**, Pakistan. Khawaja saras claimed that their physiological condition was due to by nature, as they identified closer to females rather than males, they preferred to shape themselves as females like putting makeup. Khawaja saras perceived themselves as social stigma for their parents due to disrespect illustrated with them. It is not their physiological construct that brought loneliness to them, they thought, socio-cultural construct of society pushed them away from their families. That's why, they worked as a singer and dancer away from their locality where this act did not bring harm to their family. They have separate family where they lived collectively under the guardian of Guru where they shared socioemotional bond rather than blood relations (Khattak and Ul Haq, 2017).

They verified that other members of the society perceived them generally insignificant segment of society. They faced teasing by different abusive voices and treated passively. Their doing such as sing and dance for living was linked sometimes with prostitution, drug addiction, and trafficking which was just the morality-blame (tuhmat). Society limited them to just dance and sing in programs and with the increasing of age affected their demand for singing. They were mostly illiterate and have no specific services centers. They want equal rights for living with mainstream society (Khattak and Ul Haq, 2017).

The results of the study conducted by Bowers and Whitley are thought-provoking as they set out to explore how ascribing a biological basis to transgender identity influences people's perspectives on transgender rights. The research investigates how an individual's belief in the biological origins of a person's transgender identity shapes their stance on various facets of transgender rights, encompassing issues like employment, housing, healthcare, and bathroom protections. The study collected data from a sample of 1,000 US citizens who participated through online submissions using their computers and mobile devices. The sampling method was designed to mirror the demographic distribution observed in the US census.

Analysis of the data uncovered that individuals who connect transgender identity to biology tend to demonstrate significantly stronger support for transgender rights than those who do not subscribe to biological attribution. In essence, believing in biological attribution is associated with a higher level of endorsement for transgender rights. Furthermore, the research revealed that a stronger adherence to Biblical literalism and a conservative political ideology is linked to lower support for transgender rights. Interestingly, the study also found that while political ideology does influence the connection between biological attribution and support for transgender rights, it has the opposite effect of the initial expectation. Biological attribution has a more substantial impact on overall support for transgender rights among conservatives, rather than among their liberal counterparts. Various demographic factors also influenced opinions on transgender rights. Men tended to exhibit lower levels of support for transgender protections compared to women. Furthermore, individuals who strongly aligned themselves with conservative and Republican ideologies, along with those who adhered to the literal interpretation of the Bible and individuals with higher incomes, exhibited reduced support for transgender protections. These discoveries carry noteworthy implications for policymakers seeking to address transgender rights, as well as for scholars and practitioners who aim to grasp the formation of public opinion regarding transgender rights. The research indicates that establishing a biological basis for transgender status might serve as an efficacious approach to bolstering support for transgender protections, especially among individuals with more traditional viewpoints (Bowers and Whitley, 2020).

Jones with his colleagues investigated a study to examine the public's views on transgender individuals, their rights, and transgender candidates in public office. They employed a quantitative research approach to gather insights from adults in the United States. To ensure a diverse sample, they used a combination of landline and cell phone interviews, engaging with nearly 901 adult respondents in a survey conducted by the **Princeton Survey Research Associates International (PSRAI)**. The collected data underwent analysis using linear and multinomial regression models, allowing them to explore various factors, coefficients, and standard values in their investigation. Their research revealed several noteworthy findings. First, US adults who adhered to traditional moral values tended to hold less favorable views of

transgender individuals. Additionally, the extent of moral traditionalism was significantly related to how positively individuals viewed transgender people. Moreover, the more television people consumed, the more positive their attitudes were toward transgender individuals. Lastly, when it came to gender differences, women generally exhibited more positive attitudes toward transgender individuals in comparison to men. People who held egalitarian views were more inclined to support transgender rights when compared to US adults who exhibited high levels of moral traditionalism and religiosity. Additionally, Republicans and conservatives were less supportive of transgender rights in contrast to liberals and Democrats. Those who held negative views of transgender individuals were less interested in supporting policies that benefit transgender people. Surprisingly, media consumption did not have any noticeable impact on support for these policies. Furthermore, voters were less likely to back their political party when the nominee was a transgender individual (Jones et al., 2018).

Chan and Mak expressed the reflection of oppressed and dominant group in collective actions and identify the impact of liberating and empowering on collective actions. A quantitative research approach was used to explain this phenomenon. This study recruited 1050 LGBT respondents and 428 cisgenders for conducting data from online survey using Qualtrics survey software. In their analysis, the researchers utilized both descriptive statistics and Structural Equation Modeling (SEM) in MPlus version 7.0, yielding several significant findings. They discovered a positive correlation between critical reflections and both collective efficacy and the intention to engage in collective action, indicating that as critical reflection increased, so did collective efficacy and the intention for collective action. Conversely, an inverse relationship was observed between levels of internalized oppression and critical reflection, collective efficacy, and collective action intention, suggesting that higher levels of internalized oppression were associated with reduced critical reflection, collective efficacy, and the intention to partake in collective action. Furthermore, a positive correlation was identified between collective efficacy and collective action intentions, indicating that a stronger sense of collective efficacy was linked to a greater intention to participate in collective action. Additionally, gender differences were noted in the intention to engage in collective action. Female and respondents with other gender identities exhibited a stronger inclination to partake in collective

action when contrasted with male respondents. These results provide insights into the connections among critical reflection, internalized oppression, collective efficacy, and the intention to engage in collective action, with a particular focus on gender-based variations in these beliefs and intentions. The research showed that thinking deeply about things (critical reflection) was linked to feeling less controlled by negative thoughts (internalized domination) and feeling more capable as a group (collective efficacy). However, deep thinking didn't directly affect people's desire to join LGBT rights activities. On the other hand, the desire to take part in these activities was connected to having fewer negative thoughts and feeling more capable as a group. In a closer look, both fewer negative thoughts and the desire to join in played a part in how deep thinking influenced people's actual involvement in LGBT rights activities (Chan and Mak, 2019).

#### **4. Societal response and inclusion to public**

*“The response from society is considered as the form of reaction from the formal and informal agencies towards different ideas and actions for social control”.*

As third gender did not fit in binary division of gender, they got a harsh societal reaction towards them because of deviance from binary systems. Societal members did not want to make any social relations with them that aroused reservations for the inclusion of third gender or transgenders in public life. As Nisar (2017) investigated the different discourses related to social, religious, and intuitional which emerged after the creation of category of transgenders in Pakistan. In 2019, Casey and their research team conducted a study to explore the experiences of discrimination reported by LGBTQ adults in the United States (Casey et al., 2019)

Batool, Saqib, and Ghaffari explored the attitude of people towards third gender while considering the educational background of people, religious group, and gender differences on level of social distance, right and status and sexual issues. A quantitative research approach was used to inspect the attitudes of public with different background concerning transgender. Almost sample of 600 respondents were recruited using convenient sampling technique who were belong to two cities such as **Sahiwal and Multan of Punjab**. They found that females have more acceptance as compared to males about transgenders right and status. Males and females both did not want any close relationship with transgenders. Similarly, males



had more awareness about transgenders sexual issues (SI) as compared to females. Both educational and religious background group had differences on attitudes towards transgenders (Batool et al., 2019).

Nisar investigated the different discourses related to social, religious, and intuitional which emerged after the creation of category of transgenders in Pakistan. This study conducted using nine-month ethnography in **Lahore**, direct observation and almost 50 in-depth interviews were conducted from Khwaja sira community. He provided evidence that transgenders wanted to register with the name of their parent's name rather than gurus and their family influenced their legal consciousness such as they prohibited them to display them as feminine identity and khwaja sira brought shame to them. Almost all participants highlighted that with the choosing of Khawaja sira gender ensured to abandon their families and accept the *guru* name as father. Transgender chose to transgender identity after poor experience from their family and the death of their parents. Some religious scholars claimed that khwaja sira were men they pretended to be Khawaja sira (Nisar, 2017).

Transgender individuals believed they should be recognized as men and have the same religious responsibilities. Some were concerned that adopting a feminine identity might limit their ability to enter Saudi Arabia or participate in the Umrah pilgrimage. Additionally, adopting a male identity came with economic advantages and a larger share of inheritance, while the "Khawaja sira" community received a share as women. After the registration of NADRA, the medical certificate gave a proof of being Khawaja sira. While applying for legal identity, they stand in either man and women row, in other words, this administrative burden costs more for getting legal identity (Nisar, 2017).

Ciszek was conducted a study to investigate the communication with LGBTQ publics with considering trust as a main prerequisite. A qualitative research approach was used to explore it where participants who have experienced for producing strategic communication at LGBTQ publics recruited implying snowball sampling. Data collected from thirty-three experts using in-depth interviews and constructivist grounded theory applied. The data analysis process uncovered four key themes. First, it highlighted the significance of grasping the cultural subtleties when educating about LGBTQ audiences. This involves dispelling misconceptions and dispelling stereotypes deeply rooted in the portrayal of gay, white men as the primary

representation, despite the diversity of experiences among sexual and gender minorities. The second theme emphasized the necessity of implementing inclusive and fair internal policies when communicating with LGBTQ communities. These policies should offer protection and empowerment to employees who identify as sexual or gender minorities within the organization. Thirdly, trust required more than just putting ad for same-sex couples like authenticity produced internal congruency and trustworthy external communication. Most of the time historically gay/lesbians had been silenced and excluded so it was necessary to empower them for trust with this public (Ciszek, 2020).

Transgender individuals faced **discrimination, violence, and abuse** from various sources. In 2019, Casey and their research team conducted a study to examine instances of reported discrimination against LGBTQ adults in the United States. They gathered the data through a telephone survey of US adults, and this survey was a collaborative project involving the Harvard TH Chan School of Public Health, the Robert Wood Johnson Foundation, and National Public Radio. The total number of adults were 3,453 aged 18 years and older but subsample of 489 LGBTQ adults examined in this research. They analyzed collected data using multivariable models to estimate odds ratios in STATA software version 15.0. They found that almost one-fourth (23%) of sample were transgenders and majority of them reported interpersonal discrimination in the form of slurs, micro-angers linked to their sexual orientation or gender personality. In addition, they also reported harassment or threatened by their friends or family members both sexually or nonsexually and verbally harassed while in a bathroom if they were in the wrong bathroom. In response to institutional discrimination, they reported discrimination avoided them to seek healthcare for themselves or family members, specifically, clinical encounters more discrimination (more than one-fifth). In various life domains, they discriminated in promotions or equal pay, applying for jobs and attending college, and treated poorly or unfairly stopped by police due to their identity. Minority LGBTQ adults faced significantly greater odds of reporting discrimination when applying for jobs, engaging in voting or political activities, receiving unfair treatment in the courts, and seeking medical care compared to white LGBTQ adults (Casey et al. 2019).

In 2021, Lenning, Brightman, and Buist conducted a study that delved into

the violence experienced by transgender women, specifically those who are Black, in the United States. The research investigated their encounters with violence, which included the influence of government control through laws and policies, as well as the noticeable increase in transphobic killings. The study employed sociohistorical comparisons, drawing connections to the enduring legacy of racism and lynching in the US. The study's findings revealed that both historically and in the contemporary context, both groups of individuals—Black transgender women and victims of lynching—have had their lives profoundly impacted by a complex web of violent ideologies, violent policies, and violent The research pointed out that existing discriminatory and violent laws targeting transgender individuals contribute to the promotion of transphobic beliefs through social media and political leaders, reminiscent of the historical Jim Crow laws. Furthermore, the study observed that incidents of individual violence, when left unaddressed and ignored, along with the actions of law enforcement, mirror a comparable pattern of implicit state support for such violence today, resembling the historical era of lynching. The study revealed that during **Donald J. Trump's** presidency, there was a notable increase in the convergence of various types of violence, leading to national discussions about homophobia, racism, sexism, transphobia, and xenophobia. Additionally, the research examined how the use of hateful rhetoric and state-sanctioned discrimination, as exemplified by North Carolina's "House Bill 2" (HB2), correlated with the recent rise in reported murders of transgender women of color. This shed light on the prevalence of racial threat rhetoric in today's political landscape and underscored the importance of investigating this connection to gain a better understanding of the significant risks faced by transgender women (Lenning at el., 2021).

The *presence of third gender in media* was also not inclusive environment for transgenders. The first transgender woman, Marvi Malik, had been recruited by local news channel for the news anchor post (Dawn, 2018). In the same way, Asghar and Shahzad identified that names of gender diverse people in the news media used derogatory names (eunchs, shemales, and khusra). Transgenders were featured with pre-conceived categories or stereotyped in reporting such as prostitutes and drug addicts. In 2021, Ilyas and their research team conducted a study examining how the media presents the political engagement of the transgender community within the

context of Pakistani politics. Their research involved analyzing news articles from two prominent newspapers, the English-language daily Dawn and the Urdu-language daily Jang, spanning from January to July 2018. They applied framing theory to their analysis. The study's findings underscored the significant impact of media portrayal on public perceptions of transgender individuals. The media often depicted transgender people as abnormal and failed to provide them with equal opportunities to participate in various aspects of life, particularly in the realm of politics and the country's political affairs. This unequal treatment within the media had a notable influence on how the public viewed the transgender community. Ilyas and their research team found that the transgender community had very limited representation, and the third gender received minimal coverage, particularly in relation to their involvement in the 2018 general elections in the mainstream print media of Pakistan. In terms of numbers, the analysis of media content during that period revealed that Dawn published a total of 08 news items, 05 news articles, and 04 editorials on this subject, while Jang published 12 news items, 08 news articles, and 03 editorials regarding the political participation of the transgender community. This lack of media coverage further marginalizes the already vulnerable transgender community in Pakistan (Asghar and Shahzad, 2018).

Pham and his colleagues investigated the experiences of transgender youths towards the coverage of news media for transgenders and gender nonconforming people (TGNC) and broader gender and sexual minority (GSM) communities. They found that transgenders were affected with adverse political climate in reporting and their activities related nonconforming care or services also affected with hostile political environment. The communities of TGNC and GSM got psychological and mental wellbeing problems due to negative news. The effect of negative news become more when it reported to the same location or geographical regions and they have more concerns about it. In the same way, the reports of positive news produced hope, increased happiness and visibility. The inspired stories of news made a feel of pride and create a sense of community (Pham et al., (2020).

Hughto examined the impact of negative messages in the media for transgender people and investigated the extent which transgenders observed negative messages. They used quantitative research for accomplishing these objectives where they provided evidence almost 97% of the transgenders observed negative messages

in media related transgender people on TV, advertisement, or signage. They found strong and significant impact of negative depiction of transgender persons in media with symptoms of depression, anxiety, psychological distress, and PTSD (Hughto et al., 2021).

#### **D. Impact of laws and policies on transgender community**

The standard statements that are written for the concern of conduct of a community, known as laws, whereas specific guidelines which guides the decisions as protocols or procedures for the accomplishment of desired outcomes. Pakistan and USA have number of laws and policies for the protection of transgenders or third gender communities. A various research articles examined these policies and evaluated their effect on the lives of transgenders. In Pakistan, Arslan, Bhatti, and Mustafa examined rights of transgender people enacted by the government and evaluated its enforcement. In the United States, Goldenberg and their team in 2020 explored the connections between state-level policies specific to transgender individuals and the utilization of medical gender affirmation services among TGGD (Transgender, Genderqueer, and Gender Diverse) people. Similarly, Watson and colleagues conducted a study in 2021 to consider the affiliation between LGBT policies and substance use outcomes, as well as bullying experiences. They also investigated the disparities in LGBT equity regulation, occurrences of bullying, and element use within the groups of sexual sectional and gender minority adolescence (Arslan at el., 2018).

Brian conducted a cross-national study in 2021 to assess the impact of transgender rights policies on the justice and rights of transgender individuals. In the United States, Goldenberg and their team conducted research in 2020 to investigate the links between state-level policies that target transgender individuals and their access to medical gender affirmation services among TGGD (Transgender, Genderqueer, and Gender Diverse) individuals. Brian evaluated the impacts of legal measures on transgender rights and their ability to seek justice across different nations. In regions where the legal environment is unfavorable for transgender rights, these laws can perpetuate structural violence, encourage discrimination and persecution, and ultimately lead to direct acts of violence against transgender communities (Brian, 2021).

In countries with more progressive laws, an interesting phenomenon is observed. In these nations, where transgender individuals have the freedom to live more openly, the rates of violence against transgender people are notably higher compared to countries with restrictions on transgender rights. An example of a supportive law can be seen in Pakistan, where a third gender category was introduced on the national identity card (NIC). This allows transgender individuals to specify their biological preference. This change was initiated by the Chief Justice of the Supreme Court of Pakistan in 2009, officially recognizing transgender individuals as a third gender in the **Pakistan National Database and Registration Authority (NADRA)**. In addition, transgender individuals were granted the right to vote, inherit, and access a two-percent employment quota in both private and public sectors using their new identification. These legal changes have instilled a sense of confidence within the transgender community regarding the Pakistani legal system. There is a prevailing sense of optimism that fundamental protections are being established, and certain forms of institutional discrimination are being mitigated (The Express Tribune, 2013).

Arslan, Bhatti, and Mustafa were conducted a study in Pakistan to examine the rights of transgenders passed by the **Government of Pakistan** and evaluate their enforcement in the country specifically focused the scenario of **Faisalabad** division. A qualitative research approach used where both main and subordinate data had been collected for the investigation of legal right of transgenders. In-depth interviews conducted using semi-structured questions from participants who were recruited after shortlisted during discussion in groups. Secondary data collected using existing literature from book, articles, and reports. They found that most of the transgenders separated from their families under the age of fifteen years due to the poor societal behavior towards them. Very few highlighted they had good relations with their families. Those who were not transgenders spoiled their rights along with Guru took share from their earnings and respect. More than 70% of them wanted to visit holy places or performing Hajj and some of them just wanted to become super modal and earn fame. While responding to their legal rights, very limited showed awareness about their rights in passed bill. Almost 30% depicted changed behavior in positive manner and others said that no change in behaviors. They responded that they had not feeling of marriage and just 10% wanted to marry but community did not accept

them (Arslan, 2018).

Another study provided an alternative perspective on Pakistan's Transgender Persons (Protection of Rights) Act of 2018, challenging the review conducted by the International Commission of Jurists (ICJ). The ICJ had considered the act as a significant step forward in meeting Pakistan's international legal obligations. This article argued that the Transgender Persons (Protection of Rights) Act of 2018 in Pakistan was established with a flawed interpretation of international law, as suggested by the ICJ. It was also observed that the act compromised the rights of indigenous gender-variant individuals in Pakistan and had implications for the country's legal and social structure. The study suggested that this law aligns more with the global movement advocating for the rights of lesbian, gay, bisexual, and transgender (LGBT) communities. However, it exhibits significant shortcomings, notably by criminalizing the employment or coercion of transgender individuals for begging (section 17) while failing to address issues like prostitution. Similarly, it neglects to make the act of abandoning or forsaking transgender children a criminal offense, which perpetuates the 'guru culture' and obstructs their integration into mainstream society (Farhat, Abdullah, Hali and Iftikhar, 2021).

Some researchers made exceptions to explore the *views of transgender persons towards the protection policies* that enacted for them. Hassan and Ijaz conducted a study to explore how eunuchs perceive the legal protection of their rights and to assess the rights granted to eunuchs by the Supreme Court. They employed qualitative research methods, conducting in-depth interviews with eunuchs and their mentors selected through convenient sampling. Primary data was collected from two areas in **Rawalpindi** and analyzed using thematic and content analysis of Supreme Court rulings related to the legal rights of eunuchs. The research revealed that the court mandated financial support for eunuchs through programs like the Benazir Income Support Program and Bait-ul-mal, facilitated their access to education at all levels, provided security at the tehsil and district levels, offered free medical facilities, granted them rights to immovable and movable property, provided vocational training, and took stringent action against castration. Nearly all eunuchs and their mentors conceal their true identity by using female pseudonyms because of the discriminatory treatment they face from society. They typically had limited access to education, came from lower socioeconomic backgrounds, and their parents

were reluctant to send them to school due to the ridicule they endured from other children. Eunuchs often earned a livelihood through singing, begging, and, in some cases, prostitution. They had experiences of being abandoned by their parents because of the embarrassment associated with having a transgender child, leaving them without basic human rights. While the Supreme Court had declared their legal rights, there was a sense of disappointment among some eunuchs, as the court's decisions had not been implemented in practice in most areas. Although they found limited acceptance in certain places, they did not have access to separate wards in hospitals and jails, highlighting the ongoing challenges they faced (Hassan and Ajaz, 2015).

Goldenberg and his associates conducted a multilevel study in the United States to investigate the relationships between state-level policies specific to transgender individuals and the utilization of medical gender affirmation services among TGGD (Transgender, Genderqueer, Gender Diverse) individuals. This study employed a quantitative research design to identify associations and utilized data from the US Trans Survey (USTS), a national survey of TGGD individuals overseen by the National Center for Transgender Equality (NCTE). They recruited approximately 27,715 participants with the support of 600 LGBTQ organizations. The collected data was subsequently analyzed using multilevel logistic regression with the assistance of STATA 14.0. The study found that most of the participants reported receiving counseling and hormone treatment. About two-thirds of the participants were employed, and nearly 85% had some college education. The composite policy score was associated with both counseling and hormone treatment. Specifically, for every additional 9-point index, the odds of receiving counseling increased by 4%, and the odds of receiving hormone treatment increased by 6%. However, the presence of broad exemption laws reduced the likelihood of accessing counseling by 16%. Exclusion of transgender, genderqueer, and gender diverse individuals from Medicaid policies made them less likely to use counseling, but their inclusion in Medicaid policies increased the likelihood of utilizing counseling services. Nondiscrimination protections were also associated with the use of hormone treatment. The study established a connection between state-level policies and the utilization of both counseling and hormone treatment. Additionally, there were variations in the relationship between race and ethnicity and access to medical



gender affirmation services across different states in the United States. Non-Hispanic white participants were reported to have a higher rate of hormone treatment usage compared to people of color within the TGGD community. It's worth noting that data from certain states were excluded due to the low number (fewer than 10) of respondents seeking hormone treatment (Goldenberg et al. 2020).

Jones was piloted a learning to evaluate the impression of **US policy and advocacy** on educational developments of Trans students. A qualitative research approach was implied to capture the situation of transnational policies around Trans students, where almost sixty semi-structured in-depth interviews conducted in global events in different areas of the world. Educational ministers, government members, civil society leaders, and employees of NGOs, and academics included in them as participants. He found that participants had concerned on US leaders from frustration to urgent anxieties due to direct impact on violence and while comparing European or South American had more collaborative approached with Trans students. They discovered that northern leaders understand the language and cultural issues of Trans students due to different construction from country to country like response to transphobia. Some international organization tried to make activism sustainable beyond nations and derived locally rather than tell what they need. As compared to US, Irish had capacity-building approach for Trans students. Similarly, due to lack of employment opportunities and funding, some individuals just expert to get the funds and forget the grass roots. Like Britain's, Trump's encouraged transphobic legacies and policy protection. The negative influence of US influence on Trans students was due to fighting with right-wing like democratic movements in US (Jones, 2018).

Watson was led a study to investigate the connections between LGBT policies, substance use outcomes, and experiences of bullying, with a specific focus on bullying experiences. They also aimed to examine differences in the impact of LGBT equity laws, bullying incidents, and substance use among sexual minority and gender minority youth. The research employed a quantitative research approach and gathered responses from 8,841 participants recruited mainly through virtual means, particularly through social media posts. The collected data was analyzed using SAS software, and statistical methods such as univariate analysis and logistic regression were used to test hypotheses. The study revealed that respondents experienced less bullying in states where nondiscriminatory and anti-bullying laws were enforced,

while those in states with anti-LGBT laws reported facing more bullying. Cigarette use was less common among youth living in states with nondiscrimination or anti-bullying laws, but those in states with two or more protective measures were more likely to report recent binge drinking. Similarly, young individuals in states with nondiscrimination policies were more likely to report recent alcohol use, whereas those in states with anti-LGBT policies were less likely to do so. Gender also played a moderating role in the relationship between anti-LGBT laws and bullying. In the context of sexual minority interaction models, the sexual orientation status influenced the connection between conversion therapy laws and the frequency of alcohol use. Bisexual sexual and gender minority youth (SGMY) reported a higher frequency of drinking compared to non-bisexual SGMY in states with laws prohibiting conversion therapy (Watson et al., 2021).

Miller and colleagues conducted a study to investigate the effect of authoritarianism and disgust sensitivity on the attitudes towards rights of transgender. A quantitative research approach was used to observe the impact. An online survey was conducted from respondents who were selected using probability sampling. Data analyzed was done using multiple regression analysis. The study found that most respondents believed that transgender individuals should be entitled to the same rights as other Americans and expressed support for specific policies addressing issues such as school bullying and employment discrimination among transgender individuals. Moreover, a significant number of respondents were in favor of allowing transgender individuals to change the gender marker on their government-issued identity cards. However, they held opposing views regarding transgender individuals' choices when it came to restroom use and participating in sports according to their gender identity. Survey participants expressed significantly lower levels of support for the body-centric dimension compared to the civil rights dimensions. Factors such as attending religious services and affiliating with the Republican Party were associated with holding more conservative views and opposing transgender rights. On the other hand, individuals with higher levels of education and household income, as well as women, those identifying as LGBT, and white respondents, were more likely to support transgender rights. Furthermore, age and regular church attendance had a more pronounced impact on attitudes related to the body-centric dimension in comparison to civil rights. Those respondents have higher score for

authoritarianism were less supportive of transgenders civil rights as compared for disgust were less supportive for civil rights. Conservative and republican have lower score as compared to liberal and democrats. As a whole, authoritarianism and disgust have significant and positive impact on body-centric attitudes as compared to civil rights attitudes (Miller et al., 2017).

#### **E. Role of politics (Oppression due to policies)**

Recent publication of academic articles provided evidence that polices and provisions for transgenders' rights did not enough effective for them to led a decent life. As Nisar found burden and cost related administration while implementing registration of transgenders in NADRA. Transgenders who were already registered as male or female, they need to prove their thirdness with medical certificate. Further, they were ridiculed and mocked in hospitals while examining and followed bureaucratic structures for documentation. While registering, they were registered by the name of their *gurus* rather than their parents (Nisar, 2018).

Kalhero and Ali investigated the basic provisions for the rights of transgender persons, moreover, the problems related transgenders faced in **Pakistani society**. They recruited 40 transgenders community members (*gurus, chellas, chief gurus*) who were selected using snowball and purposive sampling. They gathered data using interviews, and observation with participatory method. They analyzed collected data and generated themes. They found that government tried to uprooting exploitation and violence for transgenders and recognized their identity. Transgenders got identity cards and registered in the database of NADRA and quotas in public sectors. Families restricted social interaction of their transgender children with other family members or close relatives. They found societal pressure was the only reason for misbehaving of parents towards transgender children. The transgenders' child bear abuse both physical and mental from their family members that added for leaving their families and moved to distant places of *hijra* community. They got social acceptance and positive attitudes from other transgender community members, so they lived permanently there. They become more marginalized when they interact with doctors, teachers, class mates, and policemen. They were not treated normally whenever they visit to doctors, police looted them and abused physically, teachers and students ridiculed them. They experienced negative attitudes of school

administration which added for leaving school. Without education, they did not get proper and decent employment. With low opportunities, they did not have any access to resources in any situation. They have less employability so, they worked as alms collector, dance performer, and prostitute where they have more risks related HIV/AIDS (Kalhoro and Ali, 2021).

In Price, Puckett, and Mocarski sought to explore the oppression experienced by transgender and gender diverse individuals (TGD) in the **United States during Donald Trump's presidency**. To put it simply, they aimed to understand the daily stressors that TGD individuals encountered by analyzing their reflections and diary entries and how political discourse had a direct impact on their well-being. The study participants were chosen in accordance with specific eligibility criteria, and the recruitment process involved utilizing online social media platforms, distributing flyers, and engaging with individuals in person at community events. To analyze the gathered data, a thematic analysis was employed, leading to the identification of three primary themes: External Rejection and Stigma from the Dominant Culture, Endeavors to Support the TGD Community, and Apprehension for One's Own Well-being and the Emergence of Stressors in Close Proximity. The study's results revealed a notable rise in marginalization stress and its adverse impacts on the safety, mental health, and general well-being of TGD individuals. The cissexist political rhetoric necessitated a constant state of vigilance, leading to a disconnection from their support networks, both within the dominant culture and the TGD community. This isolation, combined with enduring feelings of helplessness, fear, and anger, intensified the negative effects of minority stress as TGD individuals faced an increase in hate speech and policy changes. Indeed, the research underscores the critical importance of addressing the well-being and rights of transgender and gender diverse communities, particularly in a political climate where harmful rhetoric and policies can contribute to increased stress and marginalization. It highlights the need for policymakers and advocates to work towards creating inclusive and affirming environments for these communities and combatting discrimination and prejudice (Price et al., 2021).

Worthen was conducted a study to evaluate the gaps in liberalism regarding sexual, gender, and queer identity during the Trump presidency. A quantitative research approach was used for this evaluation where data used from the LGBTQ

and Hetero-cisgender population study. Data collected from 18+ US adults through panelists who were recruited through online communities. The collected data from 3104 analyzed using ANOVA, OLS regression, and multicollinearity through STATA. He found that sexual identity gaps have significant difference between heterosexuals and other group. In-depth analysis of the study revealed several key findings. Heterosexual individuals displayed significantly less liberal attitudes and were less supportive of laws and policies aimed at assisting those in poverty, racial/ethnic minorities, immigrants, and women. They were also less likely to identify as feminists and scored lower on the liberal scale when compared to other groups within the LGBTQ community. Furthermore, the study unveiled substantial partial differences in the sexual identity gaps among the LGBTQ groups. To elaborate, lesbians and gays exhibited significantly more liberal attitudes. They were also more likely to identify as feminists, displayed stronger support for laws and policies aimed at aiding those in poverty, racial/ethnic minorities, and immigrants, and had higher scores on the liberal scale compared to bisexual individuals. Bisexual individuals did not exhibit significant differences from pansexual individuals on any measures of liberal political perspectives. However, there were noteworthy sexual identity gaps between bisexuals, pansexuals, and asexual individuals on certain measures (Worthen, 2020).

Regarding gender identity, there were variations in liberal political perspectives among cisgender men, transgender women, transgender men, and non-binary individuals on specific measures. The group identifying as "queer" also displayed significant differences in liberal political perspectives when compared to other groups.

## **F. Supportive efforts and programs**

In recent years, a number of efforts and programs started for transgenders in **Pakistan** but very limited number of scholarly studies found which examined or evaluated impact of those efforts and programs. There was a number of evidence for supporting programs and efforts of organizations for inclusion of transgenders in mainstream. In 2017, local organization of transgender community launched Pakistan Transgender Empowerment Association for raising the voices of the transgender community and highlighted their issues at national level. They focused to empower

transgenders by giving them opportunities for education, good healthcare services, and less discrimination on workplace (WHO, 2017). Another local organization Pakistan Rights Consultants Pakistan (PRCP), worked while collaborating with Chanan Development Association in Pakistan (CDA) and also received support from Youth Action for Peace to make feasible or supportive environment for transgenders. It worked for producing activities which opened doors for transgenders and empower them to do conversation with departments of governments for their inclusion in mainstream society. Some transgenders, as Nayab, got decent employment in government sector who were part of this organization (Peace Direct, 2022).

Pichler was conducted a study to assess the power of LGBT helpful corporate strategies on the performance of firm. A quantitative research approach was used to see the relatedness of policies with the human resource management. A sample of 4,619 observations from 1,347 firms was taken where data analyzed using SAS software while implying bivariate correlation and hierarchical regression model for testing hypotheses. They found positive and significant relationship between LGBT policy and firm value, factor productivity, employee productivity, and profitability. In addition, linear regression model produced significant variation to each four variables among the states and in the same way, the different state laws of anti-discriminatory produced significant impacts on profitability differently among states. The positive and significant association observed between LGBT policy and two measures of productivity and invest without R and D activities impacted as decrease profitability of firms (Pichler et al., 2017).

In their 2017 study, Johnston and Meyer aimed to explore the initiatives in the United States aimed at establishing safe and affirming housing for older adults who identify as lesbian, gay, bisexual, and transgender (LGBT). The study involved a survey of publicly available information related to housing projects specifically designed for the LGBT community. The study revealed that in the United States, there are three primary types of care facilities for older adults: independent living, assisted living, and nursing homes or skilled nursing facilities. Independent living residences are designed for individuals who do not require assistance with additional activities of daily living, and some of these facilities receive government-funded rental assistance from programs focused on housing and urban development for low-income seniors. Similarly, assisted living have more care such as Medicaid and other

programs. Short term rehabilitative centers have the nursing homes categories where these facilities provide some social programming for seniors (Johnston and Meyer, 2017).





### **III. THEORETICAL FRAMEWORK**

This chapter explained the theoretical foundation that are very important to highlight in this research while revisiting the problems of third gender comparatively. The core highlights of literature review helped to target some theoretical frameworks to explain the contexts of third-gender issue. The foremost explanation of human development index (HDI) which used to evaluate the progress by targeting health, right of entry of education, and decent customs of living in any country. The human development paradigm of Mahbub ul haq was also discussed as it focusses on the people's choices for enhancing their welfare and wellbeing. Further, factor of freedom and free will in people's choices was also crucial that's why capabilities theory of Amartya Sen was also discussed in later section. In last, the idea for the struggle for recognition in social and political environment was taken from Charles Taylor's theory of recognition.

#### **A. HDI**

The Human Development Index (HDI), created by Pakistani economist Mahbub ul Haq in 1990, has been utilized by the United Nations Development Programme (UNDP) in its annual Human Development Report since 1993. The HDI is a comparative measure that evaluates life expectancy, literacy, education, and standards of living for countries around the world (UNDP, 2006). The Human Development Index (HDI) functions as a standard measure of well-being, with a particular focus on child welfare. It helps classify countries as developed, developing, or underdeveloped. Additionally, the HDI is a tool used to assess how economic policies impact the quality of life (Davies and Quinlivan, 2006). In its 1994 Human Development Report, the United Nations Development Programme (UNDP) provides a concise definition of the Human Development Index (HDI) as given below (Davies and Quinlivan, 2006).

*“The Human Development Index (HDI) is a combination of three essential*

*aspects of human development: longevity, knowledge, and standard of living. Longevity is measured by life expectancy, knowledge is gauged by a combination of adult literacy (with a two-thirds weight) and mean years of schooling (with a one-third weight), and standard of living is ascertained through purchasing power, which factors in real GDP per capita adjusted for local cost of living (purchasing power parity)”.*

It is clear that The Human Development Index (HDI) looks at three important things for people's well-being: how long they live, what they know, and how well they can afford things. HDI checks how many years people can expect to live, how well they can read and learn, and how much money they have for their needs, adjusted for how expensive things are in their area (Davies and Quinlivan, 2006). It also explained as:

#### **Education**

- Access of education measured through two main indicators;
- The expected years of schooling show how many years a child who starts school can expect to study if things remain the same. Mean years of schooling, on the other hand, average how much education people aged 25 and above have based on official education levels.
- But the HDI doesn't give details about the education of people between the ages of 6 to 24 compared to those who are 25 or older. This information is crucial for understanding how changes in education affect the HD
- USA had almost two times more of expected years of schooling (16.3) as compared to Pakistan (8.7) and three times more of mean years of schooling in USA (13.7) than Pakistan (4.5).

#### **Life expectancy**

- "Life expectancy at birth, as a measure, reflects the expected duration of life and overall health. It's a prediction for newborns and isn't affected by the distribution of young or old people in the population. Moreover, it contributes to human development, and there's no fixed upper limit to how long and healthy one's life can be."
- In recent report of UNDP, Pakistan had 66.1 years of life expectancy as compared to US 77.2 years.

#### **Gross National Income (GNI)**

- Finally, Material well-being, as part of the HDI, is gauged through per capita Gross National Income (GNI) adjusted for purchasing power parity (PPP). This variable evaluates the current accomplishments in this aspect. The standard of living is calibrated to have a value of 1 when GNI per capita reaches \$75,000 and a value of 0 when it's at \$100. According to the HDI report, Pakistan's GNI per capita income is much lower (\$4,624) compared to the USA (\$64,650), with a significant difference of thirteen times."
- HDI ranked USA in the list of very high human development category with 0.921 value and Pakistan ranked in the list of low human development rank category with 0.546 value. HDI focused on the sustainable development goal (SDG's) for empowering humans in different aspect of life such as quality education, good health and wellbeing, decent workplace and economic growth. As recent literature informed us, transgender have less access to basic right and faced discrimination in their lives but HDI propagated that these specific indicators are crucial to be improved for the development of humans. HDI help us to cater the issues of transgenders for empowering them.

Figure 1: HDI Index

## **B. Mahbub ul Haq's Concept of Human Development**

The idea of growth is a complex one and has been central to the human thought for millennia. In the mid twentieth century, it was only driven by theory of economic growth. Till 1990, the progress of nations was measured with singular instrument of Gross National Product (GNP). The only solution for underdeveloped countries was to increase the GNP and economic growth. This concerned on other factors that not informed with just income. For example, it did not provide information related to value of life of the people, health of children and so on. Leading economists like Mahbub ul Haq, Amartya Sen, Paul Streeten, and others have expressed criticism of the concept of development. They have contended that rising incomes should serve as a way to enhance human well-being rather than being the ultimate goal (Sen, 1988; Streeten, 1994). In the words of Mahbub ul Haq,

*“[a]ny measure that values a gun several hundred times more than a bottle of milk is bound to raise serious questions about its relevance for human progress.”*

The idea of human development surfaced as an alternative approach to development, diverging from the traditional focus on economic growth (Martinussen, 1996; Engler, 2005). In simpler terms, it places a higher emphasis on the actual well-being and welfare of a nation's people. As the report highlights

*“Human development is a process that expands the choices and opportunities available to individuals. These options can be diverse and change over time. People often value achievements that may not be immediately reflected in income or growth statistics. These achievements can encompass improved access to knowledge, better nutrition and healthcare services, more secure livelihoods, protection from crime and physical harm, fulfilling leisure activities, political and cultural freedoms, and a sense of participation in community life. The ultimate aim of development is to create a conducive environment where people can lead long and healthy live (UNDP, 1990)”.*

The idea of expanding people's choices underscores the fundamental significance of human capabilities, as will be elaborated in the following section. Mahbub ul Haq shifted the focus of development from a mere emphasis on accounting for national income to policies centered on people. He argued that the unequal distribution of income creates limitations on achieving fair and equitable

choices. Doesn't need to be affluent to embrace democracy, and a family doesn't have to be rich to uphold the rights of its members. Mahbub ul Haq acknowledged that while wealth or income is crucial for human well-being in impoverished societies, the quality of growth holds significance alongside its quantity (Haq, 2002). He highlighted certain policy characteristics that aid in translating economic growth into improvements in people's lives.

- First, the focal point is shifted to people, giving them a central role in the development process. Development is evaluated and comprehended from a people-centric perspective. Each endeavor is assessed based on the extent of people's involvement in it and the benefits they derive from it, rather than merely focusing on the expansion of production processes.
- Second, human development is perceived to have dual dimensions. One involves the cultivation of human capabilities, such as enhancing health, knowledge, and skills. The other aspect concerns how individuals utilize the capabilities they have acquired, whether it be for employment, productive engagements, participation in political matters, or leisure activities. In essence, a society must not only nurture human capabilities but also ensure that people have fair access to opportunities for human development.
- • Third, a clear differentiation is made between objectives and methods. The growth of Gross National Product (GNP) is regarded as a vital method for broadening the array of human possibilities. However, the nature and equitable distribution of economic growth are assessed in terms of their impact on enhancing the well-being of individuals. This perspective places people at the forefront, and production processes are not viewed in isolation but within a human context.
- Fourth, the human development paradigm encompasses all aspects of society, not solely the economy. It places equal emphasis on political, cultural, and social dynamics as it does on economic considerations.
- Fifth, the paradigm acknowledges that people are both the agents and beneficiaries of development. However, individuals are not treated merely as tools for producing goods, as in the concept of "human capital." It is always understood that human beings are the ultimate purpose of development, not

merely resources for a materialistic system (Haq, 2002).

Haq identified four primary essential components in the human development paradigm to differentiate it from traditional development. These components are equity, sustainability, productivity, and empowerment. According to Haq, development must provide people with fair and equal access to opportunities in order to broaden their choices. Development that **lacks equity** restricts the options available to many individuals in a society. Achieving equity in opportunities often necessitates a restructuring of power dynamics in many the social order. Depending on the level of inequity in the development process, it can marginalize entire segments of society. **Sustainability** is crucial in the human development paradigm because it ensures that future generations have the same opportunities for well-being as the current generation. Additionally, **productivity** is a fundamental component of the human development paradigm, necessitating investments in people and creating a macroeconomic environment that enables individuals to reach their full potential. **Economic growth** is just one element within the framework of human development models, although it is a crucial aspect. Empowering individuals is a central aspect of this paradigm, as it avoids relying on paternalism, charity, or welfare concepts. The emphasis is on enabling people to actively participate in the activities, events, and processes that shape their lives. Perpetual charity is not a sustainable approach for impoverished individuals or nations, as it doesn't align with principles of human dignity and isn't viable in the long term (Haq, 2002).

Human welfare concepts, social safety nets, investments in education, and healthcare are important components of human development, but it's essential not to conflate them with the entire human development paradigm. The human development paradigm encompasses a broad spectrum of development factors, including economic growth, international trade, fiscal policy, investment, technology, basic social services, and safety nets for disadvantaged individuals. These elements collectively contribute to a comprehensive understanding of human development. Indeed, no aspect of the development model falls outside its scope. The central focus is on expanding people's choices and enhancing their well-being. Every dimension of life, whether it's economic, political, or cultural, is examined through this lens. Economic growth, in this context, is just one component of the broader human development pattern.

As Haq pointed, development should enlarge the people's choices. The binary system restricts the participation of transgenders public life that limit their choices for living. For enlarging transgenders choices, they should be participated in every aspect of life. Their enrollment in education programs provided them good opportunity to empower themselves against their issues. The equal access of resources also influenced their choices for decent living if economic opportunities distributed in equity principle. The propagation of sense of productivity in transgender promoted as they involve in honorable income generating activities. The advocacy of equal rights and opportunities require political movements and association at multilevel for transmission of their narratives. Transgenders requires to be empowered to print their path for the next generations by taking steps using the political platform. According to Haq, the role of government is crucial for improving the lives of humans. Poor government produced more income inequality that further associated with poverty. The interventions of government for making policies and spending money for the betterment of transgender community might provide opportunities for transgenders in every field (Haq, 2002).

### **C. Amartya Sen's Capability Approach Theory**

The capability approach, pioneered by Amartya Sen, stands as a foundational concept in the realm of human development, wielding a profound influence across diverse disciplines. As per the United Nations Development Programme (UNDP, 1990), human development can be defined as "the expansion of the range of people's choices" (p. 10). Amartya Sen argued that human development should not be restricted solely to wealth; rather, income and resources should be viewed as tools that facilitate human development, rather than the ultimate objectives in themselves. Sen (2000) underscored that "the value of wealth lies in the things that it enables us to do" (p. 14).

The primary objective of human development is to improve the quality of people's lives by eliminating significant barriers that obstruct the exercise of freedom. These barriers are often directly linked to income and the economy, encompassing issues such as poverty, limited economic opportunities, and authoritarianism, among others. Sen encapsulated this concept of freedom in the form of capabilities, considering it both the ultimate goal and the fundamental means

for development (Sen, 2000).

Human development is achieved when individuals possess increased freedom, a concept articulated by Amartya Sen as capabilities. According to Sen (2000), these substantial freedoms represent "the ability of individuals to do the things that they have reason to value". Social, political, and economic opportunities serve as the pathways to nurture and protect the freedoms that hold significance for individuals. However, institutions and societal structures play a crucial role in advancing these freedoms among people. This underscores the importance of enhancing an individual's capabilities through investments in social sectors and public infrastructure, leading to improved health, education, and social capabilities (Alexander, 2007).

Furthermore, different lifestyles can also influence the freedom (capabilities) that an individual can choose. Sen described capabilities as representing "combinations of functioning" (Sen, 1999). A capability essentially comprises a set of vectors of functioning that reflect a person's freedom to lead one type of life over another (Sen, 1995). These basic capabilities pertain to the freedom to engage in fundamental activities necessary for survival, such as escaping poverty.

To clarify, capabilities represent an individual's freedom to attain valuable **functioning**. As Sen (1993) explains, a person's capabilities depend on a diverse set of factors, including their personal attributes and the societal structures in place. In essence, capabilities encompass an individual's personal abilities as well as the opportunities provided by society, including safety nets, social services, and economic prospects. This combination forms a capability set, which represents a spectrum of potential functioning from which a person can make choices without constraints. Indeed, a set of capabilities grants individuals the freedom to choose from a diverse range of potential lifestyles (Sen, 1995). It provides a broader array of real opportunities compared to functioning, which represents one of the feasible choices within the capability set. In Sen's (1999) perspective, "functioning is an achievement of people, that is, what they manage or succeed to be or to do" (p. 39). In simpler terms, functioning includes the physical or mental states (being) and activities (doing) that enable individuals to participate in their society. While capabilities and functioning are closely related, they are distinct concepts. Functioning is something an individual has achieved or accomplished, while a

capability is the potential or ability to achieve.

Functionings are more directly associated with one's current living conditions, as they represent various aspects of an individual's life. Capabilities, on the other hand, represent notions of freedom in a positive sense. They encompass the real opportunities available to an individual for the kind of life they can lead. (Sen 1987).

To differentiate between functioning and capabilities, Sen provides the example of a fasting individual and a starving person. While both may exhibit similar levels of functioning (experiencing nutritional deficiency), the fasting individual possesses the capability to access proper nourishment, signifying that they have the option to eat if they choose to do so. In contrast, the starving person lacks this capability (Sen, 2000).

The concept of valuable **freedom** comprises two main dimensions: the 'opportunity' aspect and the 'process' aspect. The opportunity aspect of freedom mainly concerns our capacity to achieve what we value, without necessarily focusing on the specific methods or processes through which such achievements occur. Sen (2002) articulated this concept as follows: "whether a person has the opportunity to choose one option over another from a given 'opportunity set' or 'menu' according to their preference, as well as the extent to which they have the opportunity to choose – or 'develop' – the preferences that they may prefer to have" (p. 12). The second dimension of freedom, referred to as the 'process' aspect, centers on the procedure and methodology of making free choices. Sen argues that this facet of freedom extends beyond the pursuit of opportunities and emphasizes active participation in the process of achieving freedom. The 'process' aspect is concerned with "the extent to which individuals have the opportunity to attain outcomes they value and have a compelling reason to value." (Sen, 2000).

When evaluating the true extent of an individual's freedom, Sen placed significant emphasis on both the 'well-being' and 'agency' dimensions. According to Sen, well-being relates to an individual's personal advantage. In this context, one's advantage can be measured in terms of valuable states of existence, which may encompass aspects such as good nutrition, health, education, and more. As Sen in



2000 explained, well-being freedom centers on "an individual's capability to have several functioning vectors and to experience the related achievements of well-being" (p. 189). Agency, on the other hand, pertains to the various ways in which individuals themselves act and exercise their choices to attain valuable states of being. This includes achieving goals and fulfilling commitments and obligations, the outcomes of which need not necessarily be advantageous to the agents themselves. Agency freedom focuses on what a person is free to do and accomplish in the pursuit of whatever goals or values they consider important (Sen, 2000).

- A recent study on Sen's capability approach underscores the significance of both well-being freedom and agency freedom in our daily lives. Well-being freedom is crucial in the context of societal arrangements and for establishing public provisions to ensure security and other necessities. Meanwhile, agency freedom is more concerned with the responsibilities individuals have towards others. The agency aspect is linked to individuals' ability to influence public provisions through their individual and collective political and social actions. This involves the engagement of institutions beyond the state and the market in the development process.
- Sen's theory emphasizes the importance of reducing barriers to well-being freedom in human development. This framework can help identify and reduce obstacles in the lives of transgender individuals to promote their development. Sen's approach underscores the role of both personal attributes and social structures in facilitating individual freedom and well-being.
- It's crucial to recognize that transgender individuals often possess the intrinsic capacity and freedom to pursue their own paths and well-being. However, they frequently encounter adverse societal conditions that limit their opportunities to live as their true selves. Many transgender individuals face discrimination, social stigmatization, and a lack of opportunities, leading them to hide their identities due to religious and cultural biases. This underscores the need for more inclusive and supportive social arrangements that enable transgender individuals to exercise their personal freedom and lead fulfilling lives.

- Empowering transgender individuals and providing them with opportunities to participate in shaping their lives and communities is essential. By addressing both well-being and agency, we can work toward reducing the societal and structural barriers they face and promote a more inclusive and equitable environment. Awareness campaigns and educational initiatives are valuable tools in this process, helping transgender individuals better understand their capabilities and exercise agency to create a more accepting and inclusive society (Palatty, 2009).

#### **D. Theory of recognition by Charles Taylor**

Taylor begins his discussion by emphasizing the significant influence of the demands for recognition from marginalized and oppressed individuals and groups on contemporary politics. He utilizes the ideas of philosophers such as Hegel and Rousseau to provide a philosophical and historical analysis of how the notion of recognition has gained widespread significance. He contends that there is only one viable resolution to the struggle for recognition, namely, a system of mutual acknowledgment among individuals of equal status, which he deems essential for our capacity to function as complete human agents ((Taylor, 1992).

Indeed, there is a profound connection between recognition and identity. Our sense of identity is, to a significant extent, influenced by the recognition or lack thereof, especially when others misrecognize us. When individuals or groups are subjected to misrecognition by society, it can lead to genuine harm and distortion of their self-concept. When the people around them reflect back a limited, derogatory, or contemptible image of who they are, it can have real and damaging consequences for their self-esteem and sense of self. Additionally, Charles Taylor viewed recognition as having both normative and psychological significance. When you recognize someone based on a particular characteristic, it's not merely an acknowledgment of that feature; it also entails adopting a positive attitude toward that feature, such as recognizing someone as a free and equal individual. From a normative perspective, this recognition carries psychological importance because the development of one's practical identity relies fundamentally on the feedback and recognition received from others, as well as from society as a whole. According to this perspective, those who do not receive sufficient recognition or fail to experience

adequate recognition in their interactions with others may encounter challenges in forming a well-rounded and meaningful practical identity. i.e., Individuals who are portrayed in a one-sided or negative manner by the people around them or by societal norms and values face significant challenges in accepting themselves and their aspirations as valuable. Misrecognition, in this context, serves as a hindrance and can even be detrimental to a person's ability to establish positive and fulfilling relationships with their own self. This phenomenon is poignantly exemplified in the experiences of those who have been victims of racism and colonialism. The demeaning portrayal of these individuals as inferior human beings has led to severe psychological damage, as discussed by Fanon in 1952. As a result, recognition emerges as a "vital human need," emphasizing the essential role it plays in shaping individual self-worth, identity, and overall well-being. (Taylor. 1992).

Recognition theory is well-regarded for its ability to provide insights into the psychological mechanisms underpinning social and political resistance. When individuals undergo experiences of misrecognition, it erodes their sense of identity, often leading them to become highly motivated to participate in acts of resistance, commonly referred to as a "**struggle for recognition.**" This struggle for recognition is driven by a profound yearning to affirm one's identity and demand acknowledgment from society, rendering it a powerful driving force within the jurisdiction of social and political struggle.

Recognition theory has the capacity to offer insights into various emerging social movements, such as those led by ethnic or religious minorities, the LGBTQ+ community, and individuals with disabilities. These movements are not primarily centered on advocating for a more equitable distribution of material resources. Instead, their central goal is to secure acknowledgment and affirmation of their unique identities. Consequently, they are often characterized as engaging in a distinct form of political activism known as the "politics of difference" or "identity politics." This type of political engagement places a strong emphasis on recognizing diverse identities and validating the experiences and rights of marginalized and underrepresented crowds (Taylor. 1992).

In "*The Politics of Recognition*," Charles Taylor's conceptualization of recognition involves three distinct forms, as discussed in his work (Taylor, 1992). The first form, termed the "politics of universalism," is dedicated to achieving equal

recognition for all individuals based on their shared humanity. It is crucial to prevent the creation of a hierarchy with "first-class" and "second-class" citizens. This perspective extends beyond civil and voting rights and encompasses socioeconomic considerations. It recognizes that individuals facing systematic disadvantage due to poverty, hindering their full exercise of citizenship rights, are essentially relegated to a second-class status. Therefore, this form of recognition advocates for measures aimed at equalization and remedial action to rectify such disparities.

The second form, known as the "politics of difference," highlights the uniqueness of specific characteristics, particularly those tied to cultural and communitarian attributes. This perspective encourages the acknowledgment and appreciation of the distinct identities of all individuals, valuing their unique qualities. It opposes efforts to homogenize or assimilate diversity and emphasizes the significance of recognizing and celebrating the richness of differences among people. In the politics of equal dignity, the goal is uniformity, with everyone having the same rights and protections. In contrast, the politics of difference highlights the importance of recognizing the distinct identity of individuals or groups, which has often been overlooked or assimilated into a dominant identity. This assimilation is seen as a departure from the ideal of legitimacy. Finally, in his work, Taylor emphasizes the importance of recognizing the unique individuality of individuals, particularly in the context of loving care, which holds great significance for the people involved (Taylor, 1992). As we discussed earlier, our identities can be either positively formed or negatively malformed through our interactions with significant others.

On both personal and social levels, there is an ongoing emphasis on achieving equal recognition, reflecting the growing ideal of authenticity that has shaped both realms. Recognition plays a fundamental role in the culture that has evolved around this ideal. It's not surprising that within the culture of authenticity, relationships are viewed as crucial for self-discovery and self-affirmation. Love relationships, in particular, hold significance beyond fulfilling basic needs; they serve as the essential crucibles for the development of one's internal sense of identity (Taylor, 1992).

Charles Taylor's theory underscores the significance of external recognition in the realization of one's gender identity, going beyond individual self-perception. This perspective is particularly relevant in understanding the challenges faced by the transgender community in their quest to overcome discrimination. The

misrecognition of transgender individuals in public life has been a driving force behind their struggle for recognition. Historically, they have faced discrimination and underrepresentation, prompting them to establish associations, engage in movements, and advocate for their rights. These efforts aim to address the systemic discrimination and lack of acknowledgment they have experienced, with the ultimate goal of achieving equality and justice. There is still hope for transgender individuals to gain recognition and inclusivity. Some countries have taken steps to officially recognize transgender individuals based on their gender identities, granting them access to various aspects of life, including education, sports, healthcare, politics, and employment. These efforts aim to ensure that transgender individuals are treated with the same rights and opportunities as cisgender individuals. Additionally, social service, welfare, and advocacy programs are essential for recognizing transgender individuals universally as part of the gender spectrum, rather than segregating them into binary sex categories. This recognition and inclusion help promote equality and diversity and ensure that transgender individuals are fully integrated into society (Taylor, 1992).



## **IV. CONCEPTUAL FRAMEWORK**

Analyzing data is a time-consuming process, but it can yield valuable insights by examining and interpreting complex data from diverse sources (O'Leary, 2010). Content analysis, as a research method, encompasses elements of both quantitative and qualitative approaches and can be employed in either an inductive or deductive manner (Bengtsson, 2016; Krippendorff, 2004).

The main distinction lies in quantitative content analysis, which is inherently numeric. It involves presenting concrete information from a text in the form of frequencies, usually expressed as percentages or actual counts of specific categories. This method is designed to offer a structured and numerical understanding of the data.

Conversely, qualitative content analysis conveys data through the use of words and themes, making it easier to interpret findings (Bengtsson, 2016). This qualitative approach can be conducted in either an inductive or deductive manner. In deductive analysis, established codes are applied to the data, while inductive analysis takes a more exploratory approach, allowing codes and themes to emerge as the research progresses.

Furthermore, before commencing a content analysis, researchers must also make a crucial decision regarding whether the analysis should be manifest or latent. In a manifest analysis, the researcher describes the overt and literal subject matter within the text. In contrast, a latent analysis aims to uncover the underlying meanings and deeper significance embedded in the text. (Bengtsson, 2016; Duriau et al., 2007).

Content analysis provides several advantages when compared to other research methods. Notably, it is regarded as an unobtrusive technique, meaning it does not disturb or interfere with the subjects or phenomena under investigation. This non-intrusive approach reduces the likelihood of introducing biased or tainted observations. Additionally, content analysis is context-sensitive, enabling a thorough and in-depth comprehension of the content within its specific context.

Content analysis offers the advantage of enabling researchers to analyze data texts that are meaningful, informative, and even representative to a broader audience. Furthermore, this method is proficient at efficiently handling substantial volumes of data. While it excels in managing large datasets, it's also versatile enough to be applied to the analysis of smaller text samples, making it suitable for both large-scale and small-scale research projects with modest resource requirements (Duriiau et al., 2007; Krippendorff, 2004). One significant benefit of content analysis is its adaptability when it comes to the coding scheme. Should researchers encounter any deficiencies or challenges with the coding system during their analysis, they have the flexibility to make adjustments and improvements as needed. Additionally, content analysis can be seamlessly integrated with other research methods to deepen our comprehension of experiences, meanings, or processes. Furthermore, content analysis is advantageous because it is a cost-effective research approach and has the capacity to manage unstructured data efficiently. This versatility and affordability render it a valuable tool for researchers across a wide range of fields. (Duriiau et al., 2007; Krippendorff, 2004). Content analysis is exceptionally versatile in its ability to handle a wide range of data formats, whether they are verbal, visual, derived from other sources, or collected by different researchers. Notably, content analysis permits non-reactive data collection, eliminating the necessity for direct interactions with subjects. This feature facilitates data collection from diverse sources and often enables remote data gathering, such as from one's own home, underscoring its adaptability and versatility as a research method.

## **A. Government**

“A government is the system or a collective of individuals responsible for the administration of an organized community, often within a state. In its most comprehensive sense, a government usually encompasses three branches: the Legislature, the Executive, and the Judiciary. The government serves for instance the apparatus through which organizational policies are implemented and as a mechanism for devising and deciding upon policies. Many countries adhere to a constitution, which serves as a statement of the government's fundamental principles and its underlying philosophy”(Government 2023).



Table 1. Forms of government by regional control

Term	Definition	Examples
<u>Confederation</u>	A confederation, also known as a confederacy or league, is essentially a union of independent states that come together to pursue common objectives, often in the context of their interactions with other states. These alliances are typically formed through a formal agreement and primarily focus on addressing crucial issues such as defense, foreign relations, internal trade, or currency. In a confederation, there is a central governing body responsible for providing support and coordination to all member states. Confederation represents a notable form of intergovernmental cooperation, characterized by interactions among states based on their sovereign independence or self-governance. It can be compared to a federation, where the federal government functions as a composite or alliance of all participating states.	<ul style="list-style-type: none"> <li>✓ <u>Haudenosaunee Confederacy</u></li> <li>✓ <u>European Union</u></li> <li>✓ <u>Pre-Constitution United States</u></li> <li>✓ <u>The Old Swiss Confederacy</u> (c. 1300–1798)</li> <li>✓ <u>Serbia and Montenegro</u> (2003–2006)</li> <li>✓ <u>Senegambia Confederation</u> (1982–1989)</li> </ul>
<u>Unitary state</u>	A unitary state is a form of governance in which a single centralized authority holds the ultimate power, and any sub-national divisions or regions only possess authority and powers that are delegated to them by this central governing body. The majority of countries worldwide adhere to a unitary system of governance, with 165 out of the 193 United Nations member states following this model.	<ul style="list-style-type: none"> <li>✓ <u>China</u></li> <li>✓ <u>Indonesia</u></li> <li>✓ <u>Philippines</u></li> <li>✓ <u>France</u></li> <li>✓ <u>Egypt</u></li> <li>✓ <u>United Kingdom</u></li> <li>✓ <u>Peru</u></li> </ul>
<u>Federation</u>	A federation, also referred to as a federal state, is a political structure in which self-governing states or regions come together under a central government. In a federation, the legal status and allocation of powers between these states and the central government are typically established in the constitution and cannot be unilaterally altered by either party, whether it's the states or the federal entity. Essentially, a federation divides ultimate authority between a central government and regional entities, granting each region a degree of influence over its own affairs.	<ul style="list-style-type: none"> <li>✓ <u>Australia</u></li> <li>✓ <u>Canada</u></li> <li>✓ <u>Germany</u></li> <li>✓ <u>India</u></li> <li>✓ <u>Mexico</u></li> <li>✓ <u>Russia</u></li> <li>✓ <u>United States</u></li> </ul>

## B. What are intergovernmental relations?

Intergovernmental relations (IGR) encompass the fundamental connections and interactions between diverse governmental entities within a single country.

These interactions can involve situations where ministers or officials from a regional government, such as the Scottish Government, engage in discussions with their counterparts in the central government, like the UK Government. The term "intergovernmental relations" encompasses not only the different contexts where these interactions occur, often known as the IGR machinery, but also the methods and principles employed to promote the exchange of information, decision-making, and the resolution of conflicts (Wright, 2023).

The roles of intergovernmental relations: I Core responsibilities:

- Implementing the constitutional provisions.
- Addressing disputes among federal partners.
- Adjusting governance and policy structures to evolving conditions.

The roles of intergovernmental relations: I Core responsibilities:

- Economic and financial matters: addressing revenue and spending arrangements
- Negotiating fiscal transfers, typically from the federal government to provincial and regional governments.
- Managing intergovernmental competition, policy convergence, and policy coordination (Wright, 2023).

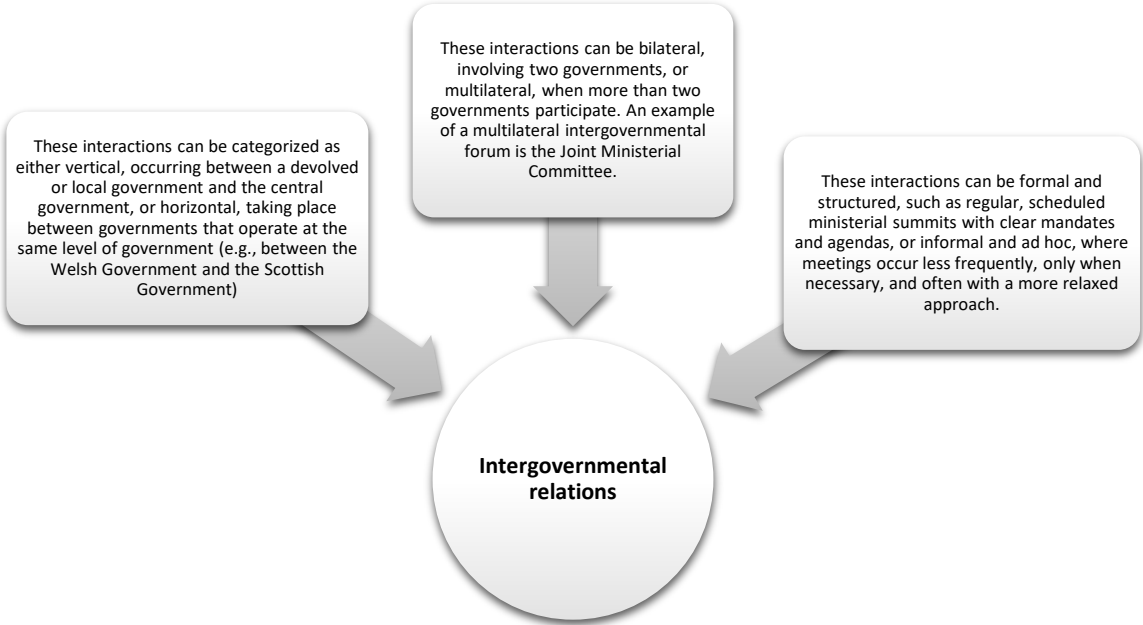


Figure 2. IGR can be characterized in different ways

### **C. Pakistan**

Pakistan, officially known as the Islamic Republic of Pakistan, this country is situated in South Asia. It stands as the fifth most populous nation globally, with a population exceeding 212.2 million people. Pakistan is home to the world's second-largest Muslim community. Covering a land area of 881,913 square kilometers, it ranks as the 33rd largest country in terms of land area. Pakistan boasts a coastline stretching for 1,046 kilometers along the Arabian Sea and the Gulf to the south. It shares its land borders with India to the east, Afghanistan to the west, Iran to the southwest, and China to the northeast. In the northwest, Afghanistan's Wakhan Corridor serves as a narrow strip separating Pakistan from Tajikistan. Additionally, Pakistan has a maritime boundary with Oman. In 1947, Pakistan gained independence as a nation for Indian Muslims, representing the culmination of the goals set forth by the Pakistan Movement. This movement had called for the division of British India and the establishment of self-governing regions with a Muslim majority. Pakistan is distinguished by its diverse geography, abundant wildlife, and a mosaic of linguistic and ethnic groups. Initially established as a dominion, it transitioned into an Islamic republic upon the adoption of its constitution in 1956. However, internal ethnic conflicts and Indian intervention in 1971 led to the secession of East Pakistan, which later became Bangladesh (Pakistan, 2023).

In 1973, Pakistan strengthened its legal foundation by adopting a new constitution that emphasized its dedication to Islamic principles rooted in the Sunnah. The country underwent a transition to civilian governance in 2008 and the establishment of a parliamentary system in 2010. Situated as a middle power, Pakistan possesses the world's sixth-largest military force and is recognized as a nuclear-armed nation. Its economy, driven by a substantial and rapidly growing middle class, is considered one of the emerging economies with global significance. Pakistan's political history has been marked by periods of military rule, political instability, and conflicts with India. The country faces ongoing challenges, including poverty, low literacy rates, and issues with corruption. Pakistan maintains membership in various international organizations, including the United Nations, the Shanghai Cooperation Organization, the Organization of Islamic Cooperation, the Commonwealth of Nations, the South Asian Association for Regional Cooperation, and the Islamic Alliance against Terrorism (Pakistan, 2023).

## **1. Government structure of Pakistan**

**The Executive Government:** In Pakistan, the Prime Minister serves as the Head of Government and carries the official title of Chief Executive of the Republic. This role encompasses overseeing the executive branch of government, directing economic development initiatives, presiding over the Council of Common Interests, and leading the Cabinet (Government of Pakistan, 2023).

**The Parliament:** Pakistan's federal legislature operates with a bicameral structure, consisting of the Senate (upper house) and the National Assembly (lower house). According to Article 50 of the Constitution, the National Assembly, Senate, and President collectively form a body known as the Majlis-i-Shoora or the Council of Advisers. The President of Pakistan serves as the ceremonial Head of State, holding a symbolic position.

As per the Constitution, the President has a civilian role as the Commander-in-Chief of the Pakistan Armed Forces and is considered a national leader. The Prime Minister informs the President about the country's policies and plans. While the President possesses certain important powers such as granting pardons and leading the armed forces, they must consult with the Prime Minister when selecting top military leaders. It's essential to note that the President does not have the authority to govern the country as stipulated by the rules (Government of Pakistan, 2023).

**The Jurisdiction:** Pakistan's judicial system comprises several tiers, including the Supreme Court, Provincial High Courts, District and Sessions Courts, and Civil and Magistrate Courts. Additionally, each province has federal and provincial courts and tribunals that deal with specific legal issues. The Supreme Court of Pakistan is vested with the power to adjudicate various types of cases, render ultimate judgments, and offer legal guidance. The Chief Justice of the Supreme Court is appointed by the President, and other judges are selected by the President in consultation with the Chief Justice. These judges can continue in their roles until they reach the age of sixty-eight (Government of Pakistan, 2023).

## **D. The United States**

The United States, often referred to as the US or USA and colloquially known as America, is located in the central part of North America. It shares its borders with

Canada and Mexico. The United States operates as a federal constitutional republic and consists of fifty states and one federal district. Covering a land area of 9.8 million square kilometers (3.8 million square miles), it ranks fourth in the world in terms of land area and third in total area. With a population of over 331 million, it stands as the third most populous nation globally. Washington, D.C., serves as the capital city and functions as a federal district, while New York is the most densely populated city (United States, 2023).

Human migration to North America began over 12,000 years ago with the arrival of Paleo-Indians from Siberia. European colonization of the region commenced in the 16th century. The United States emerged through the union of the Thirteen Colonies along the East Coast. Conflicts with Great Britain over issues like taxation and representation ultimately culminated in the American War of Independence (1775-1783), leading to the nation's declaration of independence. In the late 18th century, the United States underwent rapid expansion across North America, acquiring new territories, displacing Native Americans, and adding new states to the union. By 1848, the United States had extended its reach from one end of the continent to the other. The presence of slavery in the Southern states played a pivotal role in triggering the American Civil War, leading to the eventual abolition of slavery nationwide. The Spanish-American War in 1898, as well as both World War I (1914-1918) and World War II (1939-1945), further solidified the United States' position as a major global power (United States, 2023).

In the Cold War era, from 1947 to 1991, the United States and the Soviet Union engaged in competitive activities while avoiding direct military conflicts. During this period, the United States notably gained a significant edge in the Space Race over the Soviet Union, culminating with the historic Apollo 11 mission in 1969, which marked the first human landing on the Moon. The dissolution of the Soviet Union in 1991 signified the conclusion of the Cold War and established the United States as the predominant global power (United States, 2023).

The United States of America functions as a federal republic with a bicameral legislature and operates as a representative democracy with three distinct branches of government. The United States has played a crucial role as one of the founding members of various international organizations, including the World Bank, the International Monetary Fund (IMF), the Organization of American States (OAS), and

NATO. Moreover, the United States enjoys permanent membership in both the United Nations and the United Nations Security Council (United States, 2023). It is widely acknowledged for its economic freedom, minimal government corruption, high quality of life, and an outstanding education system. While facing scrutiny for income and wealth disparities, the United States consistently achieves high rankings in various socioeconomic performance indicators. The nation takes pride in its status as one of the most diverse populations globally, shaped by centuries of immigration.

As an advanced nation, the United States contributes approximately 25% of the world's total GDP, securing its position as the largest economy in nominal terms. It leads the world as the top importer and ranks as the second-largest exporter. Notably, despite representing only 4.2% of the world's population, the United States commands a substantial 29.4% of the world's wealth. Additionally, it dedicates a third of the worldwide defense expenditure, establishing itself as the most potent military force on the globe (United States, 2023).

## **1. Government structure of U.S.A**

Analyze the roles and configurations of the executive, legislative, and judicial branches of the U.S. government. The U.S. Constitution intentionally divides the federal government into these three branches – legislative, executive, and judicial – to prevent the accumulation of too much authority in any single individual or body (USA Gov, 2023).

**Legislative branch:** The U.S. Constitution lays the foundation for a tripartite federal government comprising the legislative, executive, and judicial branches. This division of authority serves as a safeguard against the accumulation of power within a single individual or collective entity.

**Executive branch:** Crucial positions in the executive branch encompass:

**President:** Assuming the position of the head of the nation, guiding the federal government, and acting as the Commander in Chief of the U.S. armed forces.

**Vice President:** Assisting the President, assuming the role in case of presidential incapacity, and presiding over the U.S. Senate with the authority to cast tie-breaking votes in Senate proceedings.

**Cabinet:** Cabinet members serve as counselors to the President and include

individuals like the Vice President, leaders of executive departments, and other senior government officials. These individuals are nominated by the President and require confirmation by the Senate for their appointments. Additionally, the executive branch encompasses executive departments, independent agencies, as well as numerous boards, commissions, and committees (USA Gov, 2023).

Judicial branch: The judicial branch comprises the Supreme Court and various federal courts, each of which holds pivotal responsibilities in the interpretation of legislative intent in laws, the application of laws to specific cases, and the assessment of whether laws are in accordance with the Constitution (USA Gov, 2023).

### **E. Analyzing Government Drivers and Influencing Factors through the Ideas, Interests, and Institutions Framework**

For an extended period, the transgender community has encountered substantial hurdles and prejudice, emphasizing the need for a thorough examination of the governmental mechanisms and influential elements that mold their rights and welfare. This research seeks to investigate the intricacies within the Ideas, Interests, and Institutions Framework to elucidate the influences affecting the lives of transgender individuals. Through an analysis of the ideas shaping policies, the concerns of pivotal stakeholders, and the institutional frameworks in operation, a more profound comprehension can be achieved regarding the elements that affect government responses towards the transgender community.

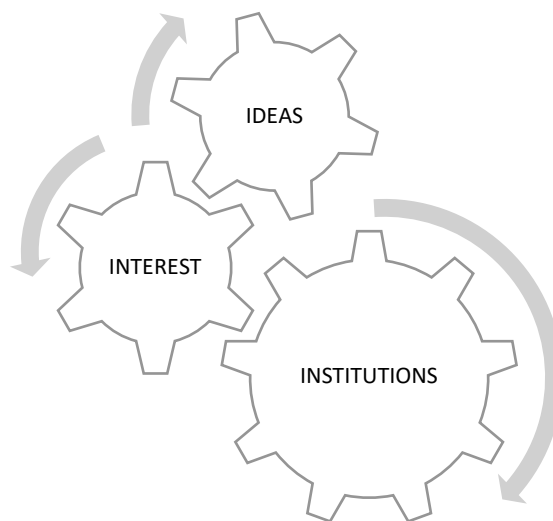


Figure 3. Analyzing Government Drivers and Influencing Factors through the Ideas, Interests, and Institutions Framework

Utilizing the Ideas, Interests, and Institutions Framework, this examination provides valuable perspectives on the motivations and influential aspects that mold government responses towards the transgender community. It underscores the necessity for policy-making approaches that encompass inclusivity, public awareness campaigns, and safeguarding transgender rights through legal and institutional structures. In essence, this study aspires to enhance transgender rights and societal equity by advocating for evidence-based policy suggestions and fostering heightened comprehension among policymakers and stakeholders.

## 1. Ideas

Ideas constitute a complex notion that encompasses knowledge, beliefs, values, ideologies, and paradigms, influencing how political and bureaucratic figures perceive the challenges they encounter. These ideas play a pivotal role in defining problem frameworks, selecting evidence, and constructing potential policy resolutions for various issues (Mehta, 2011; Pomey et al., 2010). Analyzing the impact of ideas on government decisions regarding the transgender community can offer valuable perspectives into the evolution and selection of policies.

*Public Perception and Attitudes* Examine the ways in which societal attitudes, cultural norms, and prevalent beliefs concerning gender identity shape government policies and actions.

*Advocacy and Activism:* Investigate the influence of transgender advocacy groups and activists in shaping ideas and impacting government decision-making processes.

*Legal and Human Rights Frameworks:* Conduct an analysis on how legal frameworks, constitutional protections, and international human rights standards influence government approaches and policies regarding transgender rights.

Recognizing the significance of evidence in guiding policy formulation and decisions is crucial. This encompasses empirical studies, expert perspectives, collective knowledge of societal groups, and diverse analyses such as economic, political, organizational, and ethical evaluations. Nevertheless, it's vital to acknowledge the inherent uncertainty, intricacy, and subjectivity associated with



evidence (Lomas et al., 2005).

Furthermore, political scientists highlight the concept of "policy styles," illustrating that policy-making is in cultural terms specific and severely entrenched in a nation's historical background. Grasping the historical and cultural context is essential for understanding how ideas shape policy evolution and choices across different governmental contexts (Hall, 1997).

## **2. Interests**

Interests encompass the goals and aims of diverse societal groups, elected officials, public servants, scholars, and policy advocates. These goals mirror their intentions to impact the policy-making process to fulfill their specific objectives. Grasping the interests of diverse stakeholders and the power dynamics at play is fundamental in examining the factors that drive government actions and influence concerning the transgender community (Pomey et al., 2010).

*Transgender Community Perspectives* Examine the multitude of viewpoints within the transgender community and how they shape policy agendas and government priorities. Acknowledging and elevating the voices and lived experiences of transgender individuals are critical to guaranteeing that policies adequately cater to their requirements and uphold their rights.

*Political Interests:* Examine how political parties, elected officials, and policymakers interact with transgender-related matters influenced by electoral motives, public sentiment, or party stances. The endeavor for political influence and the obligation to address the concerns of their constituents can influence the policy stances and decisions of politicians regarding transgender rights.

*Stakeholder Engagement:* Analyze the engagement of civil society organizations, healthcare providers, educational institutions, and various stakeholders in advocating for transgender rights and their effect on government decision-making. The proactive involvement of these entities can significantly impact the crafting of policies, their execution, and the allocation of resources.

In scrutinizing the interests of diverse actors involved in a policy matter, it is vital to contemplate two key questions:

(1) Who wins and who loses? This involves identifying the beneficiaries and

those bearing the costs of a policy decision.

(2) To what extent do they achieve victory or experience losses? This assessment involves determining whether the advantages and drawbacks are focused on a narrow group or spread out across a broader population. (Stone, 2001).

It is widely anticipated that individuals and groups facing concentrated costs and benefits are more likely to mobilize and form alliances to promote their interests, in contrast to those dealing with costs and benefits that are more widely spread. Through comprehending the variety of interests involved and the power dynamics among stakeholders, we can obtain valuable insights into the elements that mold government actions and policy results for the transgender community. This analysis enables us to assess the allocation of costs and benefits, recognize potential coalitions, and evaluate the impact of various stakeholders in the policymaking process (Wilson, 1995).

### **3. Institutions**

Institutions encompass the structured and unstructured rules, customary practices, historical precedents, and organizational components that mold political behavior. They encompass governmental frameworks, policy networks, and past policy influences, playing a significant role in molding and limiting policy advancements and decisions (Pomey et al., 2010).

*Government Structures:* Examine the impact of legislative bodies, executive agencies, and bureaucratic systems in the development and execution of policies concerning transgender rights. The specific political setup, whether federal or unitary state, parliamentary or presidential system, can mold and affect policy procedures and results. Different government frameworks may employ unique decision-making processes and accountability dynamics.

*Policy-making Processes:* Investigate the mechanisms involved in the creation of policies addressing transgender concerns, encompassing elements such as public consultations, intergovernmental coordination, and decision-making bodies. Grasping the processes entailed in policy creation, execution, and assessment provides insights into the impact of institutional structures and involvement of stakeholders.

*Legal Implementation and Enforcement:* Examine the roles of courts, law enforcement agencies, and administrative bodies in effectively implementing and enforcing legislation related to transgender rights. The judiciary, regulatory entities, and law enforcement organizations have a pivotal role in preserving and protecting the rights of transgender individuals. These institutions, often viewed as the "rules governing the process," have a profound impact on the policymaking process by establishing incentives, allocating them, and facilitating the acquisition of knowledge. Although policy change is typically viewed as rare in political institutionalism, it can transpire when external events lead to alterations in institutional rules, providing an opportunity for public action. Institutions can take the form of formal or informal, with a particular emphasis on studying informal institutions when analyzing policy change in low- and middle salary countries (Helmke and Levitsky, 2004; Hyden, 2006; Bratton, 2007).

Political processes and the formation of public policies are impacted by a broad spectrum of elements, encompassing emerging phenomena, ideas, narratives, public sentiments, awareness initiatives, unpredictable occurrences, and socio-political movements. Additionally, economic circumstances, the role of interest groups, and technological progressions exert substantial influence on shaping government policies. Considering these factors offers a comprehensive comprehension of the intricate dynamics that affect policy outcomes (Pierson, 1993; Hall and Taylor, 1996; Ostrom, 2005).

Examining the institutional context and its influence on the development and selection of policies allows us to enhance our comprehension of the challenges and possibilities faced by governments in their efforts to promote transgender rights and create policies that endorse equality and inclusivity. The collective analysis delves into the transgender community's experiences, the progress in their rights, and the legal considerations within the contexts of Pakistan and the USA, all within the framework of the 3I's: ideas, interests, and institutions.

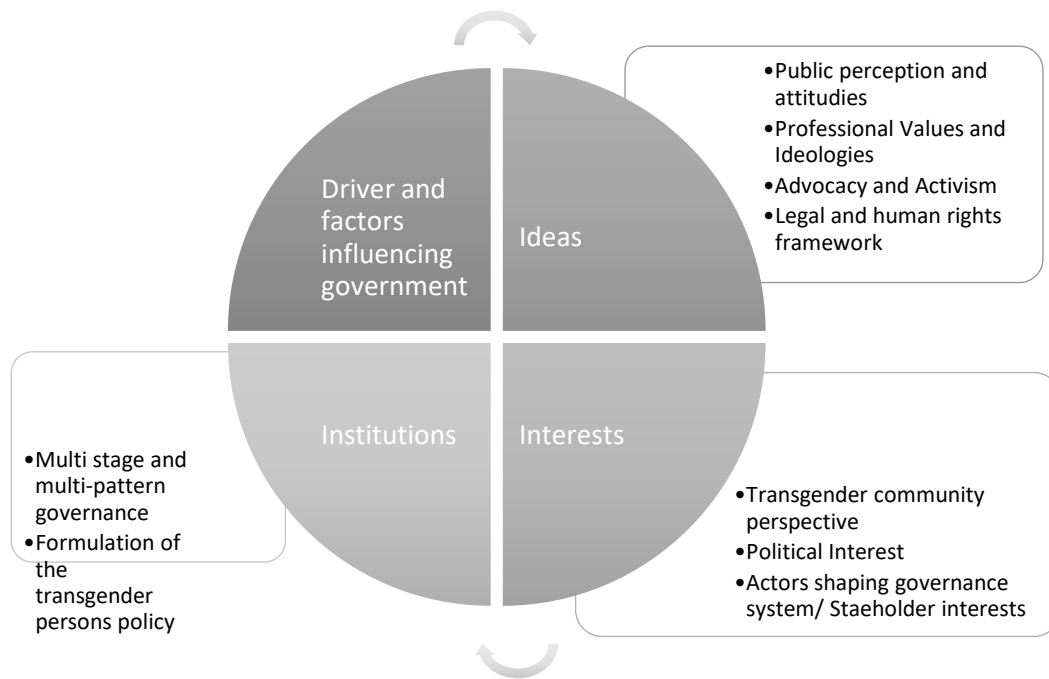


Figure 4. Drivers and factors influencing government

## F. Reflection from the Human right generations

Human right: Human rights, inherent to every individual irrespective of race, gender, nationality, ethnicity, language, religion, or any other distinction, encompass fundamental entitlements. They encompass the right to life and freedom, freedom from exploitation and cruelty, the liberty of expression, the right to pursue education and work, among numerous others. These rights are universal and should be afforded to all without bias or discrimination (Reid, 2023).

First Generation Human Rights (Civil and Political Rights):

Individual Freedoms: These rights emerged primarily in the 18th and 19th centuries and focus on individual freedoms and liberties. Examples: Rights to life, liberty, freedom of speech, religion, assembly, and a fair trial. State Restraint: These rights often require the government to refrain from interfering with individuals' exercise of their freedoms (Britannica, 2023).

Second Generation Human Rights (Economic, Social, and Cultural Rights):

Socioeconomic Rights: Emerged in the 20th century, emphasizing socioeconomic equality and well-being. Examples: Right to education, healthcare, employment, social security, and an adequate standard of living. Government Responsibility: These rights necessitate government action to provide and ensure

access to basic necessities for all citizens.

Third Generation Human Rights (Solidarity or Collective Rights):

Collective Rights: Evolved in the latter half of the 20th century, focusing on the rights of groups and humanity as a whole. Examples: Right to a healthy environment, peace, self-determination, development, and access to common heritage. Global and Interconnected: These rights often extend beyond national boundaries and highlight the interconnectedness of global issues (Britannica, 2023).

Evolution and Interdependence: These generations of rights are not strictly separate; they are interconnected and interdependent. For instance, ensuring economic rights (second generation) can facilitate the enjoyment of civil and political rights (first generation). They also evolve to meet contemporary challenges, such as technological advancements, environmental concerns, and global interdependence. Understanding and addressing these different generations of human rights are crucial for crafting comprehensive policies and frameworks that promote and protect the rights and dignity of individuals and communities worldwide (Reid, 2023).

## **G. International Human Rights Law**

International human rights law delineates the responsibilities of Governments, outlining specific actions they must undertake or refrain from, aiming to uphold and safeguard the fundamental freedoms and human rights of individuals and collectives. One of the remarkable accomplishments of the United Nations lies in crafting a comprehensive framework of human rights law—a universally applicable and globally protected code accessible to all nations and sought after by all individuals. Through the United Nations, a wide spectrum of internationally recognized rights, spanning civil, cultural, economic, political, and social spheres, has been defined. Furthermore, mechanisms have been established to both champion and defend these rights while aiding nations in fulfilling their obligations (Nations, 2023).

The bedrock of this corpus of law comprises the United Nations Charter and the Universal Declaration of Human Rights, adopted by the General Assembly in 1945 and 1948, respectively. Over time, the United Nations has progressively broadened human rights law, extending specific standards to encompass women, children, persons with disabilities, minorities, and other marginalized groups. These

groups now possess rights shielding them from the discrimination that pervaded many societies for an extended period (Nations, 2023).

## **H. Universal Declaration of Human Rights**

The Universal Declaration of Human Rights (UDHR) stands as a pivotal document in the annals of human rights history. Crafted by representatives hailing from diverse legal and cultural backgrounds across the globe, this Declaration was proclaimed by the United Nations General Assembly on December 10, 1948, via General Assembly resolution 217 A (III). It stands as a shared benchmark of accomplishments for all peoples and nations, articulating, for the first time, essential human rights universally deserving of protection (UDHR, 2023).

Since its inception in 1948, the UDHR has been translated into over 500 languages, making it the most translated document globally. Its profound influence extends to inspiring the constitutions of numerous newly independent nations and burgeoning democracies. Comprising the International Bill of Human Rights, the UDHR, along with the International Covenant on Civil and Political Rights and its two Optional Protocols (addressing complaint procedures and the abolition of the death penalty), as well as the International Covenant on Economic, Social, and Cultural Rights and its Optional Protocol, collectively forms a cornerstone of global human rights principles (UDHR, 2023).

### **I. The international human rights framework**

The adoption of the Universal Declaration of Human Rights by the United Nations in 1948 established a universal benchmark for human rights. While this Declaration isn't legally binding in international law, its universal acceptance across nations lends immense moral authority to the fundamental principle: the equitable and respectful treatment of all individuals, irrespective of nationality, residence, gender, origin, ethnicity, color, religion, language, or any other status (IHRS, 2023)

Subsequently, the United Nations has ratified numerous legally binding international human rights treaties and agreements, among them the Convention on the Rights of the Child. These treaties serve as a framework for deliberating upon and implementing human rights. The principles and rights delineated within them

assume the status of legal obligations for the States that opt to be bound by these treaties. Additionally, this framework establishes legal and other mechanisms aimed at holding governments accountable should they transgress human rights (IHRS, 2023).

At the core of the international human rights framework lie the Universal Declaration of Human Rights and the nine principal human rights treaties as following:

- The International Covenant on Civil and Political Rights
- The International Covenant on Economic, Social and Cultural Rights
- The Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
- The Convention on the Rights of the Child
- The International Convention on the Elimination of All Forms of Racial Discrimination
- The Convention on the Elimination of All Forms of Discrimination against Women The Convention on the Rights of Persons with Disabilities
- The International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families
- The International Convention for the Protection of All Persons from Enforced Disappearance

Each nation globally has ratified at least one of these conventions, and numerous countries have ratified a majority of them. These treaties serve as significant mechanisms in ensuring governmental accountability for upholding, safeguarding, and fulfilling the rights of individuals within their borders (IHRS, 2023).

Comprehending this framework holds paramount importance in advocating for, safeguarding, and actualizing children's rights, given that the Convention on the Rights of the Child, along with its encompassed rights and responsibilities, forms an integral component of this broader framework Transgender rights and freedoms

encompass a range of crucial issues, many of which revolve around ensuring equality, protection, and dignity for transgender individuals (IHRS, 2023). Some of the key human rights and freedom issues for transgender people include:

*Legal Recognition and Documentation:*

**Legal Recognition of Gender Identity:** Ensuring that individuals have the right to legally identify themselves with their chosen gender identity, regardless of medical procedures or interventions. **Access to Identification Documents:** Simplifying and ensuring accessible processes for transgender individuals to change their identification documents (such as birth certificates, passports, driver's licenses) to reflect their gender identity accurately (IHRS, 2023).

*Healthcare Access:*

**Affordable and Inclusive Healthcare:** Ensuring access to healthcare that is sensitive to the needs of transgender individuals, including hormone therapy, transition-related care, and mental health support. **Non-Discriminatory Practices:** Protection from discrimination by healthcare providers based on gender identity or expression (IHRS, 2023).

*Protection against Discrimination and Violence:*

**Employment Rights:** Protection from discrimination in the workplace based on gender identity or expression. **Hate Crimes and Violence:** Safeguards against hate crimes, violence, and harassment faced by transgender individuals. **Housing and Public Accommodations:** Ensuring access to safe housing and protection from discrimination in public spaces such as restrooms, shelters, and hotels (IHRS, 2023).

*Education and Awareness:*

**Inclusive Education:** Implementing inclusive policies in schools to protect transgender students from discrimination and ensuring they have access to safe environments for learning. **Awareness and Sensitivity Training:** Promoting awareness and understanding of transgender issues among the public, law enforcement, healthcare providers, and other relevant groups (IHRS, 2023).

*Immigration and Asylum:*

**Protection for Transgender Asylum Seekers:** Ensuring fair treatment and protection for transgender individuals seeking asylum due to persecution based on



their gender identity. Inclusive Immigration Policies: Ensuring immigration policies consider the needs and challenges faced by transgender individuals (IHRS, 2023).

*Advocacy and Legal Support:*

Legal Aid and Support Services: Providing legal aid and support to transgender individuals facing discrimination or seeking legal recognition of their gender identity. Advocacy for Policy Change: Supporting and advocating for policies and laws that protect transgender rights at local, national, and international levels. Advocacy, education, and policy changes are essential to ensure transgender individuals enjoy the same rights and freedoms as everyone else, fostering a more inclusive and equitable society (IHRS, 2023).



## **V. RESEARCH METHODOLOGY**

As suggested by the title, this chapter expounds on the research methodology employed in this dissertation. Specifically, this section delineates the research strategy and design, elucidates the methods for data collection, describes the sample selection, outlines the research process, delineates the types of data analysis, discusses ethical considerations, and elucidates the research limitations inherent in the entire project. Research methodology entails a defined procedure for conducting the research study within the framework of specific determinants (De Beer, 1999).

### **A. Research Design**

A research design encompasses the comprehensive blueprint, structure, and strategic approach developed to guide an investigation, with the primary objective of acquiring solutions to research inquiries or dealing with specific research issues. It outlines the researcher's intended steps, beginning with the creation of hypotheses and their practical applications, all the way to the final data analysis. (Kerlinger, 1986, p. 279).

The primary purpose of this research is to delve into published content pertaining to the transgender community in two distinct countries, Pakistan and the US. Exploratory studies, in this context, serve three fundamental determinations:

- (1) Fulfill the researcher's inquisitiveness and quest for enhanced comprehension.
- (2) Assess the viability of conducting a more extensive investigation.
- (3) Establish the techniques to be utilized in any subsequent research endeavor. (Babbie, 2007).

The research utilized content analysis as the overarching research framework. Content analysis is a method employed for the quantitative examination of communication content in a systematic and empirically informed manner, facilitating the achievement of consistent and reproducible results (Polit and Hunger, 1991). This

approach involves a series of iterative and systematic procedures, which include the creation of an empirically derived sample of communications (e.g., websites), determination of the unit of analysis (e.g., words or phrases), development of a categorical system for coding data, execution of data analysis, and presentation of the findings. However, it is important to heed Holsti's caution that "content analysis should be viewed as a supplementary tool rather than a replacement for the subjective examination of documents" (Holsti, 1968).

## **B. Sampling strategy**

In this study, purposively selected scholarly published content (articles) served as the sample, employing a nonprobability sampling technique, defined as a method of sample selection not dictated by probability theory (Babbie, 2007, p. 193). As per Neuman (2014, p. 273), purposive sampling involves a nonrandom selection of cases by the researcher using various methods to encompass all potential instances of a highly specific and challenging-to-reach population.

This section provides a comprehensive account of the selected sample of published content concerning third gender issues, comparing Pakistan and the US. The initial step involved examining online databases to gather relevant articles for the study, with Google Scholar and JSTOR regarded as critical databases for social sciences, particularly political science and international relations. Additionally, general searches were conducted on the Google search engine using varied keywords to ensure no oversight of published content within other pertinent electronic media databases related to the subject. The search incorporated keywords such as "transgender," "Third gender," "hijra," combined with "challenges," "rights," "issues," "politics," and "policy" in the context of Pakistan and the US. The search was confined to English-language publications due to resource constraints preventing translation of articles into various other potential languages (Neuman, 2014).

From the multitude of available articles, the researcher focused on those that provided a contextual analysis of the challenges and issues confronting transgender individuals in both Pakistan and the United States. Certain articles were omitted from consideration as they did not substantially address gender-related problems, particularly those related to transgender or third gender individuals. Memoirs published by prominent figures were collected from online news media and

organizational websites. These gathered documents then underwent a screening process based on four criteria: authenticity (ensuring original and genuine content), credibility (verifying accuracy), representativeness (representing the full scope of documents), and meaning (conveying the intended message) (Neuman, 2014). These documents predominantly elucidated the contextualized problems and challenges, as well as the roles of specific actors and organizations in mitigating prejudice against the third gender in Pakistan and the US.

Table 2. The variety and quantity of each information source employed in this research

References		Descriptions	Number of included records
Documents	Published Articles	Articles related transgender' social issues in Pakistan and US	20
		Laws and policies regarding transgenders in Pakistan and US	20
	Book (chapters)	Institutional challenges for transgenders	5
		Documents and reports published by organizations (PAK and US) that are advocated transgender issues and rights.	8
Online news media	Dawn news	While these news agencies cover daily news, it's important to note that third-gender-related news sites were not included in this study.	20
	The news		
	US news CBS news	US based news sites were searched.	20

### C. Ethical Consideration

According to the Collins Dictionary (1979), the term "ethical" denotes actions or behaviors that align with the established principles of conduct deemed appropriate, particularly within a specific profession or group. In the context of this thesis, ethical considerations pertain to existing content and encompass aspects such as anonymity, confidentiality, and accurate referencing (Collins, 1979).



## **VI. ANALYSIS**

Examining the impetus and influential elements within the government concerning the transgender community using the Ideas, Interests, and Institutions Framework enables a thorough exploration of the dynamics molding policies and actions. Delving into the concepts steering policy choices, the vested interests of different stakeholders, and the organizational frameworks influencing political conduct offers a deeper comprehension of the factors impacting government approaches to transgender concerns. This analysis offers valuable perspectives into the intricate interaction of societal attitudes, advocacy endeavors, legal structures, political motivations, and institutional setups, ultimately playing a role in progressing transgender rights and fostering social equity.

### **A. Ideas**

In the realm of analyzing government drivers and factors that influence the transgender community, "ideas" encompass a diverse range of elements, including knowledge, beliefs, values, ideologies, and paradigms. These ideas serve as conceptual frameworks through which political and bureaucratic actors interpret the challenges they face. They influence how problems are defined, which evidence is deemed pertinent, and the manner in which potential solutions to policy issues are formulated. By scrutinizing the impact of ideas on government actions concerning the transgender community, we can gather invaluable insights into policy development and the decisions made by policymakers. Grasping the fundamental ideas shaping decision-making processes is vital for understanding the motivations, priorities, and standpoints of government actors engaged in addressing transgender rights and fostering equality (Mehta, 2011; Pomey et al., 2010).

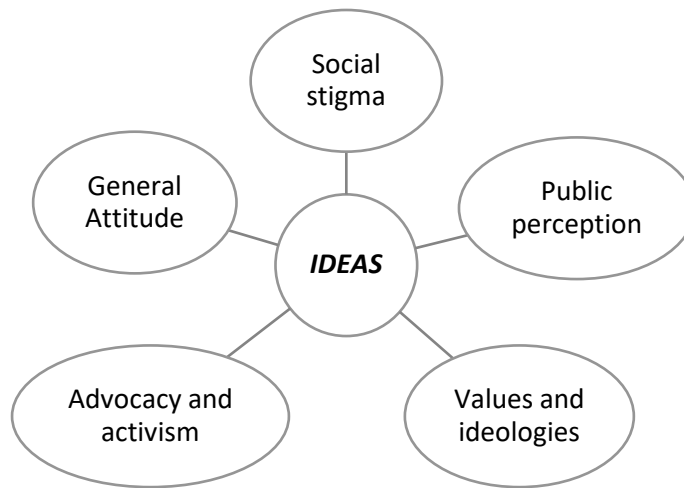


Figure 5: Idea framework

In the Pakistani context, transgender individuals face societal stigma that begins early in life. From birth, they encounter significant constraints and disapproval from their families due to their non-conformity with traditional gender norms. Male family members often expect them to adhere to societal expectations and exhibit behavior that aligns with conventional gender roles, rather than displaying feminine characteristics. These non-conforming traits often result in the family concealing the presence of transgender relatives during visits by guests or other family members. Transgender individuals in Pakistan commonly endure familial rejection, as their families may distance themselves or even disown and neglect them. They are frequently stigmatized as deviant and a source of shame for their families, leading to their exclusion from significant family gatherings such as weddings, Eid festivals, and funerals. (Alizai et al., 2016).

These transgender individuals have limited autonomy, necessitating permission from male family members for various activities or outings. They face physical abuse when using makeup or interacting with male children, behaviors that are viewed as inconsistent with their assigned gender. Transgender individuals are frequently coerced into conforming to gender norms through constant surveillance, humiliation, intimidation, blackmail, threats, and even torture. Despite being subjected to severe abuse, they receive little to no support from their family members. Family members are reported to be the primary source of physical, verbal, and emotional abuse. The hostile treatment often drives transgender individuals to leave their homes and seek refuge in communities where they find acceptance and understanding (Trawick, 1990).



Social stigma significantly affects the willingness of transgender individuals and their parents to enroll them in schools. Unlike other segments of society, transgender individuals lack the ability to freely choose their educational paths. Very few transgender individuals attend schools due to an unsafe and non-inclusive school environment, where bullying and ridicule by teachers and fellow students are common. Dropout rates among transgender individuals are notably high (Nazir and Yasir, 2016).

In educational settings, transgender students often encounter ridicule and mockery from their classmates, particularly in response to changes in their voice, body language, and gestures. These actions are influenced by the conservative perspectives prevailing in society, which result in minimal support and comprehension from teachers. As shared by Javeria, "I once reported the issue to my teacher, but instead of taking action against those who were bullying me, he blamed me, attributing the abuse to my feminine behavior" (as mentioned in Alizai et al., 2016). Transgender individuals are subjected to teasing, harassment, and abuse, often fueled by rumors and inappropriate touching. They become targets of sexual exploitation through blackmail, threatening to reveal their identities within their social circles, further deteriorating their social connections due to their gender distinctiveness (Alizai et al., 2016).

Due to the **abusive environment** within their families and schools, transgender individuals are deprived of educational opportunities that could enable them to secure decent employment. They lack access to resources and job opportunities in cooperation to public and private sectors. The transgender community's low literacy levels further constrain them from acquiring notable jobs, and financial constraints often prevent them from starting their own businesses. To escape societal stigma, many transgender individuals seek refuge in places like guru deras, where they can maintain anonymity and prevent their families from discovering their activities. However, in these guru deras, they are often pushed into dishonorable professions and lifestyles. (Alizai et al., 2016).

Inside guru deras, transgender individuals, known as "chelas," primarily acquire skills essential for their livelihood, as opposed to formal education. These skills often revolve around activities like dancing, involvement in sex work, gathering alms, and begging. In some cases, individuals may even opt for surgical

castration, a risky procedure that can have detrimental effects on their physical and mental well-being. (Alizai et al., 2016).

The lack of opportunities, employment prospects, and economic resources intensifies the struggle for survival among transgender individuals. They earn their livelihoods by performing dances at several events and ceremonies, including the delivery of a baby boy, wedding ceremony, and other celebratory functions. They receive money and gifts from relatives of newborns and grooms as compensation for their performances. Additionally, they sustain themselves through alms collection and engagement in prostitution. However, during their work, they endure exploitation, abuse, and discrimination from the public and their clients. The act of collecting alms often leads to harassment and humiliation by the general public (Kalhor and Ali, 2021).

Transgender individuals engaged in entrepreneurial ventures (albeit in small numbers) encounter numerous challenges in securing suitable investments to initiate their businesses. Acquiring bank loans is particularly difficult due to their nomadic lifestyle, making it a significant challenge to convince banks of their ability to repay loans. Moreover, they face obstacles in finding public office spaces as landlords often hold conservative notions about potential illegal activities.

Discrimination further compounds their struggles, as suppliers of raw materials exhibit biased behavior towards them, favoring other male clients due to prevailing negative societal perceptions. The transgender entrepreneurs struggle to find employees, as both males and females are reluctant to work for them. Additionally, consumers frequently display derogatory behavior and mistreatment towards them. The working personnel may engage in fraudulent activities, leaving transgender entrepreneurs with limited options to address these situations (Asghar et al., 2022).

Other transgender individuals are deterred from working as employees in such ventures, as the remuneration offered is significantly lower than what they can obtain through begging or engaging in commercial sex work. Limited resources, awareness, and knowledge about adopting new technologies further impede their business operations. The general public predominantly views them as dancers, beggars, or sex workers, reinforcing societal perceptions that discourage them from pursuing alternative professions (Asghar et al., 2022).

The transgender community faces harsh treatment and is forced into vulnerable professions like sex work due to the societal stigma associated with their gender nonconformity and the demeaning nature of begging and dancing. When performing in public spaces like village fairs (melas), they endure abuse from unfriendly onlookers, necessitating police protection, albeit often resulting in further abuse. The police exhibit prejudiced behavior towards transgender individuals, subjecting them to torture, detention, assault, and even rape (Nazir and Yasir, 2016).

Law enforcement officials exploit transgender individuals, extorting money from them during patrols or arbitrary arrests made without proper warrants or due process. These arrests, often made without proper documentation, compel transgenders to bribe local police stations for the ability to work in specific areas. Moreover, police stations frequently refuse to register their complaints, advising them against going to public places where they may face attacks (Alizai et al., 2016). Transgender individuals are banned from public areas at night, reinforcing stereotypes of sexual advances and involvement in sex work. Police officers physically and sexually abuse them during night-time encounters, demanding bribes for release if arrested. They also conduct frequent raids on transgender community events at guru deras, extorting money and valuables unless given prior notice and permission from the concerned Station House Officer (SHO). Unfortunately, complaints regarding police misconduct rarely receive attention from higher authorities, leading to continued human rights violations against transgender individuals (Alizai et al., 2016).

The pervasive gender stigmatization significantly impacts healthcare practices for transgender individuals. They often avoid medical check-ups due to the desire to assimilate into mainstream society, driven by the hostile and unreasonable treatment they face from others. Unfortunately, mainstream society, including hospital and clinic environments, rejects transgender individuals, generating anxiety in them. Discrimination in healthcare settings exacerbates their hesitance to seek medical care. Transgender individuals encounter discrimination in hospitals and clinics, enduring extended waiting times and neglect in the doctor's examination queue. The fear of rejection and the shame associated with gender discrimination dissuade them from seeking medical care. Their visits to doctors are met with hurtful behavior from other patients, who shun sitting near them, believing they may carry contagious

ailments. Consequently, transgender individuals often resort to self-medication based on advice from their gurus (Alizai et al., 2016).

Paramedic staff exhibit discriminatory behavior and fail to facilitate communication with doctors regarding their health concerns. Doctors conduct casual examinations, overlooking their ailments and avoiding direct contact due to their non-conforming gender identity. Social pressure leads some doctors to discriminate against transgender patients, fearing discomfort or criticism from other patients. Senior doctors and colleagues may subject transgender individuals to vulgar jokes and ridicule. Access to medical facilities is restricted, with transgender individuals being stigmatized as carriers of sexually transmitted diseases (STDs), causing potential contamination of medical equipment (Zafar and Khalil, 2022).

Transgender students faced significant challenges in expressing their gender identities within educational settings. The societal constructs of gender, reflected in dress codes, appearances, and pronouns, exerted pressure on them. Educational institutions lacked inclusive curricula that could help trans students understand and embrace their gender identities and sexual orientations. In some regions, like California, efforts were made to revise guidelines and curricula to be more inclusive, particularly in the context of sex education. However, these changes were not widespread and did not adequately address the unique needs and concerns of transgender individuals. Services such as access to appropriate changing rooms, career counseling, and participation in athletic programs were limited for transgender students (CBS, 2019).

Policies ensuring nondiscrimination, the ability to change names and pronouns, and inclusive admission forms were rarely in place or communicated effectively. The dissemination of information about trans-inclusive policies within campuses was minimal, and training sessions aimed at normalizing pronouns and creating an accepting environment for transgender students were infrequent. Additionally, joining clubs or participating in campus activities often presented challenges due to concerns about encountering a transphobic environment (CBS, 2019).

**Lectures and training sessions** in academic institutions often lacked content related to transgender individuals, leaving trans students without essential information and support. Campuses did not offer services to facilitate name changes,

and the procedures for such changes, if they existed, were not well-known to trans individuals. Basic facilities like private showers, changing rooms, and gender-neutral bathrooms were inadequate, and trans-inclusive housing options were either absent or poorly structured (Alizai et al., 2016).

Transgender students expressed a need for well-educated and empathetic **counselors and healthcare** providers who understood their unique concerns and respected their pronouns. They sought improvements in health insurance plans to cover hormone therapy and gender-affirming surgeries. The lack of trans-specific spaces within organizations and student groups further isolated transgender individuals on campus. Those who openly identified with their trans identity tended to have a stronger sense of belonging within the academic community (Goldberg et al., 2018).

Geographical differences within the United States present distinct challenges for transgender individuals, particularly in the Southern region. States in the South often impose stringent norms and legal restrictions related to transgender healthcare. Access to culturally competent and medically gender-affirming services, such as hormone replacement therapy, is severely limited in these areas. Transgender individuals in the South face the additional burden of having to travel long distances, sometimes to different cities, to access essential medications due to a lack of local opportunities. This limitation often forces them to resort to self-medication, leading to further health complications (Goldberg et al., 2018).

The logistical challenges of accessing care and services are a source of frustration for transgender individuals. They frequently need a supportive letter from a healthcare professional to become eligible for therapy or hormone replacement. Unfortunately, rescheduling of appointments by medical professionals who can prescribe hormones is a common issue they face. Moreover, the cost associated with gender-affirming services, ranging from mental health care to surgeries, poses a significant barrier. As a result, transgender individuals often limit their interactions with counselors or healthcare workers. Those with health insurance and financial resources find it easier to access basic preventive care (Pampati et al., 2021).

Transgender individuals often face challenges regarding the confidentiality of their gender identity and the privacy of sexual health services. During visits to healthcare providers, the presence of a guardian or parents in the exam room hinders

them from openly discussing their sexual behavior or gender identity. This lack of privacy and fear of judgment discourage them from sharing important information. Financial concerns add another layer of worry, as parents may express non-supportive attitudes regarding high billing for gender-affirming services, breaching the confidentiality of the services they receive. To protect their identity and preserve confidentiality, transgender individuals appreciate discreet communication methods such as receiving text messages while waiting (Pampati et al., 2021).

One of the distressing aspects is the use of birth names or incorrect pronouns by frontline staff and providers during meetings and intake services. The discomfort and emotional distress caused by this practice, especially when noted in quotation marks next to their chosen names, is significant. Transgender individuals find it embarrassing to correct the use of their birth names and clarify their chosen names. Furthermore, healthcare providers often demonstrate limited understanding and awareness of transgender medical issues. This lack of knowledge is evident in subpar practices related to chest binding procedures, hormone replacement therapy, and HIV pre-exposure prophylaxis, especially when administered by pediatricians. These challenges may arise from inadequate training and knowledge gaps among medical staff (Pampati et al., 2021).

- Transgender individuals have experienced instances where medical staff displayed discomfort or upset reactions upon realizing their gender identity. These reactions were evident in the staff's mannerisms and behavior. Transgender individuals felt that medical providers noticed details such as their IDs, apparel, and voice tone, causing discomfort or dismissive attitudes from the providers.
- Moreover, transgender individuals expressed hurt feelings due to the discomfort their presence caused among medical providers, affecting the care they received. This discomfort led to dismissive attitudes and, at times, a lack of willingness to provide proper care.
- On a positive note, transgender individuals appreciated medical providers who took the time to explain medical procedures and services in detail. Open communication with such providers helped them manage anxiety and nervousness associated with healthcare visits. However, they also

emphasized the need for more communication about their feelings and experiences during medical encounters.

- Transgender individuals noted a lack of active listening from medical providers, who often appeared to be overdramatic about listening but ultimately ignored what was being shared. This lack of genuine understanding and acknowledgment of their experiences was a recurring issue, highlighting the need for more empathetic and attentive healthcare interactions (Pampati et al., 2021).

## **B. Interests**

Analyzing the government drivers and influencing factors for the transgender community necessitates a comprehensive understanding of the various interests involved and the power dynamics among stakeholders. These interests span a range of stakeholders, such as societal groups, elected officials, civil servants, researchers, and policy entrepreneurs. These stakeholders are motivated to shape the policy process in ways that align with their specific goals and priorities (Pomey et al., 2010).

By digging into these diverse interests and comprehending the power dynamics among the stakeholders, we can glean valuable insights into the factors that shape government actions and policy outcomes concerning the transgender community. This understanding is paramount for identifying potential alliances, evaluating the distribution of costs and benefits, and navigating the intricate landscape of policy-making processes. It allows for a more nuanced and comprehensive analysis of the forces at play in the policy realm related to transgender rights and social equality.

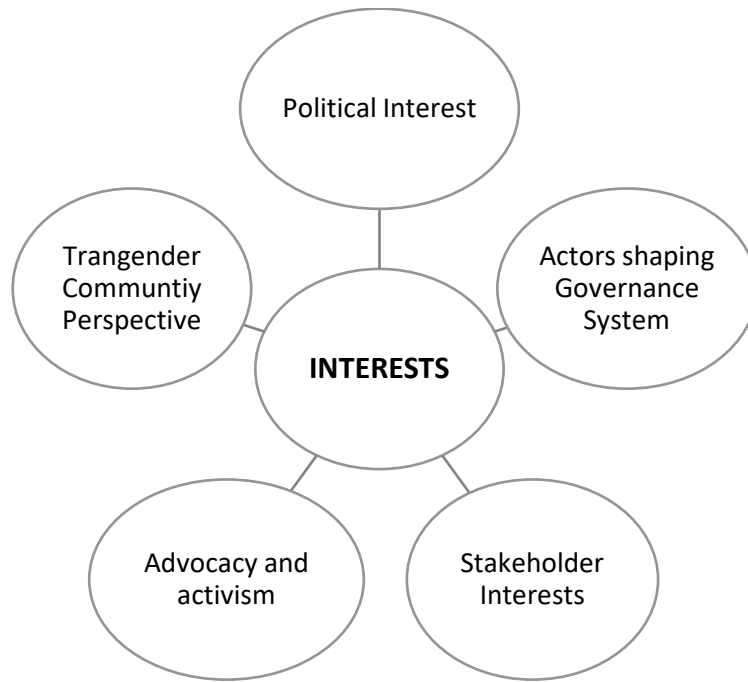


Figure 6. Interest framework

In both the contexts of Pakistan and the USA, a diverse array of individuals and organizations have emerged as advocates for the rights of transgender individuals, often known as Khawaja Siras in Pakistan. These advocates have played a pivotal role in drawing attention to the unique challenges faced by transgender communities and have been instrumental in advocating for their fundamental rights. Their endeavors have focused on raising awareness about the discrimination and obstacles encountered by transgender individuals, challenging societal stereotypes and norms, and striving to foster inclusivity and equality. Utilizing various platforms such as activism, advocacy groups, legal initiatives, and public awareness campaigns, these advocates have significantly contributed to the ongoing discourse on transgender rights. Their collective efforts aim to transform society into a more inclusive and accepting space that values and safeguards the fundamental rights of transgender individuals (Pomey et al., 2010).



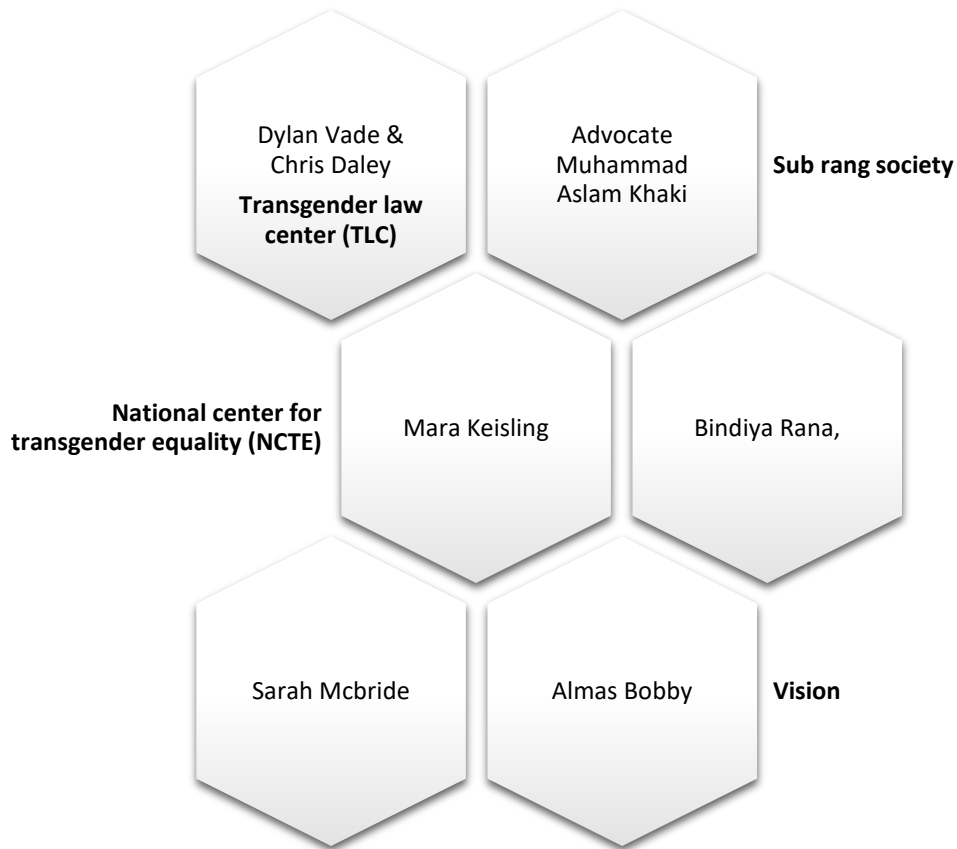


Figure 7. Prominent actors and organisations

**Advocate Muhammad Aslam Khaki** an advocate, has played a significant role in championing the rights of the Khawaja Sira community in Pakistan. In 2009, following a troubling incident in Taxila near Rawalpindi, where police subjected Khawaja Sira community members to assault and robbery, Khaki filed a petition with the Supreme Court of Pakistan. The objective of this petition was to secure the fulfillment of the fundamental rights of the Khawaja Sira community, which are protected by the Constitution of Pakistan (Nisar, 2018; Islam, 2020).

Through thorough research and legal advocacy, Khaki brought to light the challenging circumstances faced by transgender individuals, leading to the issuance of specific court orders concerning the legal and social status of Khawaja Sira individuals in Pakistan. The court directed the Attorney Generals to develop policies aimed at safeguarding and enforcing the rights of 'eunuchs' (as referred to by the court), which encompassed rights such as access to education, inheritance, suitable

employment, voting privileges, and participation in elections. Furthermore, the court recommended the establishment of commissions by both federal and provincial governments to devise plans and recommendations for the improvement of the socio-legal status of transgender individuals (Khaki, 2009).

Khaki emphasized the need to protect transgender individuals from police brutality and criminal activities. During the proceedings, he proposed the formation of committees at the district level and advocated for the designation of transgender individuals as women for all legal purposes. He stressed that male police officers should not arrest transgender individuals due to their female status and recommended that raids related to vulgar dances should be supervised by magistrates or local authorities rather than the police (Iqbal, 2009). He also suggested that their gender should be identified as Khawaja Sira (transgenders) on their national identity cards (CNICs) and proposed the issuance of special CNICs for them, similar to those for disabled persons. In addition to legal recognition, Khaki highlighted the importance of providing transgender individuals with the right to use public services in a means that aligns with their gender uniqueness, including separate sections in public transport, toilets, and hospitals. He also recommended granting small loans to help them earn a livelihood through decent work or businesses (Iqbal, 2009).

**Bindiya Rana**, a prominent transgender activist and a respected member of the transgender community, has been instrumental in advocating for transgender rights and welfare. As the originator and president of the non-profit organization Gender Interactive Alliance (GIA), Rana has dedicated herself to raising awareness about transgender issues and working towards the upliftment of transgender rights. Rana acknowledged the significance of the Supreme Court's order concerning the registration of transgender individuals, recognizing it as a pivotal step towards recognizing their humanity. However, she emphasized that much more needed to be done beyond the issuance of these directives. She actively participated in public forums, including television programs and private festivals, to represent the transgender community and advocate for their rights (AMWEC, 2021).

During her involvement in the political arena, Rana contested an election in Karachi in 2013 for a seat in the Sindh provincial assembly. Her objective was to safeguard the interests of the transgender community and work towards addressing the myriad challenges they face. Through her organization, GIA, Rana initiated

awareness programs aimed at educating the transgender community about their fundamental rights and advocating for their socio-legal acceptance in mainstream society. Rana's tireless efforts have significantly contributed to advancing the cause of transgender rights, promoting awareness, and striving for a society that is inclusive and accepting of all genders (Jajja, 2015).

**Almas bobby**, the president of the Shemale Foundation Pakistan who also struggled with Aslam khaki petition for transgender rights. She also known for her regular TV talk shows and outspoken on political issues. Her views recorded throughout the struggle of transgenders' right from the petition to till date. She was included in the petition along with Aslam Khaki and narrated her unpleasant experience by her family in the form of isolation and none of her family member meet her except sisters. She was also nominated as the focal person of transgenders for interacting with the provincial administration and other concerned departments (Dawn, 2011). She has been offered an election ticket by the Awami National Party (ANP) to highlight her community issues using this platform. She was the main provider of shelter to many transgender women (Syed, 2022). Recently, hotline was launched in Pakistan for transgender people for their protection from harassment and discrimination. Almas bobby demonstrated that it was a glad for having hotline but some frustrations still there like hotlines directed to the top police officers and ministry of human rights. She noted police harassed us the most in terms of arrested from our houses, robbed our money while performing and earning in wedding parties, and discriminated publicly and we again called them to seek justice (The Pakistan daily, 2022).

At organizational level, Pakistan lacks such organization that cover transgenders issues and rights at national level but some city based and provincial level societies strive for its presence. **Vision** (organization), started in 1998, actively campaign the transgender rights to create the peaceful environment for them using innovative and sustainable strategies. It focused on long term and self-sufficient solutions to eliminate the violations of human right against them. It started movement specific for Pakistan's female transgenders for giving awareness and prevention of HIV/AIDS through group sessions and workshops, and providing camps for their counselling. This organization also started programs for their life skill training, support them for group work, and train them for leadership, as well as,

capacity building workshops and group work also held (see the archives of site at Vision.com). Workshop for the sensitization training of Haripur police (KPK) was also conducted in 2021. It is not limited to just transgenders but also have a journey for child protection. It also worked on “empowering trans-women in Pakistan” project under global giving (Vision, 2022).

**Sub Rang Society**, another organization worked in Karachi city for the advocacy of transgender rights. This society provided safe places with friendly atmosphere for marginalized group for social and emotional support. These protected spaces enable transgender community members to connect and create a solidarity network around Karachi for discussing their common challenges related socio cultural, health, and political. It also supports for finding opportunities of work and strive to provide better workplaces for them. It creates awareness on different occasions such as the international transgender day of visibility 21 March, remembrance 20 November. It also runs different workshops and training sessions for bringing social change with knowledge, puts community-based events for giving them space to share their challenges for living. In last, it also has its task force that worked in Karachi city (Sub Rang Society, 2022).

There are many numbers of transgender activists who are working for indicating the issues of transgenders in United States of America. They are taking their part to minimize the discrimination for transgender persons in different aspects of life. **Mara Keisling**, transwoman with the background of social sciences have more impact of transgender lives by upgrading the policies. She transitioned in her early 40s and started her activist’s career from Washington where she established National Center for Transgender Equality (NCTE) organization. She changed the laws and policies with this organization while collating with other associations in different states. She had won awards from number of organizations such as Gay law association, Harvard Bisexual, out for work, Transgender Law Center, Gay, Lesbian, Transgender and Supporters Alliance, Equality Forum, and PFLAG (Huff Post, 2015).

**Sarah McBride** another transgender activist and politician in America, Sarah holds the senator seat of Delaware State. Sarah, one of the public voices of transgenders for fighting equality, currently worked as press secretary at human right campaign organization. She was involved in politics almost more than decade ago

wherein she started from high school young democratic organization as cofounder and during sophomore year of college, she elected body president at American university. She was the first openly trans woman who graduating from college and internee in the Obama white house and then successfully pass the nondiscrimination protection based on gender identity for equality in housing, public accommodation, employment, and insurance in Delaware. She won election in 2022 and become a Delaware State Senator and become headlines because she was the first highest ranking transgender official in USA history. She also wrote book about her journey for fighting equality and restricted politics of hate (Penguin Random House, 2023).

**National Center for Transgender Equality (NCTE)** founded by Mara Keisling, is an organization which advocates transgender persons for their acceptability in society by targeting USA laws and policies. NCTE becomes a clear and strong voice for providing equality of third gender on both state and federal level. The mission of NCTE is to empowering transgenders through education for ending violence and discrimination and providing equal rights with empathy, opportunity, and justice. This organization is more expand now by covering almost twenty issues related to transgender persons as compared to when it was founded in 2003. NCTE had a number of victories that evidence of their impact on political process and changing policies. It coalited with different other rights activists' organization working for third genders for upgrading the version of employment nondiscrimination act (ENDA) (LGBT history month, 2010).

NCTE had successfully changed federal policies related to transgenders issues specifically in the duration of Obama administration such as access to healthcare and nondiscrimination health services, protection of employments at federal level, access to emergency shelter and homeless, nondiscrimination in housing that are subsidized by federal, access to military service as service members, access to gender identity documents, access to normalize their presence in jails, prisons and police department, open to immigration, and modified the regulation at state level for allowing their changed gender marker on passport without reconstruction of their genital surgeries (LGBT history month, 2010).

NCTE also had conducted surveys by partnering with other organizations to capture experiences and evidences of transgenders of discrimination in diverse areas like healthcare, employment, housing, education and many others (Goldstein, 2011).

Two surveys conducted by NCTE; first in 2008,

The National Transgender Discrimination Survey, conducted in collaboration with the National LGBTQ Task Force and Pennsylvania State University's Center for the Study of Higher Education, stands as the most extensive survey addressing the experiences of transgender individuals (Rothaus, 2008), second in 2015, U.S Transgender Survey, where almost twenty-eight thousand transgenders participated in it (Steinmetz, 2016).

**Human rights campaign (HRC)** is an organization founded by Steve Endean in 1980. HRC work for ending discrimination against people of LGBTQ+ and provide awareness for equality and fairness for all as fundamental right. It was started for collecting funds to support candidates of congress who were worked as pro-fairness and it's named primarily as human rights campaign fund. In start, it has few officials in its office but it was rebranded in 1995 and expanded its programs, communication, and research. With its rapid growth proved HRC is in among the most effective organization which works for the advocacy of transgenders in USA. It has the highest voting blocs in country with an estimated 52 million equality voters. For last eight years, HRC kept track of fatal incidents against transgenders and other gender diverse persons since 2015 and reported every year. It is highlighted that most of the transgenders were shot killed by their partners or strangers, and acquaintances. HRC strives to minimize the violence against gender diverse persons and respond to anti-LGBTQ+ policies and regulations in states of America (HRC, 2023).

**Transgender law center (TLC)**, a nonprofit organization founded in 2002 by Dylan Vade and Chris Daley as an associative project of National Center for Lesbian rights. After two years, it become independent organization for advocating legal rights of transgenders and other gender diverse persons. It is also considered as a largest organization in USA that provide self-determination for nonconforming genders and impacted on laws and policies for acceptance of them (TLC, 2023). TLC focused more on transgenders individuals of racial minority such as started program of black trans circles in 2018, disability projects for disable trans persons in 2019, and TLC SONG empowering southern transgender people in 2014. A well-known intervention of TLC was highlighted in cases wherein it filed on correction department of California for granting imprison to transgenders based on their chosen gender (Quine vs. Beard, 2015). It also intervened for the behalf of male transgender

who was experienced discrimination and abuse from their high school administration wherein transgender students were protected under the title IX in district unified schools (Whitaker vs. Kenosha, 2017).

### C. Institutions

To comprehend the particulars of political behavior, institutions are pivotal as they encompass a wide range of formal and informal elements, including rules, norms, precedents, and organizational aspects. These institutions structure political behavior by shaping and constraining policy developments and choices. They include various elements such as government structures, which define the political arrangement of a country, policy networks that influence decision-making processes, and policy legacies that shape historical patterns and precedents (Pomey et al., 2010).

Table 3. Political Response of parties over time

<p><b>In Pakistan</b>, the response to transgender issues by various political parties has evolved over time, but there's a general trend towards recognizing and addressing the rights of transgender individuals. Here's a broad overview:</p>	<p>In the <b>United States</b>, the approach to transgender issues often varies between political parties, reflecting different ideologies and priorities. Here's a general overview of how the two major parties, the Democrats and the Republicans, have typically responded to transgender issues:</p>
<p><b>Pakistan Tehreek-e-Insaf (PTI):</b>            Acknowledgment of Rights: PTI has shown some support for transgender rights, advocating for their inclusion and protection.            Legislation and Policies: Efforts have been made by PTI-led governments in certain provinces to introduce policies recognizing the rights of transgender individuals, such as allowing them to have their gender identity recognized on official documents.</p>	<p><b>Democrats:</b>            Support for Transgender Rights: Democrats generally advocate for policies that support transgender rights and equality.            Legislation and Policies: They often support legislation and policies aimed at protecting transgender individuals from discrimination in areas such as healthcare, employment, education, and housing.            Legal Recognition: Democrats tend to be more supportive of legal recognition for gender identity and inclusive measures to allow transgender individuals to change identification documents.            Healthcare Access: They support policies that ensure accessible and inclusive healthcare for transgender individuals, including coverage for transition-related care.</p>
<p><b>Pakistan Peoples Party (PPP):</b>            Advocacy for Rights: PPP has advocated for the rights of transgender individuals and has supported legislation aimed at protecting their rights.            Inclusive Policies: PPP-led provincial governments have taken steps to include transgender individuals in government programs and provide opportunities for education and</p>	<p><b>Republicans:</b>            Varied Positions: Within the Republican Party, there is a range of perspectives on transgender issues, leading to varied responses.            Concerns About Policies: Some Republicans express concerns about certain policies they perceive as infringing upon religious freedoms or privacy rights, especially related</p>

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employment.

to transgender individuals' access to certain spaces like bathrooms.

**Emphasis on State Control:** There's often an emphasis on states' rights to determine policies, leading to variations in approaches to transgender issues at the state level.

**Focus on Parental Rights:** Some Republicans focus on parental rights regarding transgender healthcare for minors, advocating for laws that give parents more control or oversight in such cases.

It's important to note that these positions are not universally held within each party, and individual beliefs can differ among politicians and constituents. Additionally, attitudes and policies toward transgender issues can evolve over time within both parties based on changing societal views, advocacy efforts, and legal developments.

#### **Other Parties and Civil Society:**

**Civil Society Involvement:** Various civil society organizations have played a significant role in advocating for transgender rights and raising awareness about their issues.

**Mixed Responses:** While some parties have shown support, others might not have specific policies or stances dedicated to transgender issues.

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### **Challenges and Progress:**

**Social Stigma:** Transgender individuals in Pakistan often face societal discrimination and marginalization. **Legal Recognition:** Efforts have been made to legally recognize gender diversity and protect transgender rights, such as allowing individuals to self-identify their gender in official documents. **Healthcare and Employment:** Access to healthcare and employment opportunities remains a challenge for many transgender individuals (The Express Tribune, 2013).

**Evolving Landscape:** Pakistan has seen shifts in attitudes toward transgender rights, with increasing recognition of their rights as citizens. However, there's still progress needed in ensuring full equality, access to resources, and protection from discrimination for transgender individuals across the country. Overall, while various political parties in Pakistan have shown some level of support for transgender rights, there's ongoing work needed to address social stigmas, ensure legal protections, and improve access to essential services for the transgender community (The Express Tribune, 2013).

By examining institutions, we can gain insights into the underlying rules and



norms that guide political behavior, the distribution of power and decision-making authority, and the constraints and opportunities that influence policy outcomes.

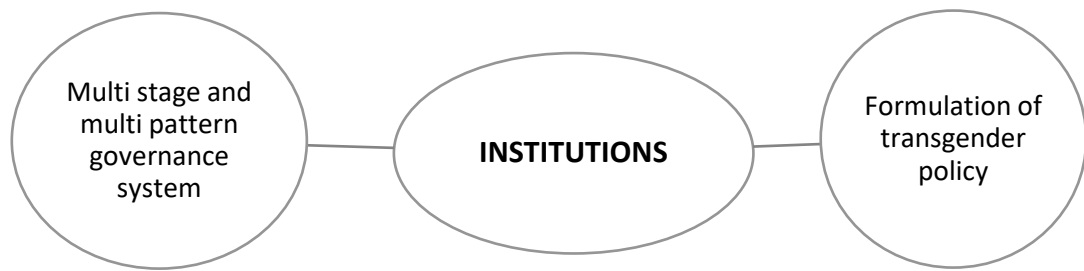


Figure 8: Institutions framework

### 1. Multi stage and multi-pattern governance

When examining the institutional section, it becomes apparent how multi-stage and multi-pattern governance plays a role in addressing the needs of the transgender community. It is essential to identify and address various gaps within the institutional framework to ensure effective governance and policy outcomes.

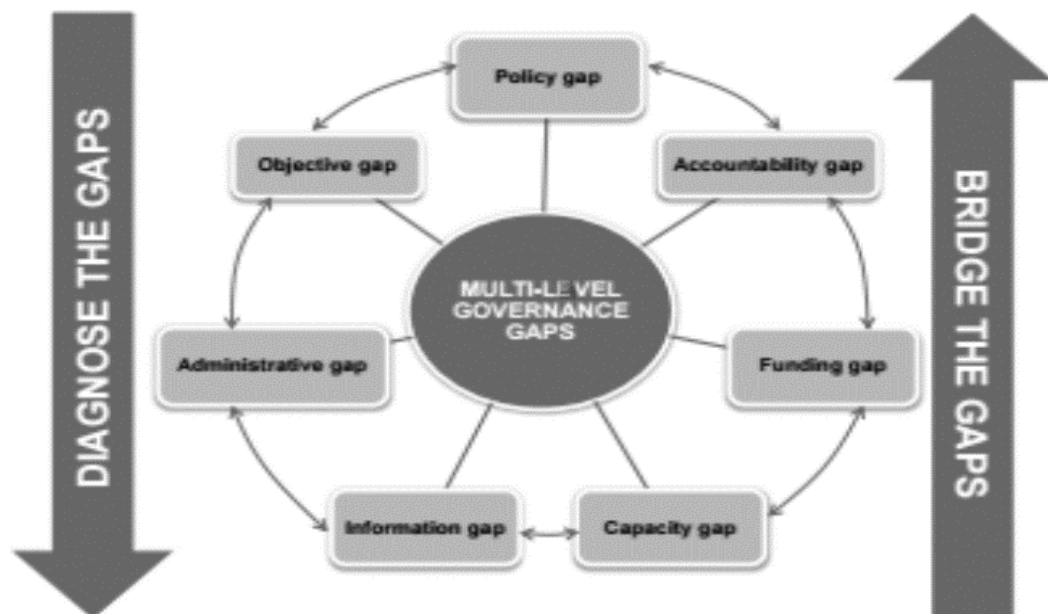


Figure 9. Various gaps within the institutional framework

*Administrative Gap:* Efforts should be made to bridge the administrative gap by enhancing the capacity of government agencies and departments responsible for transgender-related policies. This includes providing training, resources, and support

to ensure efficient implementation and coordination.

*Information Gap:* Addressing the information gap involves improving data collection and research on transgender issues, including health disparities, discrimination, and socioeconomic challenges. Access to accurate and comprehensive information is crucial for evidence-based policymaking and targeted interventions.

*Capacity Gap:* Building capacity within institutions, civil society organizations, and service providers is necessary to enhance their ability to support the transgender community effectively. This may involve training programs, sensitization initiatives, and capacity-building efforts to promote inclusive practices.

*Accountability Gap:* Promoting accountability requires establishing mechanisms to ensure that policies and programs are effectively implemented and monitored. This involves clear lines of responsibility, oversight mechanisms, and engagement with stakeholders to ensure transparency and address any gaps in accountability.

*Policy Gap:* Addressing the policy gap entails developing comprehensive and inclusive policies that protect the rights and well-being of the transgender community. It requires a focus on non-discrimination, healthcare access, legal recognition, education, employment, and social inclusion.

*Objective Gap:* Efforts should be made to align policy objectives with the needs and aspirations of the transgender community. This involves meaningful participation and engagement of transgender individuals in the policy-making process to make certain their perspectives are reflected in policy goals and objectives.

*Funding Gap:* Closing the funding gap requires adequate allocation of resources to support programs and initiatives aimed at improving the lives of transgender individuals. This includes budgetary provisions for healthcare services, education, advocacy, and support programs.

Addressing these gaps within the institutional framework is essential for effective governance and the advancement of transgender rights. By bridging these gaps, policymakers can create an enabling environment that promotes equality, inclusion, and social justice for the transgender community.

## **D. Basic analysis comparison: Description of driver and factors influencing government**

### **1. Adoption & Parenting Laws And Policies**

Transgender individuals in Pakistan face challenges and social stigmatization when it comes to their legal registration and family dynamics. The government has issued new identity cards for transgender individuals, using the names of their gurus (teachers) instead of their biological parents' names. This practice emerged due to societal pressure, as families often isolated transgender individuals, despite being born and cared for by their biological parents. In Pakistani culture, disowning family members is considered taboo, and the emotional attachment to biological family is highly valued.

However, the legal registration process required transgender individuals to sever ties with their biological families, as the previous registration as either male or female symbolically connected them to their biological families. This created a dilemma, as many transgender individuals were hesitant to break the emotional bond with their families. The quote from participant Rema highlights this sentiment, questioning the necessity of a legal identity as a transgender individual when it involves leaving behind one's family and parents.

Transgender individuals often face threats and violence when publicly presenting their gender identity. The publication recounts a severe case of torture inflicted on a transgender individual by male members of her biological family after her interview about the privileges of Hijras was broadcasted on a national news channel, causing disgrace to her family. Transgender individuals encounter various forms of violence, humiliation, and even murder. Their families may refuse to provide family verification, which is a requirement for obtaining legal registration as a transgender person (Khawaja sara). This demonstrates the influence of family pressure on the legal registration of transgender individuals.

In terms of adoption and parenting laws and policies, transgender parents face varying levels of protection and discrimination. Adoption non-discrimination laws safeguard parents from discrimination based on gender identity and sexual orientation by adoption agencies and officials. Similarly, foster care non-discrimination laws protect both foster parents and foster children from

discrimination based on gender identity and sexual orientation. Transgender individuals can become parents through various means such as giving birth, surrogacy, or adoption. Some states, like California, explicitly protect the rights of transgender parents through anti-discrimination laws. However, in other states, the rights of transgender parents depend on individual court decisions, as explicit protections may be lacking. Although no states explicitly ban transgender people from adopting or fostering, few states have comprehensive laws prohibiting discrimination based on gender identity in these areas. Currently, only seven states have high or medium adoption and parenting equality tallies, leaving the rights of transgender parents largely unprotected in many parts of the country.

## **2. Anti-discrimination laws**

Transgender individuals in Pakistan also face discrimination when it comes to inheritance and property rights. Due to societal norms and patriarchal legal systems, transgender individuals are often excluded from these rights on the basis that they do not have a spouse or children and therefore do not need to provide for anyone other than themselves. As a result, their parents favor their male and female siblings when distributing inheritance and property. In Pakistan, masculine identity is associated with more monetary benefits due to the patriarchal socio-legal system, and this is reflected in the inheritance laws where males are granted larger or maximum shares compared to females. Once transgender individuals obtain legal transgender identity, they are considered equivalent to females under the law, further disadvantaging them in terms of inheritance rights. Consequently, many transgender individuals are less inclined to register as transgender and instead attempt to register themselves as males to claim their full share of inheritance rights.

The legal registration process and the public display of transgender identity also expose individuals to violence and threats from male members of their families. There have been instances where transgender individuals faced severe torture from their biological families after appearing on national television to discuss transgender rights. In addition, there are cases where transgender individuals have experienced humiliation, murder, and refusal from their families to provide necessary documentation for legal registration as transgender (Khawaja Sara). The pressures exerted by their families significantly impact the legal registration process for transgender individuals.

Regarding adoption and parenting laws, protections for transgender parents vary across different states in the United States. Some states explicitly prohibit discrimination based on gender identity and sexual orientation in adoption and foster care, while others lack explicit protections, leaving the rights of transgender parents at the discretion of individual courts. The passage of the Equality Act by the U.S. House in February 2021 aims to expand the Civil Rights Act to include explicit protections against discrimination based on sex, gender identity, and sexual orientation in various areas, including housing, employment, and public accommodations. However, the bill is awaiting action in the Senate.

It is worth noting that attitudes towards transgender rights and policies vary among Americans. While a majority of Americans support policies protecting transgender individuals from discrimination in jobs, housing, and public spaces, a smaller percentage opposes or holds no strong opinion on such policies. The *Bostock v. Clayton County* Supreme Court ruling in June 2020 established that firing someone for being gay or transgender violates Title VII of the Civil Rights Act of 1964, making employment discrimination on these grounds illegal.

Different states have also introduced policies related to transgender individuals, which have sparked diverse opinions among the public. These policies encompass areas such as transgender student athletes' participation, healthcare for gender transition, and teaching about gender identity in schools. State non-discrimination laws play a vital role in protecting transgender individuals from discrimination based on gender identity and sexual orientation in employment, housing, public accommodations, and credit. However, the extent of non-discrimination protections varies across states, with some states having comprehensive laws while others impose limitations or restrictions.

### **3. Educational regulations**

Pakistan has taken significant steps to ensure access to education and protect the rights of transgender individuals. The inclusion of Article 25A in the Constitution, guaranteeing free and compulsory education for all children, represents a fundamental commitment to education for every Pakistani child. Pakistan's adoption of the Universal Declaration of Human Rights (UDHR) and ratification of the Convention on the Rights of the Child (CRC) further solidify its commitment to

upholding the right to free and fundamental education for all (PILDAT 2011).

The Transgender Person Act of 2018 is a crucial piece of legislation that grants transgender individuals the right to enroll in educational institutions and explicitly prohibits discrimination based on their gender identity. This legal framework is vital in ensuring that transgender individuals can access education without facing discrimination. It's commendable to note that both the federal and provincial governments in Pakistan have enacted legislation to promote free and compulsory education. Provinces like Islamabad and Baluchistan have ratified acts on compulsory education, and Khyber Pakhtunkhwa has gone a step further by establishing separate schools and vocational centers specifically for transgender individuals. The implementation of quotas to reserve seats for transgender individuals in schools and vocational centers, as well as providing scholarships for higher education, demonstrates a commitment to inclusivity and equal opportunities for transgender individuals. These efforts to promote transgender rights and access to education are aligned with international human rights standards and represent important progress toward achieving greater equity and inclusivity in Pakistan's educational system. It's heartening to see the efforts made in Pakistan to promote education and inclusivity for transgender individuals. The Free and Compulsory Education Act of 2014 in Punjab, the TRANSEDUCATION pilot project in south Punjab, and initiatives in Sindh all play vital roles in ensuring access to education and vocational training for transgender individuals. These programs offer a holistic approach, combining formal education, vocational training, and financial support to remove barriers to education (WHO, 2017).

In the United States, the Department of Education (ED) serves a similar purpose by supporting and ensuring equal access to educational opportunities for all students. The ED plays a crucial role in fostering educational excellence and promoting student achievement. It administers a wide range of federal education programs, activities, and benefits, including financial aid for students, research, and grants to improve educational outcomes. Efforts to provide transgender-specific curriculum content in Pakistan and promote understanding and acceptance of diverse genders are commendable steps toward a more inclusive and equitable educational system. Education is a fundamental right, and these initiatives in both Pakistan and the United States are critical for creating a more inclusive society (Congressional

Research Services, 2022).

The Every Student Succeeds Act (ESSA) is a significant U.S. law that governs K-12 public education policy. It was passed in December 2015, replacing its predecessor, the No Child Left behind Act (NCLB). While the ESSA retained the requirement for annual standardized testing for students between third and eighth grade, it shifted the responsibility for federal accountability provisions to the states. This transition allows states to have greater control over their educational policies, including standards and assessments. The ESSA has specific provisions for funding educational programs, particularly to support students who excel academically but come from low-income families. These programs provide financial assistance through local agencies to help these students access the resources they need to succeed in their education. The funding is often conditional upon adherence to certain educational accountability requirements, such as maintaining specific standards and assessments, to improve the quality of public elementary and secondary education for all students. The progress in education policy, particularly the Every Student Succeeds Act (ESSA), has brought positive changes for transgender and gender-variant students. ESSA emphasizes the importance of ensuring equal access to educational opportunities for all students, including those who face barriers due to their gender identity. Public schools must implement policies and practices that address educational disparities and support transgender students in achieving their educational goals (Congressional Research Services, 2022).

In May 2016, the Obama administration issued guidance on how Title IX of the Education Amendments of 1972 applies to transgender students. Title IX prohibits sex-based discrimination in schools receiving federal funding, covering both K–12 schools and higher education institutions. The guidance clarified that Title IX's prohibition of sex-based discrimination also extends to protect transgender students, ensuring their rights to equal treatment in educational settings (Emma, 2016).

The Obama administration went further and directed public schools nationwide to allow transgender students to use restrooms and facilities that match their gender identity. This guidance aimed to create inclusive and supportive environments for transgender students. However, the Trump administration rolled

back this Title IX guidance, signaling that schools were no longer required to interpret Title IX to protect transgender students. Despite this rollback, more than 40% of American public-school students already attended schools with policies that protected transgender students from discrimination (Emma, 2016).

In higher education, some institutions, like the University of California, have taken steps to be more inclusive by offering applicants a choice of six gender identities and extending gender-affirming healthcare coverage for students. These measures reflect the evolving landscape of transgender inclusivity in educational settings. In recent years, many educational institutions have taken steps to make their policies and practices more inclusive for transgender students. This includes changing forms and documents to allow students to identify their gender more accurately, offering gender-affirming healthcare options, and removing binary gender references. For example, the University of Maryland has implemented various initiatives to improve the experiences of transgender students on campus. These initiatives range from ensuring that student insurance plans cover hormone therapy for transgender students to eliminating gender references wherever possible (Pérez-Peña, 2013).

Despite this progress, challenges remain in achieving comprehensive transgender- and gender-variant-inclusive policies. While some states and territories have enacted laws and regulations to prohibit discrimination in schools based on gender identity and sexual orientation, there are still many states that lack such protections. Additionally, only a few states explicitly have laws that protect students from discrimination based on both gender identity and sexual orientation. Furthermore, some states may have laws that restrict schools or districts from adding protections for LGBTQ students to their nondiscrimination policies, and a few states limit transgender students' access to facilities that align with their gender identity. The landscape of policies related to transgender and LGBTQ inclusion in schools continues to evolve, with ongoing efforts to expand protections and support for these students (MAP, 2023).

The statistics you provided highlight the variations in legal protections and anti-discrimination laws for LGBTQ students across different states in the United States. These laws can significantly impact the experiences of LGBTQ students in schools. The data shows that a significant portion of the LGBTQ student population



resides in states where laws prohibit discrimination based on gender identity and sexual orientation. However, there are still states with limited or no legal protections for these students. Understanding these disparities in legal protections is crucial for advocates and policymakers working to ensure that all students, regardless of their gender identity or sexual orientation, have equal access to education without fear of discrimination. Efforts to expand legal protections and promote inclusivity in schools are ongoing and aim to create safer and more welcoming environments for LGBTQ students. (MAP, 2023).”

#### **4. Employment laws**

It's great to see that Pakistan has taken significant steps to protect the rights and empower the transgender community through legislative provisions and social programs. Under Article 18 of the Constitution of the Islamic Republic of Pakistan, the right to enter any lawful profession is ensured for all individuals, including transgender people. Additionally, Section 9(e) of the Transgender Persons (Protection of Rights) Act prevents subjecting transgender employees to any detrimental facilities (PSPA 2020).

In response to the new provision, the province of Khyber Pakhtunkhwa has implemented a 2 percent quota for transgender individuals in government jobs. This affirmative action aims to increase representation and opportunities for the transgender community in the public sector. Furthermore, there are social programs and initiatives in Punjab that specifically target the welfare of transgender persons. The "Masawaat" program, launched by the Punjab Social Protection Authority (PSPA), provides financial support to disabled and elderly transgender individuals. Through this program, old transgender persons receive Rs 3,000 as unconditional cash benefits, while disabled transgender individuals receive Rs 2,000. To empower transgender individuals economically, the PSPA has collaborated with the Punjab Small Industries Corporation (PSIC) to offer loans up to one lakh with 0 percent interest to transgender individuals. This helps promote entrepreneurship and provides micro-credit opportunities to transgender persons, enabling them to start their own businesses (PSPA 2020).

Additionally, there are other financial assistance programs in place. The Ushr and Bait ul Maal departments distribute Rs 1,250 every month to members of the

transgender community. Furthermore, the zakat department runs the guzara allowance program, which provides support to those in need within the transgender community. To ease travel costs, the transport department has also planned to issue travel passes for transgender individuals. These measures are commendable as they aim to uplift the transgender community by providing them with equal opportunities, financial support, and social welfare benefits. By addressing their unique needs and challenges, Pakistan is working towards a more inclusive and equitable society (PSPA 2020).

It is commendable to see the Sindh province in Pakistan taking important steps to protect and promote the rights of the transgender community. The Sindh Commission of Human Rights has played a crucial role in advocating for changes in discriminatory laws, policies, and public attitudes against transgender individuals. By advising the police to stop arresting and harassing transgender individuals, the commission is working towards creating a safer environment for this marginalized community (PSPA 2020).

One significant move by the Sindh Cabinet is the approval of a 2% quota for transgender community members on local councils. This initiative aims to create an inclusive environment by ensuring transgender individuals have their own representatives in all councils. Additionally, efforts have been made to remove offenses related to poverty and homelessness that often lead to criminal charges against transgender women and children for engaging in survival activities (Tribune, 2023).

The Benazir Income Support Program (BISP) has also extended its support to the transgender community by providing financial assistance of almost Rs 7,000 quarterly to transgender individuals. This assistance can help alleviate financial burdens and improve their overall well-being (PID, 2023).

However, it is disappointing to note that other provinces like Baluchistan have enacted the Transgender Person Act without implementing additional support programs for the transgender community. For effective change and progress, it is crucial for all provinces in Pakistan to address the needs and rights of transgender individuals comprehensively.

On the other hand, the USA has taken significant strides in workplace

protections for transgender individuals. Multiple laws and executive orders have been put in place to prohibit discrimination based on gender identity and sexual orientation. The Title VII of the Civil Rights Act of 1964, the Civil Service Reform Act of 1978, and various executive orders ensure that federal employees and contractors are protected from discrimination on these grounds (US EEOC, 2023). Over time, civil rights movements and court decisions have expanded these protections to include LGBT employees, not just based on their biological sex assigned at birth, but also their gender identity, expression, and orientations. These measures are important steps towards creating an inclusive and equitable work environment for all individuals, regardless of their gender identity or sexual orientation (US EEOC, 2023).

The federal Employment Non-Discrimination Act (ENDA) in the United States, which aimed to prohibit employment discrimination based on sexual orientation and gender identity, has faced a complex and turbulent history. Since the 1970s, various versions of ENDA have been proposed in Congress, but they have encountered criticism and opposition from different quarters (NCTE, 2014a). One of the main points of criticism directed at ENDA was its narrow focus. It was argued that the bill did not offer comprehensive protections for the LGBTQ community and that it faced division among LGBTQ organizations in the early 2000s. Some organizations supported the bill, while others disapproved of it due to its limited scope and the exclusion of certain groups (Currah, 2008). In 2007-2008, a new version of ENDA was proposed by a gay congressman and supported by Nancy Pelosi, the House Speaker. However, this new version of the bill excluded protections for gender identity, leading to a strong backlash from transgender and queer communities. The exclusion of gender identity protections was seen as a betrayal of the broader LGBTQ community's fight for equal rights and sparked intense debates 2000s (Goldberg, Hittson, and Hu, 2014). The debate around ENDA highlighted a conflict between seeking legal protections for LGBQ people first versus pushing for a more inclusive approach that covered gender variant identities as well. Supporters of ENDA argued that discrimination based on sexual orientation should be addressed first, and that all Americans should have the right to be judged on their work performance rather than on non-work-related factors (Goldberg et al., 2014). Ultimately, the debate over ENDA reflects the complexities and challenges

faced in advocating for comprehensive protections for the LGBTQ community. It also underscores the importance of building consensus and solidarity among different LGBTQ groups to ensure a unified approach in the fight against discrimination and for equal rights in the workplace (Schroth et. al, 2018).

The United States Equal Opportunity Commission (EEOC) played a pivotal role in the recognition of the inclusiveness of LGBT individuals under Title VII of the Civil Rights Act. In 2012, the EEOC issued an opinion that interpreted Title VII to cover discrimination based on sexual orientation and gender identity. Title VII is a federal law that prohibits employment discrimination based on race, color, religion, sex, and national origin. While the EEOC's positions are not legally binding on courts, they hold persuasive value and are often cited and referred to in judicial opinions. Subsequently, several courts issued opinions affirming that transgender discrimination is indeed encompassed by Title VII, in line with the EEOC's interpretation. (EEOC, 2012).

In 2014, two years after the EEOC's opinion, Attorney General Eric Holder issued formal guidance concurring with the EEOC on this matter. The Attorney General is a key figure responsible for defending the federal government's laws and actions in court. In a significant shift from the DOJ's previous policy, Holder's memo declared that the Department of Justice would no longer take the position in litigation that Title VII's prohibition against discrimination based on sex excludes discrimination based on gender identity. This move was crucial as the opinions of the DOJ, similar to the EEOC, carry significant weight and influence court decisions. With the EEOC and DOJ both supporting the interpretation of Title VII to cover gender identity and sexual orientation, it marked a watershed moment in the legal recognition of LGBTQ rights in employment. This development provided a strong foundation for more courts to gradually adopt a similar understanding, thereby expanding legal protections for LGBTQ individuals in the workplace. (EEOC, 2012).

Overall, the actions of the EEOC and the Department of Justice played a vital role in advancing workplace protections for the LGBTQ community in the United States and contributed to the growing acceptance of the rights of gender diverse individuals in employment settings (Schroth et. al, 2018).

The Trump Administration's stance on LGBTQ rights, particularly regarding transgender individuals, marked a significant reversal of progress made during the

previous administration. On October 5, 2017, Attorney General Jeff Sessions announced the Department of Justice's (DOJ) renewed position that Title VII's prohibition of discrimination on the basis of "sex" only applies to discrimination between men and women and does not include protections for transgender individuals. This announcement came despite a growing body of case law and guidance from the EEOC treating transgender discrimination as a form of unlawful "sex stereotyping" (*Zarda v. Altitude Express*, 2017).

This shift in policy by the DOJ created inconsistencies between federal agencies regarding their treatment of transgender and gender-variant employees. Most federal agencies lacked comprehensive transgender policies, and only a small fraction (about 9 out of approximately 235 agencies) had such policies in place. (*Zarda v. Altitude Express*, 2017). While federal law prohibits discrimination against employees based on sex, including sexual orientation and gender identity, the situation is not consistent across the states. In the USA, nearly twenty-three states, along with three territories and Washington, D.C., explicitly prohibit employment discrimination based on gender identity and sexual orientation. Ten states prohibit sex discrimination based on sexual orientation and gender identity. Only one state has a law that explicitly prohibits discrimination based on sexual orientation alone. However, almost sixteen states and two territories in the US have no laws explicitly prohibiting discrimination based on gender identity and sexual orientation (Elias, 2018).

The disparity in state laws means that more than half (53%) of the LGBTQ population lives in states with laws that prohibit employment discrimination based on gender identity and sexual orientation. On the other hand, just 27% of the LGBTQ population lives in states where sex discrimination laws include gender identity and sexual orientation. Furthermore, 19% of the LGBTQ population resides in states where employment discrimination is not explicitly banned based on their gender identity and orientations, and 2% live in states that solely prohibit employment discrimination based on sexual orientation (Elias, 2017)

This uneven legal landscape highlights the ongoing challenges faced by LGBTQ individuals, especially transgender individuals, in accessing equal rights and protections across different jurisdictions in the United States. The legal and policy landscape surrounding LGBTQ rights remains complex and continues to evolve,

influenced by political and social dynamics at both the federal and state levels (MAP, 2023).

## **5. Health and medical coverage**

The recent development of transgender person act in 2018 ensures equal access in hospitals by facilitating them with safe and inclusive environment. These acts aim to ensure equal access to healthcare and other opportunities for transgender individuals. In 2018, Pakistan enacted a transgender person act at the national level, which aimed to provide equal access to healthcare services for transgender individuals by creating a safe and inclusive environment in hospitals. The act also sought to review medical curricula and improve research to address the specific health issues faced by the transgender community. Furthermore, the act aimed to prevent discrimination against transgender individuals in psychological and medical gender corrective treatments (PID, 2023).

In Khyber Pakhtunkhwa (KPK), the provincial government took the lead in ensuring equal opportunities for medical treatment, including gender assignment services and vaccines against AIDS. They also implemented insurance plans for transgender individuals and distributed Sehat Insaf cards among the community members, allowing them to access healthcare services up to 5400 USD annually through the Sehat Sahulat Program. The state life insurance corporation also extended benefits to the transgender community at the same premium rates (Tribune, 2023).

Similarly, Baluchistan enacted its own transgender person act, aiming to ensure respect and equal opportunities for transgender individuals in the province. The Awaz Foundation of Pakistan noted that some districts, such as Sibi, Lasbella, and Quetta, treated transgenders respectfully and equally. However, more than half of the population in other districts did not show the same level of respect and equality. The foundation called for the suitable application of regulations under the transgender individual act to address these disparities. Despite the positive steps taken by the provincial governments of KPK and Baluchistan, there were challenges in implementing the transgender person act in Baluchistan. Some religious parties opposed the act, arguing that it was against Islamic Shariah. The Council of Islamic Ideology did not recommend the passage of the bill, labeling it as a "heinous law."

(PSPA, 2018).

It is essential to note that the information provided is based on events up to 2018, and there might have been further developments or changes after that time. Laws and social attitudes can evolve over time, so it's important to check for any updates beyond the mentioned date. It is encouraging to see that various provinces in Pakistan, including Sindh and Punjab, have taken significant footsteps to ensure the rights in addition to well-being of the transgender community. In Sindh, the enactment of the transgender person act reflects the commitment to address discrimination and harassment faced by transgender individuals in hospitals. The provision of free medical treatment and reconstructive surgeries is a significant step towards improving their access to healthcare services. Additionally, the insurance program specifically designed for transgender individuals ensures financial support for their medical needs, providing coverage of approximately 4,670 USD annually (Shahid, 2022).

In Punjab province, the administration has reserved several measures to support the transgender community's health and well-being. Providing free medicine and medical treatment, including sex reassignment, hormonal therapy services, and surgeries, is a crucial step in ensuring their overall health. Sensitizing transgender children and providing them with psychological support to align with the general society is also essential for their mental well-being and confidence-building (Ebrahim, 2020).

The initiation of HIV and AIDS preventive programs by the health departments is critical in increasing awareness and promoting safer practices within the transgender community. The creation of separate wards in District Head Quarter hospitals can contribute to providing specialized care and a more comfortable environment for transgender individuals. Moreover, the inclusion of transgender individuals in Income support programs like the Benazir Income Support Programme (BISP) and Akhuwat program can help in addressing economic disparities and providing financial assistance to this marginalized community (PID, 2023).

It is worth noting that these efforts, as of the information provided in 2020, indicate a positive step towards creating a more inclusive and supportive environment for transgender individuals in Pakistan. However, ongoing support, continuous awareness campaigns, and the implementation of policies are essential to

ensuring the effective and sustained improvement of the transgender community's lives in the country (PSPA, 2018).

Absolutely, the Affordable Care Act (ACA) marked a significant milestone in addressing healthcare disparities and discrimination faced by transgender individuals in the United States. By prohibiting discrimination based on gender identity within health plans, the ACA aimed to ensure that transgender individuals had equal access to essential medical care, including transition-related services. Prior to the ACA, many private insurance companies denied coverage for these services, making them financially inaccessible to many transgender individuals. The ACA's impact extended further with 19 states and the District of Columbia choosing to adopt legislation to include transition-related care in their state-regulated health plans. This move played a crucial role in ensuring that transgender individuals living in those states had access to the necessary medical care and support for their gender-affirming journeys. However, it's essential to acknowledge that healthcare policies and regulations can vary widely from state to state, which means that some states may still permit exclusion of transition-related care in private insurance plans. This underscores the importance of continued advocacy and awareness in the ongoing efforts to reduce disparities and improve healthcare access for the transgender community. The ACA's provisions related to healthcare access for transgender individuals represented a positive step, but ongoing efforts are essential to achieve comprehensive and inclusive healthcare coverage for all (MAP, 2017).

Indeed, the ACA's impact on employer-sponsored health plans has been instrumental in expanding coverage for LGBTQ health needs, including transition-related care. In states where the legislation was passed, some employers recognized the importance of providing inclusive health insurance plans and began offering coverage for transition-related care. This shift allowed employees to access necessary care that was previously either denied or not available to them. Additionally, the ACA's influence extended to public health insurance programs, making vital healthcare services like hormone therapy and surgery accessible for transgender individuals when deemed medically necessary. These updates represented crucial steps toward reducing discrimination and enhancing healthcare access for the transgender community. As mentioned, the healthcare landscape and policies are subject to change and evolution. Staying informed about any updates or



modifications to these provisions in subsequent years is essential to ensure continued progress in promoting equitable healthcare access for transgender and LGBTQ individuals in the United States (NCTE, 2017).

(US veteran affairs, 2017), (Wagner and Rabuy, 2017). They received different standards of care depending on their criminal records wherein trans (NCLR, 2017) (NCTE, 2012). The Tricare program was established to offer health coverage for military personnel on active duty through a public health insurance program. In June 2016, the Department of Defense announced that gender dysphoria would not disqualify any troop member from service, and active-duty personnel could be eligible for transition-related surgeries if their physicians deemed them necessary for their treatment (Kime, 2016).

In the United States, military veterans, including transgender veterans, were intended to receive healthcare through the Veteran Health Administration (VA). However, the courts have not allowed this provision to take effect. Nonetheless, the VA does offer hormone therapy, mental health care, and pre- and post-surgical care for transgender veterans, but surgical interventions for gender affirmation are not currently covered (US Veteran Affairs, 2017). Regarding the prison healthcare system, it is the largest public health system in the United States, serving a population of over 2 million people (Wagner and Rabuy, 2017). The standard of care varies depending on prisoners' criminal records, and transgender prisoners have also received transition-related services and care. In the past, a federal policy known as "freeze frame" provided transitioning care only if it was a continuation of care received outside of prison. However, in 2011, this policy was replaced with an approach that assesses and evaluates individuals' healthcare needs (NCLR, 2017). Concerning federal tax laws, medical expenses, including transition-related care such as surgeries and hormones, can be deducted from the income of transgender individuals if the expenses are unreimbursed and exceed a certain percentage. (NCTE, 2012).

In terms of healthcare for transgender youth, approximately seventeen states prohibit the best practices of medication and surgical care. One state has specifically banned best practices for surgeries for transgender youth. Conversely, thirty-two states, five territories, and Washington, D.C., do not have any laws concerning medical care and its best practices for transgender youth. Additionally, four states

have made it a felony to provide the best practices related medical care to transgender youth. One state has taken steps to restrict or ban such care practices, although there is no specific law in place for it. The majority of transgender youth, about 80%, live in states where there are no laws banning medical care and related practices for them. In contrast, only 18% of transgender youth live in states that ban medical care and surgeries with best practices. Lastly, 2% of transgender youth live in states where best practices of surgical care are banned (MAP, 2023).

Almost twenty-four states and the District of Columbia have excluded the transgender community from the coverage of services related to health insurance. Fifteen states, one territory, and the District of Columbia have laws that prohibit discrimination in health insurance policies based on gender identity and sexual orientation. Seven states have laws that ban discrimination in health insurance policies based on gender identity only. In contrast, twenty-six states and four territories have no regulations or laws for the inclusion of LGBTQ communities in the protection of insurance. Only two states have explicit laws allowing insurance companies to refuse coverage for gender-affirming care for transgender individuals. Approximately 41% of the LGBTQ community population lives in states that have protections in their insurance policies based on gender identity and sexual orientation. In contrast, only 13% of the LGBTQ community population lives in states that have protections in their insurance policies based on gender identity alone. On the other hand, 44% of the LGBTQ community population lives in states that do not have any protection related to insurance for LGBTQ people. Conversely, 57% of the total LGBTQ community population lives in states that have inclusive policies for health insurance services. (MAP, 2023).

In the USA, transgender individuals face various challenges concerning healthcare, educational opportunities, and living standards. While they may not encounter issues enrolling in schools or accessing general healthcare, they strive for a more inclusive approach in educational institutions. This includes advocating for trans-inclusive curriculum, a gender-neutral campus climate, equal participation in sports, and separate changing rooms. Moreover, they seek access to medically transitioning and gender-affirming care and services. Within healthcare institutions, there is often a lack of capabilities to fully integrate transgender individuals into mainstream systems. For instance, there are no specific queues or designated gender

columns on bill slips for transgender individuals. Additionally, there are no separate wards to accommodate transgender patients. Healthcare providers may lack sensitization to the needs of transgender patients due to limited exposure and awareness of medical and social competencies required to address their unique healthcare needs (US Veteran Affairs, 2017).

The healthcare facilities are designed to serve a large and diverse patient population, but the presence of social and cultural stigma hinders them from effectively catering to the needs of transgender individuals. Consequently, healthcare providers may resort to merely providing medication rather than comprehensive treatment and counseling, especially when other patients are present. This lack of infrastructure and awareness can expose transgender individuals to harassment and humor when they share the same ward with the general public. In summary, transgender individuals in the USA face challenges in obtaining trans-inclusive education, accessing appropriate healthcare services, and overcoming social barriers and stigma in their everyday lives. There is a need for greater awareness, education, and sensitivity within institutions and healthcare providers to ensure the well-being and dignity of transgender individuals (Wagner and Rabuy, 2017).

Health and safety laws and policies play a crucial role in addressing the unique challenges faced by transgender individuals, who experience significant health disparities, safety threats, and systemic barriers to healthcare. For instance, transgender people encounter much higher rates of HIV infection compared to the general population, along with increased incidents of bias-motivated violence. These disparities are particularly pronounced for transgender individuals of color. The health and safety equality tally focuses on safeguarding the health and safety of transgender people and encompasses a range of important laws and policies. Hate crimes laws require law enforcement agencies to thoroughly investigate and prosecute crimes that are driven by bias against individuals based on their gender identity and sexual orientation. Insurance non-discrimination laws, applicable to both private insurance and Medicaid, protect transgender people from unfair denials of health insurance coverage or unjust exclusions from certain healthcare procedures, including transition-related care, solely based on their gender identity (NCLR, 2017).

Transgender-inclusive state health benefits seek to provide transgender state employees with access to essential transgender and transition-related healthcare

through their employment health benefits. In contrast, HIV criminalization laws make the transmission of, or perceived exposure to, HIV and other infectious diseases a criminal offense. These laws inadvertently discourage HIV testing and lead to adverse public health outcomes. The health and safety equality tally encompasses a wide spectrum of policies. Some states have made significant strides in prohibiting discrimination in healthcare and promoting the safety of transgender individuals, while others still uphold harmful healthcare exclusions and outdated HIV laws. Presently, 16 states and the District of Columbia boast high or medium health and safety tally ratings, collectively representing 44% of the LGBT population living in those states. On the other hand, 26 states have negative tally ratings, encompassing 41% of the LGBT population, indicating areas where improvements are needed (MAP, 2023).

In terms of public opinion, more Americans say they would oppose or strongly oppose (44%) requiring health insurance companies to cover medical care for gender transitions, compared to those who say they would favor or strongly favor (27%) this policy, with 28% neither favoring nor opposing it. The landscape of insurance coverage for gender transitions varies across states in the United States. Overall, at least 24 states and the District of Columbia have implemented policies that either mandate private health insurance companies to cover medical care for gender transitions, prohibit blanket policy exclusions for gender transition-related services, or prevent insurance companies from discriminating based on gender identity in plan offerings or premiums. Additionally, at least 25 states and D.C. include medical care for gender transitions in their Medicaid programs. However, eight states explicitly exclude transition-related medical care coverage from their Medicaid programs, and a court ruling overturned West Virginia's exclusion in August (MAP, 2023).

Around 46% of Americans support making it illegal for healthcare professionals to provide medical care for gender transitions to individuals under the age of 18, while about 31% oppose such a policy, and 22% remain neutral. In recent months, there have been legislative efforts in several states related to medical care for transgender minors. For instance, a federal judge blocked part of an Alabama law that aimed to criminalize doctors providing hormones and puberty-blocking medication for transgender minors. Arkansas passed a similar ban, but a judge

prevented it from taking effect. Arizona also passed a law prohibiting irreversible gender reassignment surgeries on minors, scheduled to take effect in 2023. Some states, like Idaho and New Hampshire, have considered bills that classify helping minors access medical care for gender transitions as child abuse, but these attempts have not succeeded. Texas Governor Greg Abbott's directive defining such care as abuse has been blocked twice in court (Blazina and Baronavski, 2022).

Americans' opinions are divided on laws and policies that would require parents to be investigated for child abuse if they assist someone under 18 in obtaining medical care for a gender transition. About 37% support these laws, while approximately 36% oppose them, and 27% are neutral on the matter (Blazina and Baronavski, 2022).

## **6. Identity Documents Laws And Policies**

In a historic moment for Pakistan, the Supreme Court issued a landmark order in response to a petition by Aslam Khaki, granting basic rights to the transgender community. The court directed the police authorities to protect transgender individuals from harassment and ordered ministries to develop policies and measures to implement these rights. Chief Secretaries and commissioners of each province were mandated to collaborate with welfare departments to ensure the enforcement of these orders. This significant judgment was delivered in 2012, legally recognizing transgenders as a third gender category and ensuring that they enjoy the same fundamental rights as other citizens (Islam, 2020).

The court's ruling marked a major milestone in the pursuit of equal rights for transgender communities (Khan, 2017). As a result of this judgment, transgender individuals gained access to essential rights and services, including the ability to register for identity cards, passports, driver's licenses, access educational and healthcare institutions, work rights, inherit rights from parents, vote, and contest in elections (Khan, 2017; Khaki v. SSP Rawalpindi 2009).

Following consultations with transgender communities, the court of law concentrating the National Database and Registration Authority (NADRA) to add different gender identities, such as female transgender, male transgender, and khunsi mushkil (intersex), on identity certificates (Khan, 2017; Islam, 2020). While this judgment was seen as a progressive step, it also had its limitations. The court

classified transgender individuals as having a "gender disorder" and legally treated them as disabled persons, leading to implications for their employment opportunities. In subsequent proceedings, the court even suggested medical examinations for individuals seeking to identify as transgender or Khawaja siras, leading to further discrimination against transgender individuals during the ID card registration process (Islam, 2020). However, in 2011, activists and transgender community members protested in Karachi, challenging the court's ruling on medical examinations (TEDx Habib University 2019; Islam, 2020; Gichki, 2020). As a result of their activism and advocacy efforts, the court eventually removed the requirement for medical examinations (Islam, 2020; Gichki, 2020).

Transgender individuals face discouragement when trying to register their identity due to discriminatory behavior from administrative staff. In order to change their identity from male to transgender, they are required to present a medical certificate proving their inborn identity at the time of registration with the National Database and Registration Authority (NADRA). However, if they are unable to provide this certificate, they are forced to register as male, leading to additional costs and time-consuming efforts to obtain the necessary medical documents from government hospitals to verify their transgender status. Sadly, during this process, they often experience harassment and ridicule in these hospitals, creating significant challenges in navigating the bureaucratic policies (Shroff, 2021; Khaki v. SSP Rawalpindi 2009).

Regarding Laws and Regulations: Laws are formal written rules created by institutions to govern individual behavior within a country. Governments, both federal and provincial, in Pakistan enact rules that control behavior within their respective territories. Nonprofit organizations, human rights activists, and representatives of minority communities play a crucial role in influencing and shaping policies by advocating for the inclusion of their discriminated community members. Identity document laws and policies are of great importance as they allow transgender individuals to correct their driver's licenses and birth certificates to reflect the gender they live every day, rather than the gender assigned on their original birth certificate. Accurate identification, from passports to driver's licenses, is essential for full participation in society. It is required for various activities, such as applying for employment, opening a bank account, or traveling by plane, where

individuals must present documents that match their identity (Blazina and Baronavski 2022).

In states with high-quality standards, such as Washington and Connecticut, the laws facilitate access to accurate identity documents with minimal barriers. However, in states with low equality rankings, such as Georgia and Michigan, outdated surgical requirements are still maintained for transgender individuals seeking to change their identification. These requirements may not align with the preferences or financial capabilities of many transgender people. Research has shown that having identification that does not match one's gender identity or presentation exposes individuals to various negative outcomes, including employment denials and violence. Unfortunately, updating identification can be challenging or even impossible due to high costs and burdensome legal requirements. According to the 2015 U.S. Transgender Survey (USTS) report, only 11% of respondents reported having all their IDs updated to match their daily gender identity, while 68% reported that none of their IDs were updated. Moreover, the USTS revealed that 32% of respondents who presented IDs with names or genders that did not align with their gender presentation experienced verbal harassment, denial of benefits or services, being asked to leave, or even physical assault (Blazina and Baronavski 2022).

Overall, the scores on Identity Documents Laws and Policies are relatively low, with 84% of states receiving negative or low rankings in this aspect. Ensuring more inclusive and accessible identity document laws is vital in upholding the rights and safety of transgender individuals.

## **7. Regulations for the participation of transgenders in sports**

Sports are an integral part of education, involving physical activities that individuals engage in for competitive purposes or entertainment. However, the enrollment of transgender individuals in the education sector is significantly low, resulting in their absence from the realm of sports. When transgenders do participate in sports, they often encounter limited opportunities compared to individuals of conventional genders. Unfortunately, there is no specific legislation in place in Pakistan to promote their inclusion in sports activities (Pakistan Today, 2018).

In September 2018, a significant milestone was achieved as transgenders participated in the Lahore sports festival, a pioneering event in Lahore's history. The

event was organized by the Exploring Future Foundation (EEF), a non-governmental organization, with the aim of promoting education and showcasing transgender individuals as productive members of society. During this festival, transgenders took part in various sports, including table tennis, handball, climbing, cycling, football, archery, cricket, and basketball. Additionally, transgender individuals from other parts of the province also attended as guests (Mehmood, 2018).

Another noteworthy event took place in Khyber Pakhtunkhwa (KPK), where a sport festival was organized exclusively for the transgender community in Peshawar. Transgender individuals from Quetta and KPK actively participated in diverse games such as football, cricket, badminton, and tug of war. This festival received appreciation from transgender activists, who recognized such events as significant steps toward increasing the confidence of transgender individuals and their acceptance in mainstream society (Pakistan Today, 2018).

During the late 1960s and early 1970s, there was a noticeable disparity in the representation of male and female athletes at high schools and universities, as well as an uneven distribution of athletic budgets between them. To address these issues and promote equal athletic participation at educational institutions, Title IX was enacted in 1972. The origins of Title IX can be traced back to the Civil Rights Act of 1964, which prohibited discrimination based on color, race, religion, or national origin but did not explicitly include sex as a protected category. Later, sex was included in Title VII of the Civil Rights Act to address employment discrimination, but these protections did not specifically apply to educational institutions. Title IX was introduced to address these gaps and ensure that sex-based discrimination was prohibited in educational programs and activities receiving federal financial assistance (Pruitt, 2021).

Title IX became law with President Richard Nixon's signature, and it states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." Over the years, Title IX underwent several amendments and revisions due to controversies surrounding its implementation. Initially, it only applied to programs that might receive federal funding and focused on educational programs without explicitly mentioning athletics. However, courts later clarified that athletic participation was



indeed a part of the overall educational program and should be covered by Title IX. As a result, Title IX litigation has predominantly centered on athletic departments and organizations. There was a degree of confusion concerning the types of federal financial assistance covered by Title IX. The Supreme Court of the United States had determined that Title IX compliance required direct federal funding in specific departments. However, in many universities, separate aid offices typically provided student financial aid, and some athletic departments did not directly receive federal funding. To address this issue, Congress passed the Civil Rights Restoration Act in 2015 to clarify that any program receiving federal financial assistance falls under the purview of Title IX, ensuring that the law's provisions apply more broadly to educational institutions (US Court, 2023).

To address this issue, Congress passed the Civil Rights Restoration Act in 2015 to overturn the Supreme Court's ruling. This Act clarified that any program receiving federal financial assistance, regardless of the department or source, falls under the purview of Title IX. Consequently, every high school and university in the United States that receives any form of federal funding is subject to Title IX regulations, ensuring that the law's provisions apply more broadly to educational institutions. Title IX, when applied to athletics programs, consists of three fundamental components (Blazina and Baronavski 2022):

- Effective accommodation of student interests and abilities, ensuring that students have the opportunity to participate in athletics.
- Athletic financial assistance, which includes scholarships and financial aid for student-athletes.
- Other program components, often referred to as the "laundry list," encompass various benefits and aspects of how athletes are treated. This encompasses aspects like equipment and supplies, scheduling of games and practice times, travel and daily per diem allowances, access to tutoring, coaching, locker rooms, practice and competitive facilities, medical and training facilities and services, publicity, recruitment of student athletes, and support services.

These components collectively serve to promote equal treatment and opportunities for athletes within educational institutions as mandated by Title IX.

(Women Sports Foundation, 2019).

The U.S. Department of Education issued guidelines today instructing public schools to treat transgender students consistent with their identity in single-sex classes. In practical terms, the guidelines mean a student who identifies as a transgender boy should be allowed entry to a boys-only class; vice versa for transgender girls in classes designed to focus on female students. The Obama administration issues through the department office of Civil Rights, as the latest interpretations of Title IX that banned gender-based discrimination in publicly funded schools (Holden, 2014). Further, in 2016 directed public schools to allow students to use bathrooms that align with their gender identity, even if that conflicted with the gender on their birth certificates (Balingit, 2018), but with the start of administration of Trump guidance on gender identity withdrew by the department of justice and education requiring transgender students to have unfettered access to bathrooms and locker rooms matching their gender identity, in a move that could embolden many schools to restrict trans rights (Smith and Redden, 2017).

The National Collegiate Athletic Association (NCAA) is the largest association overseeing postsecondary athletic programs in the United States. In 2011, the NCAA introduced a transgender inclusion policy for its member institutions, with its primary application pertaining to championships governed by the NCAA. However, member institutions aiming to compete in NCAA championships often adjust their own eligibility policies to align with the NCAA's standards. Under the NCAA policy, the participation of transgender men and women in women's sports is subject to regulation, while their participation in men's sports is not. A transgender woman is eligible to compete in women's sports after a year of hormone treatment that suppresses testosterone production. Transgender men are eligible to compete in women's sports unless they have initiated hormone treatment with testosterone. Similar policies exist in other organizations related to collegiate-level sports. For instance, the National Junior College Athletic Association (2014) has a policy akin to the NCAA's for athletic programs at its member institutions, which typically offer two-year post-secondary degrees and often serve as feeder schools for competitive athletic programs at four-year institutions. NIRSA, an organization that organizes championships for intramural and club sports (less formal than varsity-level programs at colleges and universities), permits athletes to compete according to their

"self-identified" gender without any medical requirements, and encourages campus-level intramural and club sports to adopt a similar policy (NIRSA, 2015)

Under President Biden's administration, the House of Representatives passed a bill led by the GOP that aims to ban transgender athletes from women's and girls' sports at federally funded schools and educational institutions. This House bill would prevent transgender women and girls from participating on sports teams that align with their gender identity, regardless of state regulations. The bill seeks to amend federal law to mandate that "sex shall be recognized based solely on a person's reproductive biology and genetics at birth" when determining compliance with Title IX in athletics. The bill in question, titled the "Protection of Women and Girls in Sports Act," would not prevent schools or institutions from allowing males to practice with women's sports teams, as clarified by the House Committee on Education and the Workforce in 2023. According to the fact sheet, the bill stipulates that a recipient of federal education funding would be in violation of Title IX's prohibition against sex discrimination if they operate, sponsor, or facilitate athletic programs or activities and permit an individual whose sex is male to participate in an athletic program or activity that is designated for women or girls. This bill was introduced by Republican Representative Greg Steube of Florida (Foran and Mizelle, 2023).

In nearly twenty-one states, there are laws that prohibit the participation of transgender students in sports according to their gender identity. On the other hand, twenty-nine states, along with five territories and the District of Columbia, lack state laws that restrict students from LGBTQ communities from participating in sports consistent with their gender identity, as of 2023 (MAP). A substantial majority (70%) of transgender youth resides in states where laws do not prohibit the participation of transgender students in sports consistent with their gender identity. In contrast, only 30% of the total transgender youth population lives in states with laws or regulations explicitly preventing the participation of transgender students in sports consistent with their gender identity. It's important to note that while Idaho became the first state to enact legislation on whether transgender student-athletes can participate in sports in 2020, many state high school athletic associations have independently developed their own policies, which also exhibit significant variation from state to state (MAP, 2023).

The physical activities and sport of transgender community affected with their body transition. The transitioning of body stopped their gym visit, swimming, football, and martial arts and they no longer engaged in such activities where their body highly visible. They did not active in physical activities because of not having changes in their body expected in medical treatment. They experienced absence of gender congruence perceptions that affected their confidence levels to involve in sports and physical activities. The binary gender system aroused more gender incongruence among transgenders such as changing rooms just divided into two categories. They feared of being judged by others due to their bodies that made them more uncomfortable and hesitate to visit such places. The engagement in sports and active sportswear heighten the visiblensness of specific body parts that interacted with incongruence of their gender that produced dysphoric thinking so, they discomfort to use changing rooms in public sports clubs and gyms. Transgenders also have some concerns over *sport-related clothing* that was uncomfortable for them to wear them publicly and doing sport or physical activity. They need to wear stereotypically worn by males and females which revealed their body and shape so they relied on ordinary wear rather than tight yoga pants or shorts. Similarly, swimwear also revealed a proper gender that trigger some nasty responses and behavior towards them. They avoid revealing wear and addressed it by wear concealing sportswear and had to compromise by deviating from traditional worn clothing. These traditional sports clothing also drew unwanted attention toward them on gyms, swimming pool, and during running. Full clothes made more sweat during physical activities that grabbed attention of others and made them uncomfortable (Blazina and Baronavski 2022).

They also experienced *negative expression* from others, other members complain to the head office while finding them in changing rooms and administration was not allowed them to used that space. They experienced discrimination, stigma, and abuse due to their gender identity in those public centers. Some of them experienced beating from cis guys because of using changing rooms, in contrast, less verbal negative evaluation was experienced. The beliefs of previous negative experiences produced internal fear of non-acceptance from others. They did not ignore the blaze looking of others towards them such as in gym big guys give them funny looking because of their gender identity and feminine behavior (MAP, 2023).

Transgenders experienced a pressure to conform with the existing gender

types so they active for physical activity or sport. To conform to binary gender expectations, transgender individuals often make efforts to attain the body ideals that prevail in Westernized culture. This typically involves striving for a curvaceous appearance for women and a V-shaped, muscular physique for men. Male transgender individuals, in particular, often focus on building muscle as it aligns with their goal of achieving a masculine body ideal. In another view, they also build their gender congruence while remaining physically active in gyms and sports activities. They were more defined with muscle and more socially acceptable in public and other facilities. Female transgenders preferred to attempt on toning and slimming effect which were more easily achievable as compared initiated taken with cross-hormones. These physical activities also helped them to lead for gender-confirming surgeries. They work out for keeping themselves healthy and they have to achieve a specific weight for surgery (Blazina and Baronavski 2022).

The transition in bodies medically also act as *motivator to engage* in physically activities for some transgenders. They got more comfortableness with their new body that also push them to involve into something that's more desirable Transgender individuals who have undergone gender-confirming surgery tend to be more active in physical activities or sports in which their bodies are more visible, such as swimming, running, and going to the gym. After gender-confirming surgery they involved more in mainstream spaces because of their high satisfaction level towards their body. They were more confident to use open changing rooms in different sport facilities and they had a positive attitude towards gender-confirming surgeries as real-life changer for them. They did not deviate from binary gender division so no one see the difference and that helped them to do any activity they want. Transgenders were also more active when they *visit safe spaces* on sports clubs and teams. They were more comfortable at trans-specific gyms and physical activity places but these spaces were not freely available. They were not judged among identical genders and got new friends for visiting that place. There was nothing to worry about clothing related sports and changing rooms but they were engaged separately rather than enjoying their presence in mainstream physical activity and sport (Jones et al., 2017).

The experiences of transgender determined that they discriminated on the access to basic rights that are the crucial factors for the improvement of humans

living conditions in any country. With having high human development index value in United States of America, transgender community experienced violence, discrimination, and abuse in various parts of sectors. Pakistan already in the lowest category of human development index that explained the poor management for enrollment in education sector, less inclusive environment in health institutions, and low-income generating activities for transgender communities. The existing literature have evidence of unequal distribution of resources based on gender identity as well as a number of progressive activists and organizations working to advocate of equal rights for transgenders at both governmental and intergovernmental levels (Blazina and Baronavski 2022).

When it comes to the views on potential restrictions regarding transgender individuals, only one restriction is supported by a majority of Americans. Specifically, 58% express favor or strong favor for policies that require transgender athletes to participate on sports teams that correspond with the sex assigned to them at birth. Of this group, 41% strongly favor these policies, while only 17% oppose or strongly oppose them. Additionally, about a quarter of U.S. adults (24%) neither favor nor oppose these policies. It's worth mentioning that a significant number of states, at least 18, have imposed limitations on transgender student athletes, preventing them from competing on teams that align with their gender identity. This trend began in March 2020 when Idaho became the first state to pass a law restricting the participation of transgender student athletes in sports, and it has since been followed by 17 other states, with Louisiana being the most recent to do so in June (US Court, 2023).

On institutional level, transgenders indicated infrastructure of facilities such as leisure centers or sports clubs were the main barriers for transgenders to participate in physical and sport. These facilities comprised on binary gender beliefs and environment where every people have to choose one over the other facility. Transgenders did not fit in these binary designed facilities but with medically transitioning they fit into one changing room. They still associated awkwardness and less privacy in these changing rooms. They preferred to use private or cubicle changing rooms and concerned over open changing rooms because of weird situation if others see them with diverse gender identity. The participation of transgenders in sports clubs or teams were very rare with medical transitioning, in contrast, they

were part of sports clubs or teams before transitioning. Their self-assessment of their gender identity made it uncomfortable for them to fit within gender-specific sports teams, and as a result, they had to change teams to align with their gender identity. They discovered that competing against cisgender males was challenging or even risky due to differences in strength and size. On the other hand, competing against females presented its own set of challenges (MAP, 2023).

## **8. Public lodging laws**

Legal protections for transgender and gender-variant individuals across the United States vary significantly, especially concerning their access to public accommodations. Public accommodations include businesses and facilities that offer goods and services to the general public, such as restaurants, hotels, stores, hospitals, and restrooms, as defined by the National Center for Transgender Equality in 2014. Federal nondiscrimination laws that pertain to public accommodations focus on race, color, religion, national origin, and disability, without specific mention of sex, gender identity, or sexual orientation. By May 2018, a majority of states (44 states plus the District of Columbia) had established laws prohibiting discrimination based on sex in public accommodations, and many state courts and enforcement agencies have interpreted these laws to offer protection for transgender individuals (NCTE, 2023).

Furthermore, a significant number of states (18 states plus the District of Columbia) and local communities have implemented explicit safeguards against discrimination based on gender identity and sexual orientation in public accommodations. In addition, over 200 cities and counties have taken measures to explicitly prohibit discrimination based on gender identity, even in cases where their respective states lack such protections. It's important to note that denying access to a public restroom consistent with a person's gender identity may be regarded as discrimination based on sex and/or gender identity. Many state and local laws, or the official interpretations of these laws, explicitly uphold this right. However, in a few jurisdictions, different interpretations of these laws have resulted in less protection for this right (Elias, 2019).

In Pakistan provinces, housing did not explore or bother as important factor that obstructed on the lives of transgender community members. As the

representative of nongovernment organization (NGO) informed of no way of ensuring that transgenders had any quotas in Naya Pakistan housing schemes (Mehmood, 2022). In the same way, Sindh province also planned to share the allocation for transgender individuals in housing schemes of government. In Punjab, for removing social exclusion of transgender community provincial government planned to build shelter homes for transgenders in every district. As well as, low-cost housing units also planned to build by Housing Departments for them where they live their life normally with dignity and clean places (Qureshi, 2020).

The primary federal law governing housing discrimination in the United States, originally established in 1968 under the Civil Rights Act of 1964, is known as the **Fair Housing Act (FHA)** as per the U.S. Department of Housing and Urban Development (2014a). This law prohibits property owners across all states from engaging in discriminatory practices, such as refusing to sell or rent a dwelling, or offering different terms, conditions, or privileges of sale or rental, based on a person's race, color, religion, sex, familial status, or national origin, as outlined by the U.S. Department of Justice in 2021. Furthermore, housing providers that receive federal funding from the **Department of Housing and Urban Development (HUD)**, which oversees various affordable housing programs and investigates unlawful housing discrimination, are also bound by HUD's Equal Access Rule. This rule, introduced in 2012, encompasses a set of regulations that mandate equal access to HUD programs, including affordable housing, homeless shelters, and federally insured mortgages, without considering the applicant's actual or perceived sexual orientation or gender identity (Equal Access Rule, 2012).

Property owners or lenders who engage in discrimination against LGBT applicants put themselves at risk of losing critical federal funding or approval. In 2016, the Department of Housing and Urban Development (HUD) introduced additional regulations that stipulated federally funded emergency shelters with communal sleeping and bathing facilities must accommodate individuals based on their self-identified gender, irrespective of the gender indicated on their official identification documents (24 CFR 5.105). Consequently, much like in the realm of employment law, federal regulations governing public housing already offer more explicit protections for transgender individuals compared to the laws governing a significant portion of the private housing market. However, the fate of these



regulations under the Trump Administration, which includes a new Secretary of HUD, Ben Carson, remained uncertain at the time. (24 CFR 5.106).

Despite the commendable progress achieved by the Department of Housing and Urban Development (HUD) in safeguarding transgender individuals from housing discrimination, as well as the introduction of policies in certain states that go beyond federal mandates to provide additional anti-discrimination safeguards, it is disheartening to note that transgender individuals still encounter housing discrimination (Bradford, Reisner, Honnold, and Xavier, 2013). Moreover, transgender people not only face discrimination in accessing new housing but also face the possibility of losing or being evicted from housing because of discrimination based on gender identity or gender expression (Esses, 2009). In addition, it's crucial to recognize that transgender individuals not only encounter discrimination when seeking new housing, but they also run the risk of losing their housing or facing eviction due to discrimination based on their gender identity or gender expression, as discussed by Esses in 2009.

To address this issue, some colleges and universities have introduced gender-neutral housing arrangements, permitting students of all genders to share dormitories, as documented by Erbentraut in 2015. The segregation of housing by sex can frequently make transgender, gender-variant, and nonbinary students feel like they do not belong and subject them to a stressful and challenging housing process (Erbentraut, 2015).

Several schools that implemented gender-neutral housing arrangements only made them available on a case-by-case basis, with a few restricting access to transgender students exclusively. While these steps represent progress, many students seeking gender-neutral housing have still encountered significant challenges. For instance, students at Northeastern University in Boston, Massachusetts, have voiced concerns. Despite the university's gender-neutral housing policy, they've reported that the housing options are either out of reach, unavailable, or simply unsuitable for their needs. (Lloyd, 2018).

At the legislative level, it's noteworthy that in 2022, 35 states introduced anti-trans legislation. Furthermore, there were several anti-trans bills proposed in the Pacific Northwest in both 2021 and 2022. When it comes to housing discrimination, almost twenty-three states, one territory, and the District of Columbia have

established laws that prohibit discrimination based on gender identity and sexual orientation. Seven states have their own specific state laws in place to address housing discrimination based on gender identity and sexual orientation. In contrast, nearly nineteen states and four territories lack explicit laws that ban discrimination in housing based on gender identity and sexual orientation. To provide a clearer picture of the situation, only one state has legislation specifically prohibiting housing discrimination based on sexual orientation alone. It's worth noting that more than half (53%) of the LGBTQ population resides in states with laws that protect against housing discrimination based on gender identity and sexual orientation. In contrast, just 17% of the total LGBTQ population lives in states with laws explicitly preventing sex discrimination in housing based on gender identity and sexual orientation. Furthermore, only 2% of the LGBTQ population resides in states with laws addressing housing discrimination solely on the basis of sexual orientation. Surprisingly, nearly 29% of the entire LGBTQ population lives in states where no laws are in place to prohibit discrimination in housing based on gender identity and sexual orientation. (MAP, 2023).

Table 4. Driver and factors influencing government:

Driver and factors influencing government:	Pakistan	USA
Adoption & parenting laws and policies.	Disrespect, shame on honor, no support, No close relationship, abusive experience acceptance only with Master/Guru	Alienation, societal pressure, high suicidal rate 7% states favor adaptation and parenting laws
Anti-discrimination laws.	Benazir income support program, Bait-ul-mall program. Pakistan right development association Chanan development association M. Aslam struggle for their education, status, inheritance and work rights Bindiya Rani struggled for registration right Almas Bobby – no harassment and discrimination	Anti-discrimination law states-less use of bullying, cigarettes, alcohol 64% protection policy Mare Keisgling Human Right campaigns (awareness_ Transgender Law Center 24% regular basis harassment 2% physical
Educational regulations.	Transgender person act 2018 (federal and provincial level education mandatory) Section 3 under 18 education is mandatory, Balochistan, Sindh and Punjab included. Administrative negative behaviour cause leaving school Encounter pressure for dressing	61% denied school bathroom access Administrative negative behaviour cause leaving school Dressing issue for sports, gym or sports related clothes University of California gave right to choose among 6 identities

Table 4. (con) Driver and factors influencing government

Driver and factors influencing government:	Pakistan	USA
Employment laws.	2% quota for private and government sector Starting a business is problem – no bank loans and investment available Funding program 2, 3 up to 50 thousand Pkr. Sindh 2% quota for local councils	Employment is not a big issue 37% favor in giving them job Article 18 no one can stop them to do job In total 4 acts in favor of TG US equal opportunity commission
Health and Medical coverage, care for gender transitions.	Doctors and Nurses are not cooperative Sex workers and also STR is high and HIV Punjab Free medical treatment and medicine Sindh free medical treatment Khawaja Sara program - Stipends	Suicidal rate high Wait for hours during check-ups, Depression 1/3 Medium, 1/10 Severe 68% HIV chances, 16% health consulting Obama- Affordable Care Act 2010 (funding, plan, insurance) Tricare program – Military person 16 states + Columbia promote high safety and 44% live there 44% favor their health plan
Identity documents laws and policies.	2009-2015 no registration later registration can be done with parent's name Asya start a movement they can also register themselves with Guru/Master Vote right Burden+ cost for government to register them.	Vote right M –F conversion – Medical is needed under than 18 – 46% favor illegal for gender transition 68% ID not updated 32% updated
Regulations for the participation of transgenders in sports	Lahore sports festival in 2018 (first time allow transgender to participate).	1960-1970 unequal participation of athletes at high school and university level 1972 Title IX – Equal participation national collegiate athletic association – TG inclusion policy 58% favor athletes 18 states restrict transgender to play
Transgender Accommodation law	Accommodation is not primary concern by government Plan to have low cost housing	Homelessness is high 23% mistreated/ evicted or refused to give home

## E. Description

Transgender experiences and rights can vary significantly between different countries, including the United States besides Pakistan. Here's a over-all comparison of the situation for transgender individuals in these two countries:

When comparing **adoption and parenting laws and policies** between the United States and Pakistan, as well as the societal attitudes towards these issues, the following points can be considered:

**Pakistan Adoption & Parenting Laws:** Pakistan does not have specific laws addressing adoption and parenting for transgender individuals. Adoption laws in the country primarily focus on heterosexual couples, and single parent adoption is also limited. LGBTQ+ individuals, including transgender individuals, face significant legal barriers to adopting children.

**Societal Attitudes:** In Pakistan, societal attitudes towards adoption and parenting by transgender individuals can be highly challenging. Disrespect, shame, and honor-related concerns are prevalent, often leading to a lack of support and close relationships within families. Transgender individuals may experience abuse, and acceptance may only be found within their chosen Master/Guru relationships, which are not directly related to adoption and parenting.

**USA Adoption & Parenting Laws:** Adoption laws and policies in the United States vary from state to state. While the majority of states allow LGBTQ+ individuals and couples to adopt children, a few states may have restrictions or discriminatory practices. Overall, there has been progress in identifying and protecting the rights of LGBTQ+ persons in adoption and parenting.

**Societal Attitudes:** In the United States, societal attitudes towards adoption and parenting by transgender individuals have evolved over time. While there may still be alienation and societal pressure faced by transgender individuals who choose to adopt or become parents, there is a growing acceptance of diverse family structures. However, it's worth noting that societal attitudes can vary across different

regions and communities within the country.

It's important to remember that these points afford a general impression and may not capture the packed difficulty and diversity of practices within each country. Adoption and parenting laws, as well as societal attitudes, can change over time, and it's essential to refer to the most up-to-date information and local regulations for a comprehensive understanding.

When comparing **anti-discrimination laws and initiatives** in the United States and Pakistan, the following points can be considered:

**Pakistan Anti-Discrimination Laws:** Pakistan has made efforts to address discrimination, including laws and programs aimed at protecting marginalized communities. The Benazir Income Support Program and Bait-ul-Mal Program provide financial support to vulnerable populations, including transgender individuals. Pakistan Right Development Association and Chanan Development Association are organizations working for the rights of transgender individuals.

**Individual Advocacy:** Individuals like M. Aslam, Bindiya Rani, and Almas Bobby have fought for transgender rights in various aspects, such as education, status, inheritance, work rights, and registration rights. Their advocacy has contributed to raising awareness and challenging discrimination.

**USA Anti-Discrimination Laws:** The United States has federal and state-level anti-discrimination laws that protect individuals from discrimination based on various characteristics, including gender identity and sexual orientation. These laws aim to ensure equal treatment in areas such as employment, housing, education, and public services. Some states have additional protections specifically for transgender individuals.

**Advocacy Organizations:** The United States is home to various organizations working to combat discrimination and promote transgender rights. Organizations like the Human Rights Movement, Transgender Regulation Center, and individual advocates like Mara Keisling have played significant roles in advocating for legal protections, raising awareness, and providing support to the transgender community.

**Harassment and Discrimination:** While legal securities exist, transgender persons in the United States still face significant challenges. Harassment and discrimination rates vary, but studies have indicated that a notable percentage of

transgender individuals experience regular harassment, and a smaller percentage experience physical violence.

It is important to note that these points provide a general overview, and the situation can be complex and vary within each country. The effectiveness of anti-discrimination laws and the experiences of transgender individuals can be influenced by various factors, including implementation, cultural attitudes, and regional differences.

When comparing transgender **educational regulations** in the United States and Pakistan, the following points can be considered in my view:

**Pakistan Transgender Person Act 2018:** In Pakistan, the Transgender Person Act 2018 mandates that transgender individuals have the right to learning at both the federal as well as provincial ranks. This act aims to ensure access to education for transgender individuals.

**Mandatory Education:** Section 3 of the education laws in Balochistan, Sindh, and Punjab makes education mandatory for individuals under 18, including transgender individuals.

**Administrative Behavior:** Transgender students in Pakistan may face negative administrative behavior, which can contribute to them leaving school. Discrimination or lack of support from school administrators can hinder their educational experience.

**Dressing Pressure:** Transgender students may encounter pressure related to their dressing or gender expression in schools, which can create challenges for their educational participation.

**Curriculum Updates:** The Khyber Pashtunkhwa (KPK) medical curriculum in Pakistan has been updated to include transgender health issues, reflecting a step towards addressing transgender-specific educational needs.

**USA Denied Bathroom Access:** Transgender students in the United States face challenges regarding access to school bathrooms. Some studies have indicated that a significant percentage of transgender students have been denied access or faced restrictions.

**Administrative Behavior:** Negative behavior or lack of support from school

administrators can also lead transgender students in the United States to leave school or face difficulties in their educational journey.

**Dressing Issues:** Transgender students may encounter challenges related to dressing, particularly in activities such as sports or gym classes where specific uniforms or clothing requirements exist.

**Gender Identity Recognition:** Some universities in the United States, like the University of California, have implemented policies allowing students to choose their gender identity among a range of options, which supports transgender individuals' right to self-identify.

It is important to note that these points provide a general overview, and the experiences of transgender individuals in education can vary within each country. Educational regulations and practices can also differ at the state or regional level within the United States and Pakistan.

When comparing transgender **employment laws and regulations** between the United States and Pakistan, the following points can be considered:

**Pakistan Employment Quotas:** In Pakistan, there is a 2% employment quota for transgender individuals in both the private and government sectors. This quota aims to promote inclusivity and increase opportunities for transgender individuals in the workforce.

**Challenges in Starting a Business:** Transgender individuals in Pakistan may face challenges when starting their own businesses. Limited access to bank loans and investment opportunities can hinder their entrepreneurial endeavors.

**Funding Programs:** Pakistan has implemented funding programs that provide financial support to transgender individuals for starting small businesses. These programs offer grants ranging from 2,000 to 50,000 Pakistani Rupees to facilitate economic empowerment.

**Local Council Quota:** In Sindh province, there is a 2% quota for transgender representation in local councils, which aims to ensure their participation in decision making developments.

**USA Employment Opportunities:** In the United States, employment opportunities for transgender individuals are generally more favorable compared to

Pakistan. While discrimination can still occur, there are legal protections to prevent discrimination constructed on gender identity. Transgender individuals have the right to seek employment and should not face barriers solely based on their gender identity.

**Favorable Hiring Practices:** Studies have shown that a significant percentage of employers in the United States are open to hiring transgender individuals. This demonstrates a positive shift in attitudes and an increasing recognition of transgender rights in the workplace.

**Legal Protections:** In the United States, various acts and laws are in place to shield transgender individuals from employment discrimination. Notably, Title VII of the Civil Rights Act outlaws discrimination rooted in sex, encompassing gender identity. The U.S. Equal Employment Opportunity Commission (EEOC) is entrusted with the enforcement of these laws and handling complaints related to employment discrimination.

It's essential to recognize that even though the United States may have more favorable employment laws and practices, instances of discrimination and hurdles can persist. Furthermore, the application and efficacy of laws and programs can fluctuate within each country.

When comparing **health and medical coverage** for gender transitions between the United States and Pakistan, the following points can be considered:

**Pakistan Lack of Cooperation:** Transgender individuals in Pakistan may face challenges in accessing cooperative and understanding healthcare professionals. Doctors and nurses may not always be knowledgeable about transgender healthcare needs, leading to a lack of appropriate support.

**HIV and Sex Work:** The transgender community in Pakistan, particularly sex workers and transgender individuals involved in the street-based Transgender Sex Work (TSW) industry, look a higher hazard of HIV infection outstanding to various factors, including limited access to healthcare and education.

**Free Medical Treatment:** In certain provinces of Pakistan, such as Punjab and Sindh, transgender individuals may have access to free medical treatment and medicines through specific programs implemented by the government.



**Khawaja Sara Program:** The Khawaja Sara program provides stipends to transgender individuals to support their livelihood and basic needs, including healthcare expenses.

**USA Mental Health Challenges:** Transgender individuals in the United States face complex amounts of mental health concerns, including depression and higher suicidal rates compared to the general population. Accessing mental health care can be challenging, and wait times for appointments can be lengthy.

**HIV and Health Consultation:** Transgender individuals in the United States may face higher rates of HIV infection, and access to healthcare for HIV avoidance and action is crucial. However, a significant percentage still face barriers in accessing health consultations.

**Inexpensive Care Act:** The Affordable Care Act (ACA), passed in 2010 under President Obama, has had a positive impact on healthcare coverage, including transgender healthcare. The ACA prohibits discrimination based on gender identity and provides funding, insurance plans, and improved access to healthcare amenities for transgender individuals.

**Tricare Program:** The Tricare program provides healthcare coverage for military personnel, including transgender individuals serving in the military.

**State-Level Support:** More or less states in the United States take implemented policies and regulations to promote the safety and well-being of transgender individuals. These policies may enhance healthcare access and support for gender transitions.

**Favorable Health Plans:** A significant percentage of the population in the United States favors health plans that support transgender individuals, indicating a growing recognition and support for transgender healthcare needs.

It's important to note that healthcare access and coverage can vary within each country, and the experiences of transgender individuals seeking medical care can differ based on various factors such as location, insurance coverage, and individual circumstances.

When comparing **identity document laws and policies** for transgender individuals between the United States and Pakistan, the following points can be

considered:

**Pakistan Registration Process:** In Pakistan, there have been changes in the registration process for transgender individuals. Initially, from 2009 to 2015, transgender individuals could not register themselves officially. However, later on, the option to register with their parent's name was made available. Asya, an individual who started a movement, fought for the right of transgender individuals to register themselves with their chosen Guru/Master's name.

**Voting Rights:** Transgender individuals in Pakistan have the right to vote and participate in the democratic process.

**Challenges and Costs:** Registering transgender individuals can be a burden and involve costs for the government due to the need to update identity documents and provide official recognition.

**USA Voting Rights:** Transgender individuals in the United States have the factual to vote also participate in elections, just like any other citizen.

**Medical Requirements for Gender Transition:** In the United States, for individuals under the age of 18 seeking gender transition, medical involvement and approval may be required. However, the percentage of people who favor making this process illegal for gender transition is not specified in the information provided.

**Updating ID Documents:** While there have been advancements in the United States regarding the updating of identity documents for transgender individuals, a substantial portion (68%) of this community still possesses IDs that do not accurately reflect their gender identity. Nonetheless, 32% have been successful in updating their IDs to match their true gender identity.

It's important to note that process of updating identity documents for transgender individuals can vary depending on the specific laws and regulations of each country or state within the United States. The experiences of transgender individuals in obtaining updated identity documents can also be influenced by various factors such as access to medical care, legal requirements, and administrative processes.

When making a comparison between the regulations governing the involvement of transgender individuals in sports in the United States and Pakistan,

the following factors should be taken into account:

**Pakistan Lahore Sports Festival:** In 2018, Pakistan organized the Lahore Sports Festival, where transgender individuals were allowed to participate in sports events. This marked a significant step towards inclusivity and recognition of transgender athletes in the country.

**USA Historical Inequality:** In the United States, there have been historical disparities and unequal participation opportunities for transgender athletes at the secondary school and university ranks. Transgender individuals often faced barriers and discrimination in sports.

**Title IX:** In 1972, The United States has implemented Title IX, a federal law that prohibits sex-based discrimination in educational programs and activities, including sports. Title IX has been instrumental in advancing equal opportunities and participation for female athletes, including transgender female athletes. It serves as a cornerstone for ensuring fairness and equity in sports and education, fostering an inclusive environment for all individuals regardless of their gender identity.

**NCAA Inclusion Strategy:** The National Collegiate Athletic Association (NCAA) in the United States has fulfilled policies promoting transgender inclusion in college sports. These policies aim to ensure that transgender athletes have fair and equitable opportunities to participate in sports competitions.

**Public Opinion:** A significant percentage of the American population (58%) supports transgender athletes' participation in sports, indicating a growing acceptance and understanding of transgender inclusion in sports.

**State Restrictions:** However, it's worth noting that 18 states in the United States have implemented restrictions on transgender athletes, particularly regarding participation in sports players that bring into line with their gender individuality. These restrictions have sparked debates and controversies around fair competition and the rights of transgender athletes.

It's important to recognize that transgender sports participation regulations and policies can be highly debated and vary within each country or state. The specific rules and regulations may differ, and ongoing discussions continue regarding fair competition, inclusivity, and the rights of transgender athletes.

When comparing transgender **accommodation laws and situations** between the United States and Pakistan, the following points can be considered:

**Pakistan Accommodation Priority:** Accommodation for transgender individuals is not a primary concern for the government in Pakistan. There may be limited initiatives or policies specifically addressing housing needs for transgender individuals.

**Low-Cost Housing Scheme:** There are plans in Pakistan to establish a low-cost housing scheme in the future, which may provide affordable housing options for marginalized communities, including transgender individuals. However, the implementation and effectiveness of such schemes remain to be seen.

**USA Homelessness:** In the United States, transgender individuals are at a heightened risk of experiencing homelessness when compared to the general population. This increased risk can be attributed to various factors, including discrimination, a lack of support from their families, and challenges in accessing safe and affordable housing.

**Mistreatment and Eviction:** Research has revealed that a notable percentage, specifically 23%, of transgender individuals in the United States have encountered mistreatment, eviction, or outright denial of housing due to their gender identity. These findings underscore the substantial challenges that transgender individuals confront in their efforts to secure and sustain stable housing.

It's crucial to acknowledge that the housing circumstances for transgender individuals may differ not only from one country to another but also within different regions of the same country. Local policies and the level of community support are pivotal factors in addressing the housing needs of transgender individuals. While efforts are underway to offer secure and inclusive housing options for this community, there is an ongoing need for continued progress to guarantee equal access to housing for all transgender individuals.

## VII. CONCLUSION

The importance of a comparative study between Pakistan and the USA regarding issues concerning the third gender at intergovernmental and institutional levels, within the field of political science and international relations, lies in its potential to offer invaluable insights. Such a study can illuminate the differing approaches, policies, and legal frameworks adopted by these nations towards recognizing and addressing the rights and challenges faced by the third gender community. By analyzing the intergovernmental dynamics and institutional mechanisms in both countries, it can highlight effective strategies, identify areas for improvement, and contribute significantly to global discussions on inclusivity, human rights, and social justice. This research could also serve as a foundation for policy endorsements aimed at fostering greater equality and understanding for the third gender population on an international scale.

*"The hypothesis and objective of the study are to address the following questions: firstly, to explore the living conditions of transgender individuals in Pakistan and the United States; secondly, to evaluate the response of intergovernmental organizations toward the third gender; and thirdly, to examine the interventions of national institutions for third-gender people."*

In conclusion, the findings of this thesis underscore the importance of recognizing the unique challenges faced by transgender individuals in both countries and the need for comprehensive strategies to enhance their living conditions.

The comparative analysis between Pakistan and the United States has revealed distinct societal and cultural factors influencing the experiences of transgender individuals. Understanding these nuances is crucial for crafting effective policies and interventions that cater to the specific needs of the third gender in each context.

The evaluation of intergovernmental organizations' responses highlights the global dimension of the transgender rights movement. The study underscores the

significance of international collaboration and advocacy to address the discrimination and marginalization faced by transgender individuals on a global scale.

Examining the interventions of national institutions has revealed varying degrees of commitment and progress in recognizing and addressing the challenges faced by the third gender. There is a need for continued efforts to ensure the implementation of inclusive policies that protect the rights and well-being of transgender individuals.

In summary, this thesis contributes to the growing body of knowledge on transgender issues by providing insights into living conditions, intergovernmental responses, and national interventions. The implications of this research extend beyond academic discourse, urging policymakers, advocacy groups, and stakeholders to work collaboratively towards creating a more inclusive and supportive environment for transgender individuals, both in Pakistan and the United States.

In Pakistan, notable advancements have been made in terms of legal recognition and the protection of transgender rights at the intergovernmental level. The Supreme Court's landmark ruling, which acknowledges transgender individuals as a distinct gender, along with the introduction of legislation and policies aimed at upholding their rights in critical areas like employment, education, healthcare, and voting, serve as tangible indicators of significant progress in this regard. Efforts to ensure representation of transgender individuals in local councils further highlight commitment by the side of the intergovernmental level.

In the United States, legal recognition in addition to protection of transgender rights have been achieved primarily through court rulings and executive actions. While there is no federal legislation specifically addressing the third gender, transgender individuals are protected under anti-discrimination rules at the federal and some state plans? Inclusive policies, advocacy groups, and institutions work to promote transgender rights and create inclusive environments.

Additionally, in my thesis, I determined that the “three generations of human rights” are applicable to transgender concerns in both Pakistan and the USA as outlined below. In Pakistan as following;

First Generation Human Rights (Civil and Political Rights): Right to Non-Discrimination: Transgender individuals in Pakistan face discrimination in various

spheres, including employment, education, and public spaces. Ensuring their right to equality and freedom from discrimination is a crucial aspect of first-generation rights. Right to Expression and Identity: Protecting the freedom of expression and the right to self-identify without fear of persecution is vital for transgender individuals in Pakistan.

**Second Generation Human Rights (Economic, Social, and Cultural Rights):** Access to Healthcare and Education: Second-generation rights emphasize access to healthcare, education, and employment. In Pakistan, transgender individuals often face challenges in accessing these fundamental rights. Socioeconomic Support: Ensuring access to social security, housing, and employment opportunities can significantly impact the well-being of transgender communities.

**Third Generation Human Rights (Solidarity or Collective Rights):** Collective Rights of Transgender Communities: Third-generation rights focus on the collective rights of marginalized groups. In Pakistan, advocating for the collective rights of transgender communities includes their right to live free from violence and stigma, and their right to participate in decision-making processes that affect them.

In the case of USA:

**First Generation Human Rights (Civil and Political Rights):** Legal Recognition and Protection: First-generation rights entail protecting transgender individuals' rights to express their gender identity and be legally recognized according to their gender identity. Protection from Discrimination: Ensuring equal protection under the law and freedom from discrimination based on gender identity aligns with first-generation rights.

**Second Generation Human Rights (Economic, Social, and Cultural Rights):** Healthcare and Employment Opportunities: Second-generation rights involve ensuring access to healthcare services, including transition-related care, and promoting employment opportunities free from discrimination based on gender identity

**Third Generation Human Rights (Solidarity or Collective Rights):** Global Advocacy and Solidarity: Third-generation rights can involve advocating for global recognition of transgender rights and fostering solidarity with transgender communities' worldwide, supporting efforts for equality and acceptance.

Evolution and Intersectionality: The evolution of these rights is ongoing, and their application to transgender issues involves recognizing the intersectionality of identities, such as race, class, and disability, impacting the experience of transgender individuals' rights in both countries. Understanding and addressing these multiple generations of human rights are essential for creating comprehensive policies and frameworks that safeguard the rights and dignity of transgender individuals in both Pakistan and the USA.

Both countries have taken steps to address the challenges faced by transgender individuals. Pakistan has implemented programs and institutions to support transgender individuals, including financial assistance, healthcare initiatives, and inclusive education. In the United States, various institutions have adopted non-discrimination policies, provide gender-affirming healthcare, and support transgender students.

However, it is important to acknowledge that challenges and disparities still exist in both countries. Transgender individuals face issues such as discrimination, lack of social acceptance, healthcare disparities, and limited access to resources. The experiences and rights of transgender individuals can also vary within each country, influenced by geographic location, cultural attitudes, and individual circumstances.

Overall, the comparative study underscores the advancements achieved at both the intergovernmental and institutional levels in acknowledging and safeguarding the rights of transgender individuals. It also underscores the ongoing necessity to confront the obstacles they encounter and to actively advocate for their complete inclusion and equality. This study delved into the experiences of the third gender or transgender community in two distinct societies, taking into account the contributions of international organizations and domestic institutions. Transgender individuals encounter a multitude of challenges that undermine their legitimacy, encompassing discrimination, joblessness, inadequate access to healthcare and education, social and political marginalization, sexual violence, as well as physical and emotional harm. These hardships underscore the imperative for continued efforts to rectify these issues and uphold the rights and well-being of transgender individuals.

This stigmatization and social exclusion mobilize activists, groups, organizations, and organizations at both national and international levels to mitigate



the discrimination. Additionally, comparing Pakistan and the United States regarding issues about the third at *intergovernmental and institutional levels*.

In *Pakistan at Intergovernmental Level*; Legal Recognition: Pakistan has made significant strides in recognizing the rights of transgender individuals at the intergovernmental level. In 2018, the Supreme Court of Pakistan ruled that transgender individuals should be recognized as a separate gender and be granted equal rights and protections under the law.

Legislation and Policies: Pakistan has implemented various legislative measures and policies to protect the rights of transgender individuals, including employment quotas, educational opportunities, healthcare provisions, and voter rights. The government has taken steps to improve their socio-economic conditions and address discrimination.

Representation: The government has shown efforts to ensure representation of transgender individuals at the intergovernmental level. For example, Sindh province has allocated a 2% quota for transgender representation in local councils.

At *Institutional level*: Government Initiatives: The Pakistani government has initiated programs and institutions to support transgender individuals at the institutional level. For example, the Khawaja Sara Program provides stipends to transgender individuals, and the Benazir Income Support Program offers financial assistance to marginalized communities, including transgender individuals.

Healthcare and Education: Efforts have been made to improve healthcare and education access for transgender individuals, with free medical treatment programs and initiatives promoting inclusive education.

In *USA at Intergovernmental level*; Legal Recognition: In the United States, legal recognition of transgender rights has primarily been achieved through court rulings and executive actions. Although there is no federal legislation specifically addressing the third gender, transgender individuals are protected under anti-discrimination laws based on gender identity at the federal and some state levels.

Advocacy and Awareness: Various advocacy groups and organizations at the intergovernmental level in the United States, such as the Human Rights Campaign, work to promote transgender rights, raise awareness, and advocate for inclusive policies.

**Inclusive Policies:** Some states and cities have implemented inclusive policies, including adding gender-neutral options on identification documents and providing protection against discrimination in various areas, including employment, education, and healthcare.

*In USA at Institutional level;* **Inclusive Organizations:** In the United States, various institutions, including universities, healthcare providers, and workplaces, have taken steps to create inclusive environments for transgender individuals. They may provide gender-affirming healthcare, support transgender students, and implement policies promoting diversity and inclusion.

**Non-Discrimination Policies:** Numerous institutions in the United States have implemented non-discrimination policies that encompass gender identity and expression, thereby safeguarding transgender individuals from discrimination and harassment. These policies are vital in promoting equality and inclusivity in various sectors, including education, employment, and public services.

*Note:* That is an important point to emphasize. Despite progress, challenges and disparities persist for transgender individuals in both Pakistan and the United States. Geographic location within each country can influence access to resources, support, and acceptance. Cultural attitudes and societal norms also show a noteworthy role in shaping the experiences and rights of transgender individuals.

Moreover, individual circumstances such as socioeconomic status, education, and family support can impact the opportunities and challenges faced by transgender individuals. Recognizing these variations and addressing them through targeted interventions and comprehensive policies is crucial for ensuring equal rights and opportunities for all transgender individuals, regardless of their location or circumstances.

In this share of the study, as a researcher, I endorse specific actions based on the research findings to address and alleviate the social exclusion and harassment experienced by transgender individuals in our society:

**Equal Employment Opportunities:** Implement policies and regulations that prohibit any form of discrimination or unfair treatment against transgender individuals in the context of employment or occupation. This includes creating a supportive and inclusive workplace environment.

**Official Gender Documentation:** Ensure that the gender identity of a transgender person is accurately recorded in all official documents, and consider the introduction of a quota system within government sectors. This quota system can help transgender individuals access job opportunities and essential resources on an equitable basis, thus aiding in their basic needs.

**Inclusive Education and Recreation:** Both government institutions and educational facilities should be encouraged to provide inclusive education and equal opportunities for participation in sports, recreation, and leisure activities without any form of discrimination. This helps transgender individuals to engage with these activities on an equal footing with others, promoting a sense of belonging and well-being.

**Family Unity and Legal Protections:** Enforce legal provisions to prevent transgender individuals from being separated from their parents or immediate family solely on the grounds of their gender identity. In cases where such separation does occur, it is essential to have legal measures in place to address and rectify these situations, ensuring the well-being and rights of transgender individuals within their families.

**Formulation of the Transgender Persons Framework in Pakistan:** The formulation of a Transgender Persons Policy involves addressing various aspects to ensure social provisions, livelihood support, social security, and welfare assistance for transgender individuals. Here are some key considerations for each of these areas:

**Social Provisions: Non-Discrimination:** The policy should unequivocally forbid discrimination against transgender individuals in every aspect of life, covering education, occupation, housing, healthcare, and access to community services.

**Gender Recognition:** The policy should establish a legal framework for recognizing and affirming the gender identity of transgender individuals, allowing for official documentation changes without unnecessary hurdles.

**Anti-Bullying and Harassment Measures:** Implement measures to prevent bullying, harassment, and violence against transgender persons, both in public and private settings. This could include awareness campaigns, education programs, and legal protections.

**Accessible Public Spaces:** Ensure that public spaces, including restrooms,

changing rooms, and healthcare facilities, are inclusive and accessible for transgender individuals.

**Livelihood Support: Employment Opportunities:** Promote equal employment opportunities for transgender persons, including measures to address discrimination in hiring and workplace policies. Encourage businesses to adopt inclusive practices and provide diversity training.

**Skill Development and Vocational Training:** Offer skill development programs and vocational training tailored to the needs of transgender individuals, helping them gain relevant skills and qualifications for sustainable employment.

**Entrepreneurship Support:** Provide support and resources for transgender individuals interested in starting their own businesses, including access to capital, business development programs, and mentorship.

**Social Security:** "Promote healthcare equity for transgender folks by granting them unfettered access to healthcare facilities, encompassing gender confirming actions, psychological maintenance, and hormone replacement therapy." Work towards inclusive health insurance coverage that includes transgender-specific healthcare needs.

**Counseling and Support Services:** Establish counseling and support services that cater to the unique needs of transgender individuals, including mental health services, peer support groups, and helplines.

**Family Support:** Develop policies and programs that promote family acceptance and support for transgender individuals, including awareness campaigns and resources for families to better understand and support their transgender relatives.

**Welfare Assistance: Social Welfare Programs:** Ensure that transgender individuals have equivalent entrance to social welfare agendas, such as financial assistance, housing support, besides food security initiatives. Consider the specific challenges faced by transgender persons and provide targeted assistance where needed.

**Legal Aid:** Establish legal aid programs to support transgender individuals in addressing issues such as discrimination, violence, and harassment. This could include free legal counseling, assistance with filing complaints, and representation in

legal proceedings.

It is important to note that the specific provisions and implementation of transgender policies may vary depending on the country or region. It is essential to consult with transgender communities and organizations, and experts in the field to develop policies that are comprehensive, inclusive, and respectful of transgender rights and needs.

At the policy level, the following general references can be considered for addressing transgender issues in both Pakistan and the United States:

**Legal Recognition and Protection:** Implement comprehensive laws and policies that explicitly recognize and protect the rights of transgender individuals, including anti-discrimination measures, access to healthcare, education, employment, housing, and legal gender recognition.

**Inclusive Education:** Develop inclusive educational policies and practices that create safe and supportive environments for transgender students, including comprehensive anti-bullying policies, training for educators, and curriculum that promotes diversity and inclusion.

**Healthcare Access:** Ensure accessible and culturally competent healthcare services for transgender individuals, including gender-affirming care, mental health support, and access to hormone therapy and gender-affirming surgeries. Remove barriers to healthcare, such as discrimination by healthcare providers and limited insurance coverage.

**Employment Opportunities and Workplace Inclusion:** Enact policies that prohibit workplace judgment built on gender character and provide equal employment chances for transgender individuals. Promote inclusive workplace environments that foster diversity, respect, and equal treatment.

**Housing and Accommodation:** Develop programs and policies that address the housing needs of transgender individuals, ensuring safe and affordable housing options. Provide support for homeless transgender individuals and combat discrimination in housing access.

**Public Awareness and Sensitization:** Conduct public awareness campaigns and sensitization programs to foster understanding and acceptance of transgender

individuals, combating stigma, stereotypes, and discrimination. Promote positive media representation of transgender individuals to counter misinformation and promote acceptance.

At the practice level, the following endorsements can be considered:

**Training and Sensitization:** Provide comprehensive training programs for healthcare providers, educators, employers, and law enforcement personnel to enhance their understanding of transgender issues, cultural competency, and best practices for supporting transgender individuals.

**Support Services:** Establish support services and community centers that provide counseling, mental health support, legal assistance, and social services tailored to the specific needs of transgender individuals.

**Collaboration and Partnerships:** Encourage collaboration among government agencies, NGOs, transgender advocacy organizations, and community groups to work together in addressing the needs of transgender individuals, sharing resources, and promoting coordinated efforts.

**Data Collection and Research:** Collect data on the experiences and challenges faced by transgender individuals to inform evidence-based policy development and address the specific needs of the community. Support research initiatives that further understanding of transgender issues and inform policy endorsements.

**Meaningful Engagement:** Ensure meaningful participation of transgender individuals in policy development processes, creating platforms for their voices to be made out and actively involving them in decision-making progressions that affect their lives.

These endorsements serve as a starting point for addressing transgender issues and promoting equality and inclusivity. It is crucial to tailor policies and practices to the specific contexts and challenges faced in each country while involving transgender individuals themselves in shaping the solutions.

Furthermore, the utilization of these theories as a foundation for the comparative analysis of third gender concerns in Pakistan and the USA at intergovernmental and institutional levels underscores their significance within the conceptual framework, as evidenced by the following conclusions:

*Human Development (Mahbub ul Haq):* Human Development focuses on broader well-being beyond economic indicators. In this context, the study can evaluate the health, education, and living standards of the third gender community in both countries. The Human Development Index (HDI) can be applied to measure and compare the development levels of the third gender population in Pakistan and the USA, providing insights into their overall well-being.

*Theory of Capabilities (Amartya Sen):* Sen's Capability Approach emphasizes individual agency and freedom. Applied here, it assesses the freedom of the third gender community in both countries to access education, healthcare, employment, and social participation. It highlights the disparities in capabilities between the third gender and other gender identities, guiding policy interventions to enhance opportunities and freedoms.

*Theory of Recognition (Charles Taylor):* Taylor's theory emphasizes the importance of recognition in identity formation. Applied to the study, it explores how recognition or misrecognition influences the societal status and identity of the third gender in Pakistan and the USA. It helps in understanding the political, social, and cultural dynamics affecting the acknowledgment and acceptance of the third gender at intergovernmental and institutional levels.

Integrating these theories into the comparative study enables a comprehensive analysis. It helps in evaluating not only the material well-being (Human Development) but also the freedoms and opportunities (Capabilities Approach) available to the third gender, while considering the social, cultural, and political factors (Theory of Recognition) influencing their status and recognition within the societies of Pakistan and the USA. This multidimensional approach aids in identifying areas for policy improvements and advocating for inclusive measures to enhance the lives of the third gender community in both nations.





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## **RESUME**

RABIA NASEEM

Languages: English, Urdu, Turkish and Punjabi

### **CAREER OBJECTIVE**

Ambitious, highly motivated with strong learning abilities and creativity. Good communication skills and a good analytical mind with strong decision making abilities, structured and well defined with a clear and concise vision of future objectives and eager to find a position offering long term potential with defined career progression.

### **EDUCATION**

2017- 2024: Ph.D. in Political science and international relation, Istanbul Aydin University, Turkey (Grade 3.65/4 CGPA, Medium: English).

2014-2017: M.A. Political science and international relation Istanbul Aydin University, Turkey (Grade: 3.94/4 CGPA, Medium: English).

2010-2014: B.S. Hons. in Sociology University of Punjab (Grade: 3.87/4 CGPA, Medium: English).

2008-2010: F. Sc. pre. Medical Govt, Model college for girls, Model town Lahore- Pakistan (Grade: A, Medium: English).

Matriculation divisional Public School, Model town Lahore- Pakistan (Grade: A, Medium: English).

### **EXPERIENCE**

23 March,2022-September 2023: Istanbul Aydin University.

31 May,2021- September 2023: EURAS (Eurasian Universities Union) Regional Affairs and Marketing Specialist in EURAS - sponsor of The world 3rd largest higher education summit known as EURIE.

June-November,2018: Cyprus Science University North Cyprus (International recruitment officer).

October, 2015-September, 2016: Bogazhisar Educational Institutions as an English Activity organizer in Istanbul-Turkey.

11h July -1th August,2014: Medical Social Services Project in Jinnah Hospital Lahore.

10 October-10 November, 2013: LWMC Project at Shaheen complex Lahore (collaboration of Turkey and Pakistan).

July 1st -August 31st,2013: WWF-Pakistan improving livelihood of fishermen communities of central Indus wetlands complex, Pakistan project through global poverty action fund (GPAF).

Medical Social Services Project: Jinnah Hospital Lahore.

#### CERTIFICATES AND CONFERENCES

“Nature-based Solutions for Disaster and Climate Resilience” a course developed by experts from the United Nations Environment Programme (UNEP) and the Partnership for Environment and Disaster Risk Reduction (PEDRR) with support from the European Union, in collaboration with the SDG Academy and the EdX Platform, 19th October, 2022.

Muslim Jewish Conference in Berlin- Germany, August 2016 and 2015 (in-person), 2021 (Online).

THE Campus Live. Asia on 14th December, 2021.

African Transit Migration through Libya to Europe: The Human Cost on 8 June, 2021.

International Meet ups project in cooperation with Bil College and Istanbul Aydin University on 26 December, 2020.

Social Leader Forum 2015 in Tbilisi, Georgia, fully funded by Erasmus+.

Workshop on “Active Citizens’ Programme” of four days of BRITISH COUNCIL.

From June 17 to 20, 2013, a four-day project workshop was held at the University of Punjab with the collaboration of the University of Erfurt, Germany.

National Stakeholder's Conference on land acquisition, resettlement and rehabilitation in Pakistan on July 3-4, 2013

14h Annual Population Research Conference on Pakistani Population: New realities and challenges for human development held in collaboration with National University of Science and Technology (NUST) in 20-21 November, 2013 at Islamabad.

12th Annual Population Research Conference on Pakistani Youth: The ultimate Resource" held in collaboration with Institute of Social and cultural Studies in November 22-24, 2011, University of the Punjab, Lahore.

#### AWARDS

Award for achieving 1st position during my bachelor's degree from the mother of Arfa Abdul Karim Randhawa (late), a Pakistani student and computer prodigy who became the youngest Microsoft Certified Professional in 2004 and a Guinness Book of Records holder.

Merit scholarship from the government of Punjab, Pakistan.

Merit scholarship from the University of Punjab during the bachelor degree.

Merit scholarship from Istanbul Aydin University during Master Merit scholarship from Istanbul Aydin University during my PhD.

Istanbul Aydin University country representative for all Pakistani students for 3 years.

#### SKILLS

Research (Qualitative & Quantitative).

SPSS- Statistical Package for Social Science.

#### REFERENCE

Will be furnished on demand.

