

**CHRIST**(DEEMED TO BE UNIVERSITY)
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Notice for the PhD Viva Voce Examination

Ms Aishwarya K, Registration Number: 2090002, PhD Scholar at the Department of Commerce, School of Commerce, Finance and Accountancy, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Monday, 30 March 2026 at 03.00 pm in Room No. 628, 6th Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis	:	Exploring the Inclusion of Transgender People in the Workplace
Discipline	:	Commerce
External Examiner - I	:	Dr R Angayarkanni Professor Department of Commerce SRM Institute of Science and Technology Kattankulathur - 603203 Chennai Tamil Nadu
External Examiner - II	:	Dr Jasojit Debnath Associate Professor Department of Commerce Nagaland University Kohima Campus, Meriema, Nagaland - 797004
Supervisor	:	Dr Pranami Sharma Assistant Professor Department of Commerce School of Commerce, Finance and Accountancy Bangalore Yeshwanthpur Campus CHRIST (Deemed to be University) Bengaluru - 560029 Karnataka

The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru
Date: 23 March 2026

Registrar (Academics)

ABSTRACT

Diversity, Equity and Inclusion (DEI) initiatives have evolved but the encounters of Transgender individuals is minimally articulated in research. Thus, the study examines the contextual life experience of Transgender people in the corporate workplaces, following the enactment of the Transgender persons (Protection of Rights) Act, 2019. To give credit to the topic, the researcher has adopted a hybrid research design. The foundational groups of the study (Transgender employees, Human Resource professionals and DEI practitioners) were part of the qualitative insights analysed using NVIVO 14 and Cisgender Coworkers viewpoints were measured quantitatively using SPSS 26. The findings of the research denote that while many organisations nominally recognise Transgender employees and express willingness to be inclusive, their actual policies often remain generic as a blended policy for the LGBTQIA+ community, rather than a tailored approach to align with the specific needs of Transgender people. Important aspects like gender-neutral restrooms, leave during gender transition, and insurance coverage for gender-affirmation surgery — remain rare. The presence of genuine allyship from colleagues and leaders was found to be a key to creating a supportive workplace environment. Overall, the study reveals that the position of Transgender people when considered collectively foster development both in terms of equity, inclusivity and symbolic commitments, but there is a substantial trajectory ahead to enhance meaningful contributions. A few organisations have adopted policies, but enforceability and in essence to Transgender specific policies are the need of the hour. There is a gap in the society to predominantly create awareness and gender identity education among cisgender people, consequently a dignified career pathway can be paved for Transgender people.

Keywords: Transgender people, Inclusion, Workplace, Policies, Allyship

Publications:

1. **Aishwarya, K.**, Sharma, Pranami. (2024). Understanding Binary Employees' Awareness Toward LGBTQ Inclusion at Workplaces. In: Mansour, N., Bujosa Vadell, L.M. (eds) Finance and Law in the Metaverse World. Contributions to Finance and Accounting. Springer, Cham. https://doi.org/10.1007/978-3-031-67547-8_8
2. **Aishwarya, K.**, and Sharma, Pranami. "Artificial Intelligence and Transgender People Friendly Hiring Practices: Opportunities and Challenges," 2024 IEEE 4th International Conference on ICT in Business Industry & Government (ICTBIG), Indore, India, 2024, pp. 1-4, Doi: 10.1109/ICTBIG64922.2024.10911252.
3. **Aishwarya, K.**, and Sharma, Pranami Published a patent titled, "A Conceptual Framework And Metrics For Effective Transgender People Inclusion In An Organisation.", Patent Application Number: 202541017279 Publication Date: 21/03/2025.