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Notice for the PhD Viva Voce Examination

Ms Bhargabi Baruah, Registration Number: 2090088, PhD Scholar at the School of Law, CHRIST (Deemed to be University), will defend her PhD thesis at the public viva-voce examination on Tuesday, 25 August 2026 at 09.30 am in Room No. 044, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis	:	Employment Rights of Transgender Persons in India: A Critical Analysis
Discipline	:	Law
External Examiner - I	:	Dr Upankar Chutia Associate Professor School of Law Dayananda Sagar University Innovation Campus Kudlu Gate, Hosur Road Bengaluru - 560068 Karnataka
External Examiner - II	:	Dr B Yuvakumar Reddy Principal KCE Society, S.S.Maniyar Law College Jalgaon - 425001 Maharashtra
Supervisor	:	Dr Achyuta Nanda Mishra Professor School of Law 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.

Registrar (Academics)

Place: Bengaluru
Date: 14 August 2026

ABSTRACT

This study critically examines the employment rights and workplace challenges faced by transgender individuals in India, which are against the well-established fundamental rights and human rights, with a focus on legal awareness, discrimination, inclusion, and mental health. A framework that combines statistical analysis, qualitative inquiry, and case studies, the research investigates the complex intersection of law, societal attitudes, and workplace practices shaping the lived experiences of transgender persons. Despite progressive legal milestones, such as the Supreme Court's NALSA judgment recognising transgender persons as a "third gender" and the enactment of the Transgender Persons (Protection of Rights) Act, 2019, the gap between policy and practice remains substantial. The study highlights persistent barriers, including biased recruitment, limited career advancement, tokenistic inclusion, lack of gender-neutral facilities, and inadequate grievance redressal mechanisms, which collectively hinder equitable employment of transgender individuals. Quantitative findings reveal disparities in employment rates, income levels, and job security compared to cisgender peers. At the same time, qualitative insights underscore the psychological toll of workplace exclusion, manifested in heightened anxiety, depression, and identity suppression. Legal illiteracy, particularly among economically disadvantaged transgender persons, exacerbates vulnerability to exploitation and restricts access to remedies, while employer unawareness of statutory obligations perpetuates systemic bias. Case studies of progressive corporate and state-level initiatives, such as those in Kerala, Tamil Nadu, and select private enterprises, demonstrate that inclusive recruitment, sensitisation programs, and supportive infrastructure can significantly improve retention, productivity, and workplace satisfaction. However, these best practices remain exceptions rather than norms, constrained by inadequate enforcement, lack of monitoring, and deep-seated societal stigma rooted in cultural and religious narratives. The research situates these challenges within the broader historical and socio-cultural context of transgender marginalisation, tracing legacies of exclusion from colonial laws to the contemporary employment sector. It also addresses the intersectional nature of discrimination, noting compounded disadvantages for transgender individuals belonging to marginalised caste or economic groups. The analysis emphasises that achieving workplace equity requires a multipronged strategy, strengthening legal protections, enhancing policy outreach, institutionalising diversity and inclusion frameworks, and integrating mental health support tailored to transgender needs. Furthermore, the active participation of transgender persons' voices in policymaking is identified as essential for ensuring that reforms are both representative and sustainable. The findings contribute to scholarly discourse by bridging gaps in empirical data, offering a nuanced understanding of employment inequities, and proposing actionable recommendations for policymakers, employers, and advocacy groups. Ultimately, the study underscores that the realisation of employment rights for transgender persons is not merely a matter of legislative compliance but a foundational step toward social justice, economic inclusion, and human dignity in India's evolving employment landscape.

Keywords: Transgender, Employment Rights, Workplace Discrimination, Legal Awareness, Inclusion, Mental Health, India, Policy Implementation.

Publications:

1. **Baruah, Bhargabi, Bhardwaj, Sonika** (2026) Unlocking Access: Technology as a Tool for Transgender Economic Justice, Sustainable, Development Agenda 2030, 765-776, DOI: 10.1007/978-3-032-11612-3_66
2. **Baruah, Bhargabi, Bhardwaj Sonika** (2025), Technology-Enabled Solutions For Inclusive Workplace Design To Support Transgender, Employment Rights, Archives for Technical Sciences, 495–513, DOI: 10.70102/afts.2025.1834.495