

Challenges of Third Gender Involvement in Labor Force: an Evidence from Bangladesh.

Proposal Summary

Failing to protect mainstream people's interests the people of the third gender excluded from society and developed a subculture. The identity crisis of the third gender has been solved in Bangladesh but still, they are failing to engage in labor force. Disengagement in the labor force means a lack of control over the economy and consequently, prestige and power. However, the last few year's scholars have paid their attention to third gender development they fail to focus on their challenges to engage in the labor force. Therefore, a clear literature gap has been visible. The objective of this study is to mitigate those. The study will adopt a qualitative method where the primary data will be gathered by using IDIs, KIIs, and observation. There will be two types of respondents where the agency will be the people of the third gender and the structure will be the responsible authority. With the help of purposive sampling and a couple of checklists, data will be gathered from five different districts of Bangladesh. The findings will help us to mitigate the gender gap and ensure gender equality by revealing a new path to involve them in mainstream society through involving the labor force. Similarly, this study will help us to draw some policy recommendations on how the special measures should take to include these socially excluded groups to contribute to GDP growth. Lastly, through this study, we can meet the sustainable development goals especially Goal numbers 1, 5, 8, 10, 11, 16.

Introduction

In Bangladesh, the identity crisis of *Hijra* has been solved just a few years ago by introducing the word 'Third Gender' by law and added the scope of voting by inserting option to the voting paper (Diplomat, 2019; Hyder & Rasel, 2019). By the term, 'Third' in sociology can be defined as 'other' which means neither men or women or both (Trumbach, 1994). Another supporting term 'transgender' also used to generalize third gender (Haefele-Thomas, 2019). However, the problem of third gender exclusion did not solve yet in Bangladesh. Even there are no official records of these social groups. Government estimates say there are around 10,000 *Hijras* living in the country (Parliament Correspondent, 2016), but according to an unofficial report, these peoples number is close to over half-million (Shovon, 2018). Because of gender stereotypes, they are harassed by the police and abused by the public (Chakrapani, Newman, & Noronha, 2018). The mainstream people not willing to give them work and lack of job opportunities their means of living depends on singing and dancing at weddings or childbirth forcefully as the mainstream communities don't willing to invite them (Ferguson, 2016). Begging and prostitution are another way of earning source (Chakrapani et al., 2018). All these jobs do not bring them prestige and power but limited wealth.

According to Marx, the economy is the base structure that governs superstructure as well as all others (Andrew & Baker, 2020). It is known to all that people do a job because of wealth, prestige and power (Fréméaux & Leturcq, 2020). No wealth means no power and no power means no prestige. Consequently, these social groups have been facing discrimination in health service, housing, education, immigration, law, and employment. Sometimes, the third gender sex workers harassed not only in police stations, prisons, and the public but also at home (Chettiar, 2015). Their sufferings know no bound. So, the challenge is to engage them in mainstream society through engaging in the workforce. In contrast to the third gender's view, the community people accuse them as lazy guys of society. From the mainstream point of view these social groups don't willing to work and so they are just a burden of society (Khan et al., 2009). However, without systematic study, it is not so easy to say on which side the barrier is standing between third gender and mainstream job sector. It may be supported by all that there have some challenges to engage these gender-specific groups in actual labor force. Therefore, this study planned to unclothe the challenges of third gender involvement in the labor force in Bangladesh.

Study Objectives

- To explore challenges of involving the third gender people in work force from the third gender people's points of view.
- To know the challenges to involve the third gender in the workforce from the mainstream point of view.
- To find out the best way to involve the third gender in the workforce.

Methodology

The nature of this study will be descriptive and the study area will be five corners of Bangladesh respectively, Khulna, Chittagong, Sylhet, Bogra, and Dhaka. This study will adapt qualitative approach to gather in-depth information about both agency and structure. Here, the agency implies the third gender and the structure implies for the authority who is responsible to ensure gender equality in the labor force.

The source of data will be both primary and secondary. To accumulate primary data we will use In-depth Interview (IDI), Key Informant Interview (KII) and observation tools where the respondent of IDI will be the people of the third gender and the respondent of KII will be the responsible authority. With the help of a purposive

sampling and a non-structure checklist, we will gather vivid information from different age-specific people of the third gender through of storytelling process where the people of the third gender will share the life story that what are the barriers or challenges they are facing to involve in the workforce.

Here, the unit of analysis will be the people of the third gender who are living the study areas at least for five years and are not nomadic. The total number of respondents will be 20 (4 respondents X 5 areas= 20). The four respondents will be the representative of four different age groups, which will be consisted of 15 to 24, 25 to 34, 35 to 44, and 45 to above. Though the respondent of KII will select purposively, a semi-structured checklist will use to interview them. Generally, these responses will follow a lecture-based process where the respondent will try to address what are the basic challenges to involve third gender people in the workforce. The number of KII respondents will not be fixed rather the interview will conduct until data saturation. The secondary sources of data will be the existing policy and relevant references. After, data collection the data will be present through narrative format as a soul technique of biographical method. Finally, the discussion of this study will happen with the help of a few theoretical frameworks that include Goffman's stigma theory, social exclusion theory, and functionalism theory. It is noteworthy that data will be computerized and tabulated by using computer software, such as NVivo, MS Word and so on. Lastly, this study will follow the research ethics.

Development Contribution

In Bangladesh, according to the unofficial record about 500,000 people are identified as the third gender who are the most socially excluded group in our society. Even they don't have minimum respect in society as they don't contribute any significant or productive outcomes in this society. After fulfilling this study we can show them a path to include this society through engaging in the labor force as well as the productive sector. Similarly, the findings of this study will help us to draw some policy recommendations on how the special measures they should take to include these socially excluded groups to contribute to GDP growth. Even, the findings of this study will provide a guideline to the NGOs who are working for third gender development. Foremost, the new knowledge contribution will be another feature of this study and the framework of this study (two-sided fact) will open a new door to social research. Also, this study will help us to meet the sustainable development goals especially Goal numbers 1 (No Poverty), 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality), 11 (Sustainable Cities and Communities), 16 (Peace and Justice Strong Institutions). For instance, after this study, the probable outcome may help us to empower the third gender and reduce their poverty and then we can reduce inequality and promote gender equality. Later, this study may help us to do some economic growth through their economic contribution and fulfilling above we can dream about sustainable cities and communities. Finally, by giving importance to the third gender we can make peace and social justice among the society.

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